



SUSTAINABILITY

REPORT

2024

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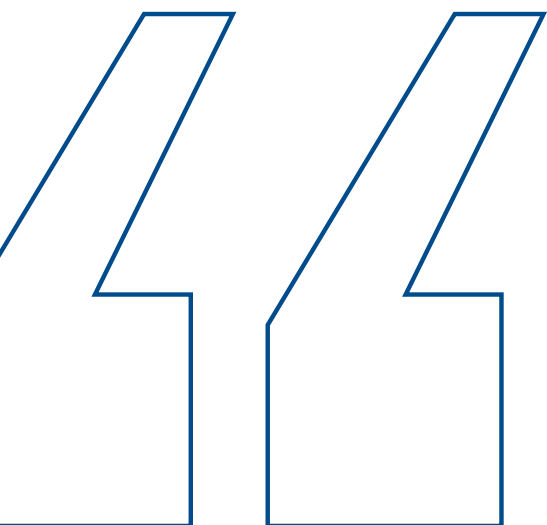
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FEEL INFORMED INFORMED INFORMED

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1.1. CEO'S INTRODUCTION



MARIUS CROITORU
GROUP CHIEF EXECUTIVE OFFICER

At CANPACK, we take immense pride in producing truly sustainable packaging for some of the world's most recognisable brands. Unlike many other packaging materials, aluminium, steel, and glass are not only easy to recycle but can also be recycled repeatedly without losing their inherent properties.

I'm pleased to share that since our last report, we have made significant strides in addressing sustainability challenges. Key achievements include our ongoing efforts to reduce our carbon footprint, continued investment in 100% renewable electricity across all our plants and offices, and innovative approaches to further lightweight our products. We have also made notable progress, particularly in aluminium, by significantly increasing the percentage of recycled content in our packaging.

Of course, this progress has not happened by accident. It is the result of the hard work and dedication of our people located around the globe, collaboration with our suppliers, and the strong partnerships we have built with our many global and local customers. It is noteworthy that these many achievements have taken place during a period of significant global political and economic uncertainty.

Over the past two years, we have been fully committed to supporting and achieving the UN Sustainable Development Goals by consistently making them a top priority. Our industry's responsibility is to ensure that the sustainability attributes of our products are recognised and fairly assessed as compared to other packaging substrates.

Environmental issues have remained high on the political agenda, and our industry's task is to ensure that the sustainability credentials of our products are widely recognised. This is particularly important in relation to legislation on deposit return schemes. As a responsible business, we fully support the fair and balanced implementation of these schemes, taking care to include all packaging types and variable deposit rates.

As we look ahead to playing our part in addressing environmental and societal challenges, it is clear that collaboration will be key to success in the coming years. We are eager to continue working closely with our customers and suppliers to drive the changes necessary for our business, our people, and the planet.



1.2. CANPACK AT A GLANCE

1.2.1. MISSION, VISION & VALUES

MISSION

To be the global partner of choice for impactful, experience-enhancing, and sustainable packaging solutions – energising customers, connecting with consumers, and inspiring employees to push boundaries.



VISION

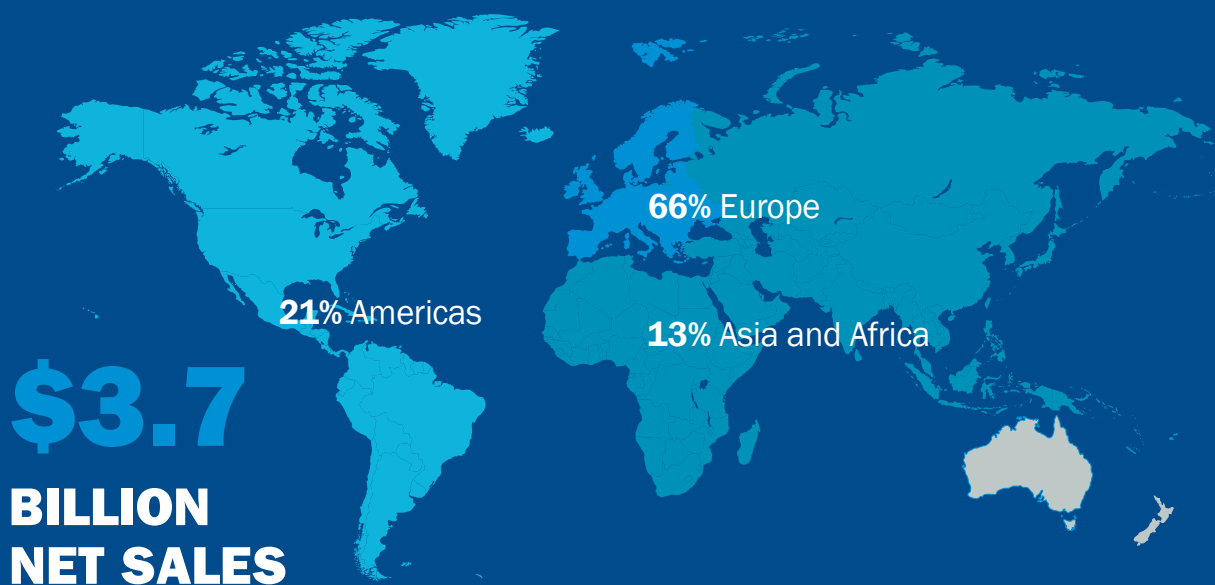
Our vision is to push the boundaries of what is possible and deliver value beyond a simple container.

VALUES

Our shared values describe how we deliver our vision, how we do business, and how we work together. They are the foundation of our culture.



GLOBAL FOOTPRINT FACTS IN 2023



4 DIVISIONS



35 B

35 billion cans and 15 billion crown corks

27

27 production facilities in 16 countries

8,000

EXPERTS

100

Serving close to 100 countries globally

SUSTAINABILITY FACTS IN 2023



+190
CSR
PROJECTS



100%
RENEWABLE
ELECTRICITY



66%
RECYCLED
CONTENT



CARE

Total recordable injury rate (TRiR) 0.62
(vs 1.07 in 2021).

Employees who received performance and career
development reviews 82% (vs 74% in 2021).

WE SUPPORT



SUSTAIN

Total GHG [mln of T CO2e] 3.49 (vs 5.46
[mln of T CO2e] in 2021).

Renewable electricity share 100%
(vs 62% in 2021).



RECYCLE

Recycled content beverage cans 66%
(vs 52% in 2021).

Waste recovered 92% (vs 90% in 2021).



INNOVATION

We passionately create new possibilities to grow our business and shape our category.

QUALITY

We challenge ourselves to push the boundaries and excel in everything we do.

RESPECT

We respect all our employees, customers and communities, and show it every day, in every action.



CANPACK VALUES

INTEGRITY

We are honest and open, with strong principles.

SAFETY

We are committed to achieving the highest standards in safety, without compromise.

TEAMWORK

We collaborate to unleash our collective energy and potential.

1.2.2. WHO WE ARE



4TH
**LARGEST SUPPLIER
OF BEVERAGE CANS
IN THE WORLD**

2ND
**LARGEST SUPPLIER
OF BEVERAGE CANS
IN EUROPE IN 2024**

We are the CANPACK Group, a leading global manufacturer of high-quality packaging products, born over 30 years ago in Krakow, Poland, and now headquartered in Wayne County, Pennsylvania. With decades of experience in the metal and glass packaging industries, CANPACK is renowned for its state-of-the-art technology, expertise, and commitment to sustainability. Today, CANPACK Group is among the largest packaging producers in the world, and our ability to adapt to market demands and invest in new markets ensures our continued success and growth in the packaging industry.

WE BELIEVE PACKAGING CAN DO MORE



FOR BRANDS & CONSUMERS

Feel refreshed. Feel energised. Feel unique. We help our partners create these feelings through packaging.

FOR BUSINESSES

We're here to help optimise businesses, collaborating from start to finish.

FOR THE PLANET

We're committed to our responsibility towards the environment and helping customers achieve joint sustainability goals.

1.2.3. SCOPE OF BUSINESS

CANPACK operates four key divisions: **Beverage Cans and Ends, Glass Packaging, Food and Industrial Packaging, and Metal Closures.**

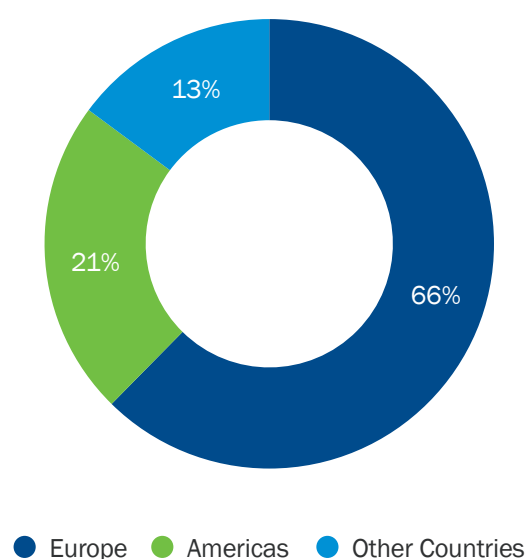
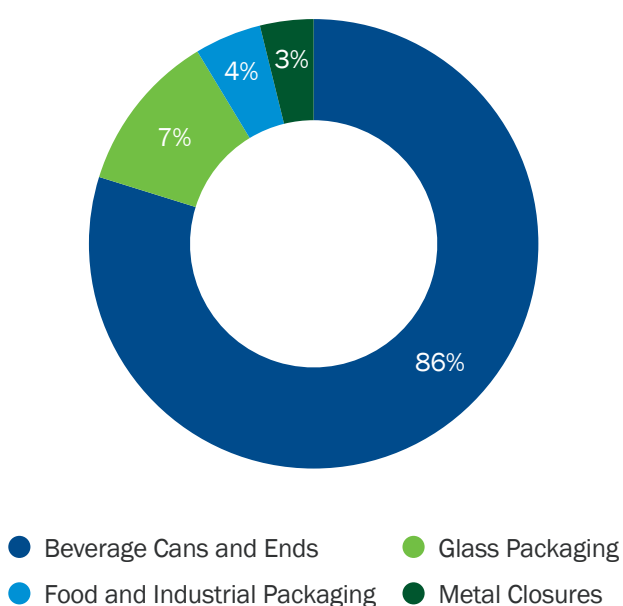
Our diverse product portfolio caters to a wide range of end-user categories, including soft drinks, energy drinks, beer, spirits, packaged water, seltzers, food, as well as chemical and industrial businesses. Our broad geographic footprint, combined with our state-of-the-art greenfield investments, enables us to serve our customers globally and satisfy their ever-changing product needs.

The percentage of net sales generated by each division for the year ended December 31, 2023, was 86%, 7%, 4% and 3%, respectively. We derived 66%, 21%, and 13% of our net sales from Europe, Americas, and all other countries we serve, respectively, for the same period.

Table 1.2.1. A breakdown of total revenue, as included in our financial statement, including Glass Orzesze, Poland.*

2022	2023
US\$3,585	US\$3,706

*Amounts expressed in millions of U.S. dollars.





1.2.4. PASSIONATE PROFESSIONALS

70+
**CORE MEMBERS
OF THE CSR TEAM**

We believe it would take someone remarkable to define what's possible at CANPACK, given that we have over 8,000 culturally, linguistically, and socially diverse people who are passionate about pushing boundaries.

190+
VARIOUS PROJECTS

With the spirit of collaboration at our core, we strive to create a respectful and supportive environment where everyone can make an impact, create new opportunities to grow the business, shape our industry, and excel in what we do.

1,300+
**IN TOTAL
VOLUNTEERS ENGAGED**

We respect all our employees, customers, and communities, and strive to show it every day, in every action we take.

10,000+
**VOLUNTEERING
HOURS**

* Approximate numbers based on teams' statistics; project – micro, small and bigger projects both external and internal ones.

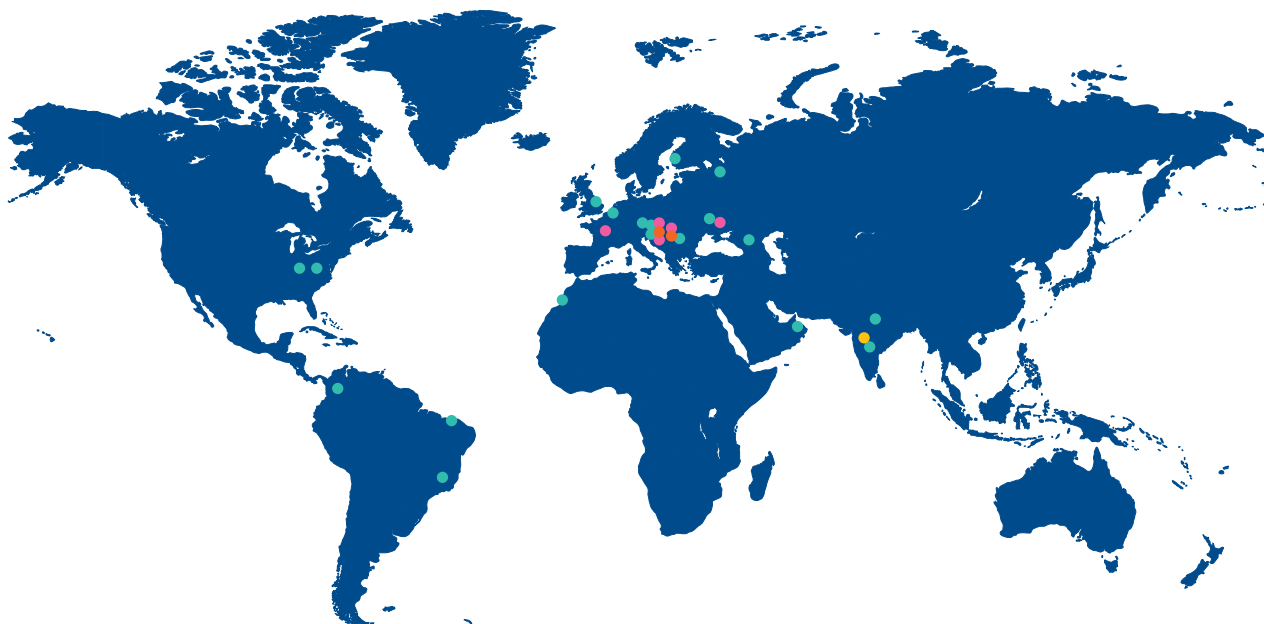


1.2.5. GEOGRAPHICAL AREAS OF OPERATION

27

PRODUCTION FACILITIES IN 16 COUNTRIES

With 27 production facilities in 16 countries across Europe, Asia, Africa, South America, and North America, we deliver our products to approximately 100 countries worldwide. Our recent expansion into the United States includes the opening of aluminium can plants in Olyphant, Pennsylvania, and Muncie, Indiana.



METAL CLOSURES

Tarnów (PL), Yavoriv (UA), Košice (SK), Modřice (CZ)*, Saint Marcel (FR).

FOOD AND INDUSTRIAL PACKAGING

Brzesko (PL), Dębica (PL).

GLASS

Aurangabad (IN).

BEVERAGE CANS

Brzesko (PL), Bydgoszcz (PL), Vyshhorod (UA), Bucharest (RO), Dubai (AE), Scunthorpe (UK), Aurangabad (IN), Hämeenlinna (FI), Casablanca (MA), Itumbiara (BR), Fortaleza (BR), Novocherkassk (RU), Nuh (IN), Volokolamsk (RU), Helmond (NL), Tocancipá (COL), Stříbro (CZ), Olyphant (US), Muncie (US) (only 2023).

*We ceased production in this plant effectively on 31 March 2025.

% OF CANPACK EMPLOYEES



65% 2022 **63%** 2023

EUROPE



15% 2022 **13%** 2023

ASIA



2% 2022 **2%** 2023

AFRICA



7% 2022 **11%** 2023

**NORTH
AMERICA**



11% 2022 **10%** 2023

**SOUTH
AMERICA**



1.3. OUR PRODUCTS

1.3.1. OUR PRODUCTS

**CANS, BOTTLES, AND CLOSURES
HAVE A TREMENDOUS IMPACT
ON THE WAY PEOPLE FEEL
ABOUT BRANDS.**

With a collaborative approach and a range of special effects, our expert team can help create multi-sensory brand experiences. By working closely with our clients from start to finish, we add value that extends beyond the packaging or product itself.

We have built an agile and technologically advanced network of capabilities around the world, enabling us to respond efficiently to changes in customer demand in an environmentally responsible manner. We focus on permanent materials to enable infinite recycling and work with brands to achieve their sustainability goals, meet the values and expectations of their customers, and create a positive impact.

1.3.2. GLASS PACKAGING

7%

**Our Glass Packaging division
accounted for 7% of our
net sales in 2023.**

We currently operate two furnaces in India, producing customisable glass bottles primarily for the beer and spirits industry.



1.3.3. BEVERAGE CANS AND ENDS

86%

Our Beverage Cans and Ends division is our largest, representing **86% of our net sales in 2023.**

19

We produce sustainable aluminium beverage cans and ends at **19 plants across 14 countries.**

35 B

Production capacity of nearly **35 billion cans annually.**

Our beverage cans and ends are manufactured using a combination of virgin and recycled aluminium. We offer all conventional beverage can and end sizes, as well as a range of speciality sizes to meet and add value to our customers' requirements. These diverse product offerings include four styles and 20 different sizes of beverage cans, along with a variety of beverage ends. In addition, we provide our customers with tailored, end-to-end support throughout the packaging creation process.



1.3.4. FOOD AND INDUSTRIAL PACKAGING

4%

Our Food and Industrial Packaging division accounted for **4% of our net sales in 2023.**

We are a market leader in Polish steel food cans, offering a diverse portfolio of products. We manufacture steel cans for various applications, including:

FOOD CANS

For dry or wet products such as roasted nuts, sweets or pâté, meat or tomato pasta, and other food products.

BEADED FOOD CANS

Perfect for fruit, veg, meat, fish, ready-to-eat meals, soups, purees, and products for animals.

AEROSOL PRODUCTS

For a range of consumer and industrial uses.



1.3.5. METAL CLOSURES

3%

Our Metal Closures division accounted for 3% of our net sales in 2023.

We produce over 15 billion closures annually, offering a variety of designs and finishes, including pry-off, twist-off, and pull-off options. Our manufacturing facilities are located in Poland, France, Slovakia, the Czech Republic, and Ukraine.



1.3.6. CANPACK RECYCLING

We look at our products in the context of their entire life cycle.

We run dedicated companies in Poland and Romania to collect used beverage cans from the market and prepare them for efficient recycling, closing the loop of our packaging.





1.4. BUSINESS MODEL AND VALUE CHAIN

1.4.1. DEVELOPING CLOSE RELATIONSHIPS AND DELIVERING TAILORED SOLUTIONS

OUR SCALE ENABLES US TO SERVE A DIVERSE RANGE OF CUSTOMERS, FROM SMALL LOCAL BRANDS TO LEADING BLUE-CHIP MULTINATIONAL BEVERAGE PRODUCERS, EACH WITH UNIQUE REQUIREMENTS FOR CAPACITY, FORMAT, DESIGN, LOCATION, AND INNOVATION.

We provide high-value products and services and have a proven track record of prioritising, adapting to, and meeting the dynamic needs of our customers.

We benefit from a relatively young, well-invested asset base, incorporating state-of-the-art technologies that give us the agility to respond to evolving customer demands for differentiation and premiumisation in cans. By working closely with our customers, we stay ahead of consumer preferences and market trends. We have invested in advanced manufacturing equipment to support new product lines and adapt to shifting demand, offering customisation support throughout the idea, design, pre-testing, and execution phases of product development. Our ability to reconfigure our machines, re-engineer production facilities, and scale up production capacity enables us to manufacture new and innovative products in response to changing market trends. This flexibility gives us a competitive edge over certain competitors. Additionally, the breadth of our product offerings and our ability to repurpose machines for new designs reduce our reliance on the success or failure of any single product.

We primarily operate under a business-to-business sales model, meaning we depend on our customers' ability to market and sell their products effectively to end consumers. As our customers grow, we typically experience increased order volumes, driving our net sales and cash flows. To support this growth, we prioritise strong, long-term customer relationships, positioning ourselves as a value-creating partner rather than a commodity supplier. We offer value-added solutions, technical and technological innovations, and efficiency improvements, ensuring high product quality.

As a result, we focus on strengthening relationships with both existing and new customers, recognising the efficiencies in expanding our supply to established partners while selectively onboarding new clients. These relationships also serve as a foundation for helping customers introduce new products and enter new markets, while simultaneously enhancing our pricing strategy.

Over the years, we have built deep, long-standing relationships with many of our customers and benefit from a diverse customer base. For the year ended 31 December 2023, our top ten customers, based on net sales for finished goods, accounted for approximately 63% of our total net sales.



1.4.2. APPROACH TO SOURCING

RAW MATERIALS MAKE UP THE MAJORITY OF OUR PRODUCTION COSTS, WITH ALUMINIUM BEING THE PRIMARY INPUT IN OUR BEVERAGE CANS AND ENDS DIVISION.

We place orders primarily based on our sourcing needs for customer contracts.

Where legally permitted, we centrally manage procurement operations for major purchases across the Group. This approach allows us to achieve economies of scale, maintain consistency in our global supplier relationships, and enhance production planning certainty.



1.5. CORPORATE GOVERNANCE

1.5.1. MANAGEMENT STRUCTURE

INTEGRITY, TRANSPARENCY, AND RESPONSIBILITY ARE THE CORE VALUES OF CANPACK, FORMING THE FOUNDATION OF OUR BUSINESS DECISIONS AND ACTIVITIES. WE TAKE PRIDE IN UPHOLDING STRONG ETHICAL PRINCIPLES AND CORPORATE GOVERNANCE PRACTICES.

To structure our activities and achieve our business objectives, we have established a robust corporate governance framework. The high quality of our products is the result of a coordinated team effort, involving every member of our organisation – from our Supervisory Council, Board of Directors, Management Board, and Executive Committee to our employees around the world.

The CANPACK Group, Inc. Board of Directors, as well as the CANPACK S.A. Supervisory Council, provides ongoing oversight and strategic guidance to the Management Board and Executive Committee that manages CANPACK's day-to-day operations. It also holds final approval authority for key strategic decisions, including major investment approvals.

Table 1.5.1. The number of executive and non-executive members of CANPACK Group in 2022 and 2023

Year	2022	2023
Number of executive members	9	10
Number of non-executive members	5	5
Percentage of independent members*	14%	13%

*The conditions ensuring independent decisions can be made without outside influence or conflicts of interest are:

- The independent non-executive members are professional, licensed attorneys.
- The independent non-executive members serve as directors for CANPACK in addition to their primary professional roles.
- The independent non-executive members are not employed in any CANPACK company as executives or employees.
- The independent non-executive members have no family or economic ties to CANPACK or its owner.
- The independent non-executive members report to the Chairman of the Management Board and Chairman of the Supervisory Council.

1.5.1.1. SUPERVISORY COUNCIL

OUR SUPERVISORY COUNCIL PERFORMS ITS STATUTORY DUTIES RESULTING FROM ARTICLES OF ASSOCIATION, COMMERCIAL COMPANIES CODE, OTHER BINDING LAWS, AND INTERNAL REGULATIONS.

Since the financial year 2022 (as of December 2022), the Supervisory Council of CANPACK S.A., unless otherwise highlighted in the biographies, has been composed as follows:



PETER F. GIORGI
CHAIRMAN OF THE SUPERVISORY COUNCIL

Peter Giorgi has been the President and CEO of F&P Holding Company Inc. (current name CANPACK Group Inc.), the President, CEO, and sole shareholder of Giorgi Global Holdings, Inc. since its creation in 2012, a manager of Giorgi International Holdings S.à r.l.* since its creation in 2013, the Member of the Supervisory Council of CANPACK S.A.: since 2011, and since 2013 as the Chairman of the Supervisory Council of CANPACK S.A. and the Chairman of the Supervisory Council of CP Glass S.A.

The Giorgi family invested in the predecessor of CANPACK S.A. in Poland in 1989 and later created CANPACK S.A. in 1992. Mr Giorgi has led these businesses, as well as the other companies that comprise GGH, since 2012. He holds a BA in History from the University of Pennsylvania, where he graduated magna cum laude, an MBA from Harvard University, and a JD from the University of Pennsylvania's School of Law, and he studied at the Sorbonne in Paris.

*As of 2025, Giorgi International Holdings S.à r.l. no longer exists as it was merged into CPSA with CPSA as the surviving entity.



ANTHONY BRAESCH
VICE-CHAIRMAN OF THE SUPERVISORY
COUNCIL

Anthony Braesch has been a manager of Giorgi International Holdings S.à r.l. since 2013 and Vice-Chairman of the Supervisory Council of CANPACK S.A since 2013. Mr Braesch is a founder and partner of Bouchoms & Braesch, a law firm based in Luxembourg with expertise in corporate and business law. Before Bouchoms & Braesch, he worked for a Magic Circle law firm in Luxembourg and for the Luxembourg subsidiary of a leading French bank. Mr Braesch holds degrees in Law and Political Science from the University of Strasbourg's School of Law, Strasbourg, France, and an LLM from the University of Texas' School of Law.



MICHAEL RETTIG
MEMBER OF THE SUPERVISORY COUNCIL

Michael Rettig has been a member of the Supervisory Council of CANPACK S.A. since 2017. Mr Rettig also serves as the Global Chief Legal and Compliance Officer of Giorgi Global Holdings, Inc. From 2011 to 2017, he served during various times as Global General Counsel, Chief Compliance Officer and Chief Risk Officer at Avantor Performance Materials, Inc., now known as Avantor Inc. He has also held senior legal roles at Chemtura Corporation, which was acquired by LANXESS, and Hercules Incorporated, which was acquired by Ashland. Mr Rettig holds a BS in Pharmacy from Rutgers College of Pharmacy and a JD from Rutgers School of Law and is admitted to the bars of the states of New Jersey, New York, and Pennsylvania.



JEAN FRANCOIS BOUCHOMS
MEMBER OF THE SUPERVISORY COUNCIL

Jean-François Bouchoms has been a member of the Supervisory Council of CANPACK S.A. since 2013. Mr Bouchoms is also a manager of Giorgi International Holdings S.à r.l. He is a partner and co-founder of Bouchoms & Braesch, a law firm in Luxembourg, and holds a degree in Law from Université Catholique de Louvain, Belgium, and an LLM from Ruprecht-Karls-Universität Heidelberg.



MICHAEL SOBOTA
MEMBER OF THE SUPERVISORY COUNCIL

Michael Sobota has been a Member of the Supervisory Council of CANPACK S.A. since 2024. Since 2018, Mr Sobota also serves as the Global Chief Financial Officer of GGH, where from 2014 to 2018 he served as Global Controller. Prior to joining GGH, Mr Sobota served as Senior Vice President at Griffin Financial Group, LLC, a middle market investment bank, and a Manager at Deloitte in the Assurance & Advisory Practice.

1.5.1.2. THE MANAGEMENT BOARD OF CANPACK S.A. AND CANPACK GROUP EXECUTIVE COMMITTEE

THE MANAGEMENT BOARD

The Management Board and its Executive Committee is the primary corporate body responsible for managing all of CANPACK S.A.'s affairs and daily operations. It performs its duties in accordance with the Articles

of Association, the Commercial Companies Code, and all other binding laws and internal regulations. The Management Board and the Executive Committee hold overall responsibility for the business.

Since the financial year 2022 (as of December 2022), the Management Board of CANPACK S.A. has been composed as follows:



MARIUS CROITORU
PRESIDENT OF THE
MANAGEMENT BOARD



MAŁGORZATA PODRECKA
VICE-PRESIDENT OF THE
MANAGEMENT BOARD



PHILIP IMPINK
MEMBER OF THE
MANAGEMENT BOARD

Since 2024, the Management Board has been expanded to include:



JASON LONGLEY
VICE-PRESIDENT OF THE
MANAGEMENT BOARD



MARIAN MISKOV
MEMBER OF THE
MANAGEMENT BOARD



Table 1.5.2. The CANPACK Board's gender diversity ratio

Board's gender diversity ratio	Management Board		Supervisory Council	
Year	2022	2023	2022	2023
Women	1	1	0	0
Men	2	2	4	4
Total	3	3	4	4
Female to male ratio	50%	50%	0%	0%

EXECUTIVE COMMITTEE

This committee is responsible for day-to-day management, strategic direction, and implementation of CANPACK's corporate strategy.

Given the broad Scope of CANPACK S.A. and the entire CANPACK Group, including the complexity of its functions and global operations, the Management Board works alongside a larger team: the Executive Committee. This committee is responsible for day-to-day management, strategic direction, and implementation of CANPACK's corporate strategy. It is composed of highly experienced, long-serving directors with proven track records.

The CANPACK Group Executive Committee consisted (as of the end of 2023) of the following members:



MARIUS CROITORU
GROUP CEO & PRESIDENT
OF THE MANAGEMENT BOARD

Marius joined CANPACK in 2015. He has over 25 years of experience in corporate finance. Before joining CANPACK Group, he worked as CFO for Coca-Cola Hellenic in multiple countries.



JASON LONGLEY
GROUP CFO

Jason has a proven record and over 25 years of experience in finance spanning various senior positions, including VP Corporate Financial Planning & Analysis, Corporate Controller, and Chief Accounting Officer.



MAŁGORZATA PODRECKA
GROUP LEGAL & PR OFFICER

Małgorzata has been with CANPACK since 1993 and has been a member of the CANPACK Management Board since 2013. She is responsible for legal, compliance, sustainability, and PR. She is a member of the Entrepreneurship Council, an advisory body to the President of Poland.



MARCIN FIJAŁKOWSKI
GROUP INVESTMENTS OFFICER

Marcin has been a member of the CANPACK team for over 24 years. Throughout his career, he has held key roles in R&D, Quality, and World Class Manufacturing. He now leads the Group Investment and Group Spare Parts departments, bringing extensive expertise and experience to these areas.



STEPHEN MCANENY
GROUP COMMERCIAL OFFICER

Stephen spearheads sales and marketing. With over 30 years of experience, he has a proven record of increasing sales and delivering profitable growth in B2B and B2C environments within the FMCG and industrial sectors.



MARIÁN MIŠKOV
REG. DIRECTOR FOR BEV CANS POLAND,
FIP & GLOBAL MC & THE MEMBER OF
THE MANAGEMENT BOARD

Marian has over 24 years of experience in the packaging market. He oversees metal closures, food and chemical steel cans divisions in the Group, as well as CANPACK Poland's beverage can plants and recycling operations in Poland and Romania.



PETR KUBENKA
GROUP OPERATIONAL
EXCELLENCE OFFICER

Petr has close to 20 years of experience in manufacturing. He joined CANPACK in 2020 as GM of CANPACK Poland's aluminium beverage can division. As Operational Excellence Officer, Petr leads, among others, the Group WCM, Group R&D, and Group Technical Service departments.



MATTHEW WHEATLEY

GROUP HEALTH, SAFETY, AND QUALITY OFFICER

Matthew brings 40 years of experience in the packaging and beverage sectors, having held senior quality, HSE, and operational roles with Crown. He also has experience of managing breweries at Heineken. He drives all aspects of quality, HSE, and CTS at CANPACK.



HEATH OXENDEN

GROUP SUPPLY CHAIN OFFICER

Heath leads Group Procurement, Logistics, and Planning at CANPACK. With 25 years of expertise and experience in multinational corporations, he has a proven record of success in supply chain management.



DIPANSHU JOSHI

CHIEF INFORMATION OFFICER

Dipanshu leads the global Digital and Technology strategy, including Digital Transformation, Data & Analytics, Cybersecurity, and Technology innovation. He has over 20 years of experience and a track record in various executive leadership roles.



GINA DELILLO

CHIEF HUMAN RESOURCES OFFICER

Gina has over 30 years of HR experience with a proven track record in senior leadership roles. She spearheads the organisation's HR strategy, ensuring alignment with business objectives to enhance performance, strengthen culture, and foster employee engagement.



1.5.2. DECISION MAKING PROCESS

At CANPACK, the highest governance body delegates authority over economic, environmental, and social matters to senior executives and other employees in accordance with the CANPACK Group Delegation of Authority Policy (DOA). The DOA outlines the transactions and matters that must be reviewed and approved before certain actions are executed or finalised.

These matters are categorised by type, including finance, HR, HSE, and sustainability. The DOA specifies the list of matters requiring prior internal approval, the associated timelines, and the positions responsible for authorisation, such as officers, managers, and other employees.

Additionally, as previously mentioned, the activities of the governing bodies are also regulated by law. In certain cases, specific decisions require formal approval processes and must follow legally mandated procedures.

Currently, at CANPACK we do not have incentive schemes directly linked to sustainability matters. However, we continuously monitor and evaluate our management practices to consider the introduction of such programs in the future. All decisions are made with a strong emphasis on sustainability, ensuring that our actions align with our sustainability goals.

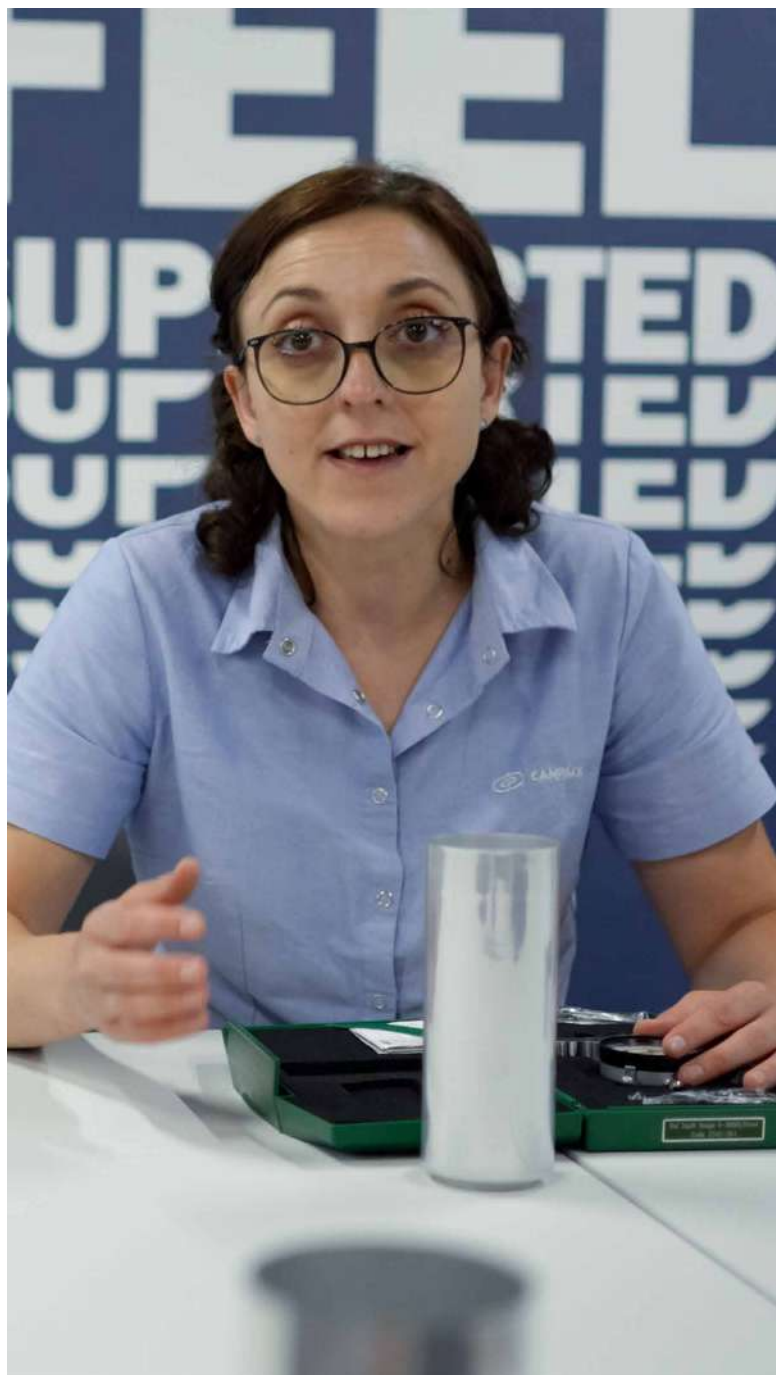
1.5.3. EMPLOYEE'S REPRESENTATIVES

ALL DECISIONS ARE MADE WITH A STRONG EMPHASIS ON SUSTAINABILITY, ENSURING THAT OUR ACTIONS ALIGN WITH OUR SUSTAINABILITY GOALS.

At CANPACK, the employee's voice is an important part of the decision-making process. In our units, we have between one and three Trade Unions. Additionally, in Poland, we have the Employee Council.

Elections of the Union's authorities are held, and any employee can become a member after reporting such a desire to the Trade Union and paying a fee. Employee Representatives at the Employee Council are elected through secret, universal, and equal elections. The Council is elected for a four-year term.

The functioning of the Employee Council and Trade Unions, as well as the election of representatives, is carried out in accordance with the provisions of Polish law, and the laws of the respective countries in which we operate.





1.6. RISK MANAGEMENT

1.6.1. RISK, OPPORTUNITIES, AND IMPACT MANAGEMENT APPROACH

CANPACK's consolidated view of significant risks is based on annual risk assessments conducted by individual units. Strategic and operational risks are categorised in accordance with the guidelines outlined in CANPACK's global risk management frameworks.

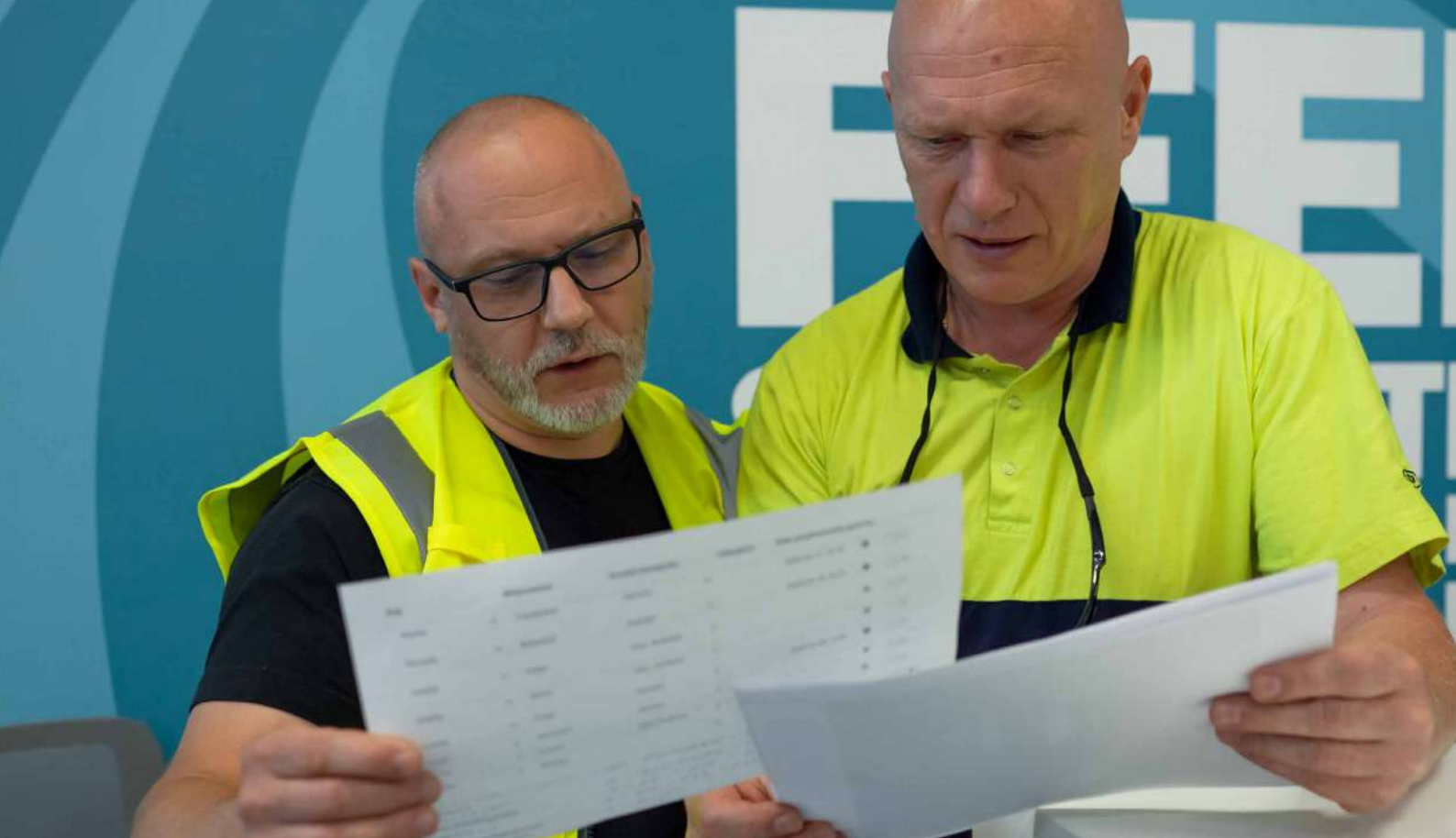
The identification, assessment, monitoring, and mitigation of risks are essential to the successful management and growth of the CANPACK Group. Our structured approach to risk management, known as Enterprise Risk Management (ERM), is an integral part of all functions and activities within the organisation. The risk data and maps are updated annually, presenting key areas requiring special attention to the Audit Committee.

In 2024, the Sustainability Office conducted the first Double Materiality Assessment (DMA) at CANPACK. As a result, responsibility for monitoring and overseeing material sustainability risks, opportunities, and impacts has been assigned to the Sustainability Committee. Looking ahead, we plan to integrate the DMA process with the ERM framework.

The Sustainability Office serves as a consultative body on sustainability matters, providing expertise through in-house training for internal stakeholders, including members of the Executive Committee and CANPACK Leadership. Additionally, we engage external consultants when necessary to enhance our approach.



LOOKING AHEAD, WE PLAN TO INTEGRATE THE DMA PROCESS WITH THE ERM FRAMEWORK.



1.6.2. ADDRESSING THE SUSTAINABILITY MATTERS

The monitoring of local sustainability risks, opportunities, and impacts, as well as the implementation of due diligence and the assessment of policies, actions, metrics, and targets, takes place on a quarterly basis. This is conducted through a dedicated sustainability meeting with representatives from each CANPACK unit, including sustainability champions and plant management. The Sustainability Office compiles all gathered information and presents it at the quarterly Sustainability Committee meeting, ensuring that the outcomes are considered when overseeing strategy, major transactions, and the risk management process.

We recognise that business development is significantly influenced by external factors, including environmental and social conditions and their associated risks. With this in mind, we have been committed to sustainable growth since 2017. Key risks we assess include climate change, water scarcity, human rights abuses, and waste management.

In line with our material impact, risks, and opportunities (IROs), the CANPACK Group acknowledges climate change as one of the most pressing challenges we face, both in the short and long term. As part of our efforts to mitigate this risk, we have been committed to purchasing 100% of our electricity from renewable sources since 2022.

While most of our locations are not significantly exposed to physical climate-related risks, we actively manage climate-related risks within our value chain. We engage with our aluminium suppliers in three key areas: recycling, renewable energy, and energy efficiency. This approach ensures that we remain on track to meet our Scope 3 emissions target, which has been approved by SBTi.



1.7. ETHICS AND COMPLIANCE



1.7.1. BUSINESS CONDUCT POLICIES AND CORPORATE CULTURE

WE ARE COMMITTED TO RAISING AWARENESS AMONG OUR EMPLOYEES ABOUT ETHICS, COMPLIANCE, AND OUR CODE OF CONDUCT THROUGH A RANGE OF INITIATIVES.

These include regular live and online training sessions, the maintenance of a whistleblower hotline for anonymous reporting of suspected violations, counterparty screening for trade compliance, and the implementation of policies covering key compliance areas. Additionally, we conduct periodic audits to assess and ensure adherence to compliance standards.

G1-1, 11

CANPACK operates in a diverse range of legal and business environments across the globe. As a company, we are committed to upholding the highest standards of ethical conduct, integrity, and legal compliance. We strive to ensure that our directors, officers, employees, and agents not only adhere to all applicable laws but also avoid any appearance of impropriety in their actions.

In addition to national legislation in place across most countries, CANPACK is also subject to American and European regulations, including the US Foreign Corrupt Practices Act of 1977, the UK Bribery Act 2010, and the EU Directive on the protection of persons who report breaches of Union law.

AREAS REGULATED BY OUR CODE OF CONDUCT

PERSONAL BEHAVIOUR, LABOUR LAW, AND HUMAN RIGHTS

- Responsibility of all employees
- Respect for the rights and dignity of the individual
- Unfair discrimination
- Forced labour
- Employment of minors
- Freedom of assembly



BUSINESS ETHICS

- Compliance with the law and basic principles of fairness
- Trade and competition
- Corruption
- Gifts and entertainment
- Conflict of interest
- Financial and non-financial reporting and audit



CONFIDENTIALITY AND DATA PROTECTION

- Confidentiality
- Equipment and systems
- Protection of personal data
- External communication
- Archiving of documents



NATURAL ENVIRONMENT AND SOCIAL RESPONSIBILITY

- Environmental management
- Use of energy and resources
- Waste management
- Use of chemical substances
- Pro-ecological activities



OCCUPATIONAL HEALTH AND SAFETY

- Accidents and threats
- Occupational health and safety
- Drugs



1.7.2. WHISTLEBLOWING APPROACH

G1-1, 10 a), e)

To identify, manage, and investigate potential violations of law, ethics, or business conduct, including incidents of corruption and bribery, we have established a clear, structured, and independent process. This process is precisely outlined in our global Whistleblowing Procedure, Speak-Up Reporting Procedure, and Ethics Committee Regulations, ensuring that all cases are handled promptly, objectively, and transparently.

Additionally, to enhance awareness of other unlawful behaviours that should be reported, we have developed supporting policies, including our Human Rights Policy, Diversity and Inclusion Policy, and Non-Discrimination, Anti-Harassment, and Anti-Bullying Policy.

G1-1, 10 a)

CANPACK encourages employees to report concerns through five alternative channels. These include (1) reporting locally to their manager, (2) Human Resources / Health and Safety / legal officers, or (3) other key personnel with relevant expertise, including senior managers. Employees can also report directly to our (4) Ethics Officer or (5) via the Hotline/ Speak-Up Reporting Line where anonymous reporting is possible.

Each reported matter is thoroughly investigated, and feedback is provided to the individual who raised the concern. Depending on the nature of the incident, we may conduct individual meetings, gather additional information and documentation, and appoint a dedicated team to resolve the issue.

G1-1, c)

Our reporting channels are also available to external stakeholders. Anyone can contact CANPACK's external 'Speak Up' service by telephone.

Additionally, we provide a dedicated reporting channel via email for suppliers: www.lighthouse-services.com/canpack.

We provide our employees with clear guidance on how to raise concerns and reassure them that they can report genuine concerns in good faith without fear of retaliation, even if their concerns later prove to be unfounded. Ensuring a safe and transparent reporting environment is the responsibility of the Ethics Committee.

Our Whistleblowing Procedure outlines examples of harmful behaviours that can lead to whistleblowing complaints, as well as the consequences for those who engage in such conduct.

G1-3 18 b)

Management is excluded from the investigation process if they have been involved in the matter in any way, including in cases related to anti-corruption.

G1-3 18 c)

The Ethics Officer submits quarterly reports to the Ethics Committee, providing general updates on reported and investigated cases, including those related to anti-corruption. The Ethics Committee then updates the Executive Committee and Audit Committee on complaints and investigations at least twice a year.

G1-1, 10 g), G1-3, 21 b), c)

All CANPACK employees, including members of leadership, are required to complete Code of Conduct training, covering topics such as anti-corruption, discrimination, IT security, and anti-competitive practices, among others. While we do not have a specific policy outlining the target audience or training frequency, participation in the programme is mandatory, with subsequent training sessions conducted on an ad hoc basis.



During the 2022–2023 reporting period, 99.8% of employees with access to the training successfully completed it. The programme included the following modules:

- Ethics and Code of Conduct.
- Bribery (Core Employee).
- Harassment and Bullying (Core Employee).
- Inside Information & Insider Trading (Core Employee).

From 2021 to 2023, none of our operating sites held ISO 27000 certification or an equivalent Information Security Management System (ISMS) certification.

Table 1.7.1. Incidents and complaints reported through our whistleblowing channels

Reporting year	2021	2022	2023
Number of reports by means of whistleblower procedures	18	27	36
The total number of incidents of discrimination, including harassment, reported in the reporting period	0	0	0
Number of confirmed child labour cases	0	0	0
Number of incidents connected to severe human rights issues related to our employees	Not reported	0	0



1.7.3. PREVENTION AND DETECTION OF CORRUPTION OR BRIBERY

IN 2022 AND 2023, NO CASES OF ANTI-CORRUPTION AND ANTI-BRIBERY LAW VIOLATIONS WERE IDENTIFIED.

G1-3 18 a)

To mitigate the risk of corruption, we have established a comprehensive framework, including a dedicated Global Anti-Corruption Policy aligned with the United Nations Convention against Corruption. This framework also includes periodic live and online training, as well as targeted audits.

Our commitment to anti-corruption compliance is embedded in our Global Anti-Corruption Policy. Additionally, we have implemented supplementary policies, including:

- Gifts, Business Courtesies, and Vendor Relations Policy.
- Global Conflict of Interest Policy.
- Competition Law Guidelines on Contacts with Competitors.
- Guidelines on Participation in Trade Associations or Business Meetings.
- Guidelines on Contacts with Government Officials.

G1-3 20)

These documents are distributed via email communication and simultaneously published on an internal SharePoint page, which is maintained and updated by the Legal Team and accessible to all CANPACK employees.

Additionally, we are in the process of implementing a workflow-based platform (IMS) dedicated to

the approval, distribution, and acknowledgement of procedures. In the event of any potential violations of anti-corruption policies, employees are encouraged to report concerns to their supervisor, a company officer, the Global Chief Legal and Compliance Officer, or any member of the Legal Department. Alternatively, reports can be made via the local Ethics Hotline / Speak-Up Reporting Line.

G1-4 24 a)

In 2022 and 2023, no cases of anti-corruption and anti-bribery law violations were identified. To reinforce our commitment to preventing corruption and bribery, CANPACK conducts regular audits of accounting and purchasing transactions and carries out periodic risk assessments.

Key corruption and bribery risks identified within the procurement process are mitigated through the implementation of strict bidding procedures, clear allocation of responsibilities, authorisation controls, screening processes, and contractual representations and warranties. Additionally, corruption risks are carefully considered when defining the Scope of our audit procedures, particularly in procurement activities.

G1-1 h)

At CANPACK, we have identified procurement, sales, and maintenance as the key functions most at risk of corruption and bribery.

Although 0% of operating sites have certified anti-corruption management systems in 2021-2023, prior to establishing cooperation with a third party, an extensive anti-corruption due diligence process is carried out, which is in line with the guidelines of the US Foreign Corrupt Practices ACT (FCPA).



1.7.4. ANTICORRUPTION AND BRIBERY TRAINING PROGRAMME

G1-3 21 a)

Our anti-corruption and bribery training programme is delivered regularly by the Legal Team. Training sessions are conducted separately for each location, in the relevant local languages, and are mandatory for both existing and new employees.

Training is provided in both online and in-person formats. Each session is tailored to a specific jurisdiction, incorporating local case studies and a Q&A session to enhance understanding.

For white-collar employees, including leadership members, participation in training is compulsory. This training is typically conducted via a training platform and includes a knowledge assessment, which must be successfully completed.



1.8. PAYMENT PRACTICES



1.8.1. PRACTICE TO PREVENT LATE PAYMENTS

CANPACK IS COMMITTED TO ENSURING TIMELY PAYMENTS, PARTICULARLY TO SMALL AND MEDIUM-SIZED ENTERPRISES (SMES), BY ADHERING TO APPLICABLE REGULATIONS DERIVED FROM LOCAL ACTS ON PAYMENT DELAYS IN COMMERCIAL TRANSACTIONS.

G1-2 14)

Our contractual payment terms comply with these regulations and vary depending on whether the business partner is classified as an SME or not.

Global purchases are managed by the Procurement Office. In this context, our contract templates include:

- Declarations from CANPACK confirming the size of the enterprise, stating that CANPACK S.A. or its subsidiary party to the contract qualifies as a large enterprise under Commission Regulation (EU) No 651/2014 of 17 June 2014.
- Declarations from the supplier confirming the size of their enterprise.

Our Accounting Office ensures timely payments by facilitating the prompt settlement of approved invoices by the responsible individuals. During the commercial contract review process, we verify that agreed payment terms, particularly for SMEs, comply with European and local regulations.

In cases of non-compliance, we settle any interest charges imposed by the supplier for late payments and compensate for debt recovery costs where applicable.



1.8.2. PAYMENT PRACTICES

G1-6 33 a), b), d)

CANPACK's standard payment terms are outlined in the IMS procedure: "Rules on Purchases of Goods and Services in CANPACK Group & CANPACK US LLC". The preferred payment term is at least 30 days from the date of invoice receipt, with 33.5% of payments in 2023 adhering to this standard. However, in most cases, payment terms are determined on an individual basis, depending on the size of the supplier and the contractual agreement.

In 2023, the average time to pay an invoice beyond the final due date at CANPACK Group was 4.08 days. This figure was calculated using a representative sample based on the following methodology:

- The final due date is defined as the date of the payment document (typically the invoice date or delivery date) plus the contractual payment term in days.
- The average delay is determined by calculating the total difference between the final due date and the clearing date (actual payment date), divided by the sample size.
- A positive result indicates a payment delay.

* This calculation does not include entities in Brazil and Ukraine, due to differences in accounting systems.

G1-6 33 c)

During this reporting period, we did not identify any outstanding legal proceedings related to late payments.



1.9. SUPPLY CHAIN MANAGEMENT

1.9.1. POLICIES TO MEET COMPLIANCE

CANPACK TAKES A COMPREHENSIVE APPROACH TO SUPPLIER RELATIONSHIP MANAGEMENT, EMPHASISING ETHICAL BEHAVIOUR, REGULATORY COMPLIANCE, AND SUSTAINABILITY.

G1-2 15 a)

This approach is outlined in several key documents, including:

- CANPACK Supplier Code of Conduct
- CANPACK Sustainable Procurement Policy
- Procurement Procedure for CANPACK Group Companies and CANPACK US

Just as we require internal compliance with our Code of Conduct, we also expect our key business partners to adhere to the CANPACK Supplier Code of Conduct. Their commitment to upholding the highest standards of business ethics is demonstrated by signing this document (or an equivalent) before entering into a business relationship with CANPACK.

Our Supplier Code of Conduct covers key areas such as environmental responsibility, data protection, anti-corruption measures, human rights, and worker safety. We require our key business partners to implement a zero-tolerance policy against bribery, corruption, extortion, and embezzlement. Additionally, anti-corruption clauses are incorporated into contracts with suppliers and customers to ensure alignment with our highest ethical standards. This approach helps mitigate risks associated with unethical practices and ensures compliance with legal requirements.

Furthermore, the Procurement Procedure for CANPACK Group Companies and CANPACK US provides specific guidelines for supplier selection and management. CANPACK evaluates suppliers based on their sustainability performance, including environmental, social, and ethical criteria. Suppliers are expected to adopt sustainable practices, minimise waste, and conserve resources in line with CANPACK's commitment to reducing its environmental impact and promoting sustainable supply chain practices.





1.9.2. SUSTAINABILITY RISKS MITIGATION IN SUPPLY CHAIN

G1-2 15 b)

The Sustainable Procurement Policy establishes a framework for regular assessments and audits of suppliers in relation to sustainability. Suppliers are categorised into five risk levels based on the results of a self-assessment questionnaire and subsequent audits.

CANPACK maintains ongoing communication with its strategic suppliers to promote transparency and accountability. The company collects data on suppliers' sustainability performance, monitors their progress, and identifies areas for improvement.

This comprehensive assessment process enables CANPACK to identify and manage risks within the supply chain proactively, ensuring that suppliers meet sustainability standards.

This continuous engagement strengthens trust, minimises the risk of greenwashing, and ensures that CANPACK and its suppliers remain aligned on sustainability objectives. Details of the strategic supplier sustainability risk management process can be found in [section 3.3.1.: "Supplier Engagement"](#).



1.10. ECONOMIC SANCTIONS COMPLIANCE

1.10.1. ECONOMIC SANCTIONS COMPLIANCE

The CANPACK Legal Department holds primary responsibility for monitoring compliance with sanctions, laws, and regulations imposed by the United Nations, the European Union, the United States, the authorities of the countries where

CANPACK Group companies are incorporated, and other relevant sanctions authorities. To ensure adherence to trade compliance regulations, CANPACK has implemented a range of measures, including but not limited to:



CANPACK's Legal Department distributes information on new sanctions to business personnel.



CANPACK requires manual screening of new counterparties and has implemented automated screening of existing counterparties.



CANPACK implemented and communicated a comprehensive CANPACK Group Trade Compliance Policy, which codifies principles of economics sanctions compliance in CANPACK Group.



CANPACK includes trade compliance clauses in its contracts with vendors and customers and may also require stand-alone affirmations of compliance by certain third parties.



CANPACK's Legal Department conducts periodic e-learning and live training programmes focused on training staff in the Scope of economic sanctions, import and export regulations, and boycott regulations.



CANPACK Internal Audit runs periodic compliance audits, including to audit compliance with CANPACK's Trade Compliance Policy.



1.11. TAX RESPONSIBILITY

1.11.1. TAX PAYMENT AND STRATEGY

WE ARE COMMITTED TO PAYING TAXES ON TIME AND SUBMITTING ACCURATE TAX RETURNS. WE RECOGNISE OUR RESPONSIBILITY TO PAY ALL APPLICABLE TAXES IN ACCORDANCE WITH THE LAWS AND REGULATIONS SET BY THE RELEVANT AUTHORITIES.

As part of our commitment to full legal and regulatory compliance, CANPACK adheres to all applicable tax laws and regulations. We have implemented a Group Tax and Transfer Pricing Strategy and Policy (Group Tax Policy) to govern tax management and ensure compliance across the CANPACK Group.

At CANPACK, we are committed to paying taxes on time and submitting accurate tax returns. We recognise our responsibility to pay all applicable taxes in accordance with the laws and regulations set by the relevant authorities. Our Tax Policy is designed to foster constructive, collaborative, professional, and transparent relationships with tax authorities, built on trust. Where possible, we seek to agree on the tax implications of significant transactions in advance with the relevant fiscal institutions. In cases where disagreements arise, we strive to resolve them amicably and constructively. We maintain a zero-tolerance approach to tax evasion, whether by CANPACK or its business partners.

Transactions between CANPACK Group companies are conducted on an arms-length basis, in full compliance with OECD guidelines and relevant international and local regulations. We establish clear transfer pricing rules, ensure internal awareness, maintain detailed records,

and automate transfer pricing risk assessments where feasible. Our inter-company arrangements are accurately recorded to reflect the genuine activities of our subsidiaries, in line with regulatory requirements.

We recognise that both tax regulations and the broader social context in which we operate – including our public reputation, standing with tax authorities, regulatory oversight, and political environment – are critical to our tax responsibilities.

To ensure our financial teams remain up to date, we provide regular training on tax awareness, tax regulations, and compliance procedures. Our Group Tax Policy is further reinforced by the CANPACK Anti-Facilitation of Tax Evasion Policy, which explicitly prohibits the company and its employees from engaging in any form of tax evasion. Employees are required to report any suspected violations, and a dedicated reporting process is in place, allowing reports to be made to the CANPACK Group Chief Financial Officer, the CANPACK Group Legal Director, or via the confidential whistleblowing line. We ensure that all whistleblowers are fully protected from any form of retaliation.

As a best practice measure, our Anti-Tax Evasion Policy includes a catalogue of red flags – indicators of potential tax evasion – which employees are encouraged to identify and report.

The Group Chief Financial Officer, the Group Tax Director, and the Group Legal Director are responsible for ensuring that the Tax Policy complies with legal and ethical obligations and is adhered to by all individuals under CANPACK's control.



FEEL

RESPONSIBLE

RESPONSIBLE

RESPONSIBLE

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2.1. MESSAGE FROM THE SUSTAINABILITY DIRECTOR



JOHN O'MAOILEOIN

GROUP SUSTAINABILITY DIRECTOR

Reflecting on the past two years, I am incredibly proud of the remarkable strides we have made in our sustainability efforts at CANPACK. Our commitment to environmental stewardship, social responsibility, and economic resilience has never been stronger. Through our dedicated pillars of CARE, SUSTAIN, and RECYCLE, we continue to embed our sustainability strategy across all areas of our business.

KEY ACHIEVEMENTS

This year, CANPACK has achieved several significant milestones:

Sustainable Energy: We are delighted to report that since 2022, 100% of the electricity used to power all our plants and offices worldwide has been sourced from renewable energy where available or via renewable energy certificates. This investment is playing a central role in reducing our carbon footprint and helps us align with the Science Based Targets initiative (SBTi).

Recycling Excellence: The percentage of recycled content in our aluminium cans has increased to 66% in 2023, up from 52% in 2021. This achievement further enhances and emphasises the circularity of our products.

Enhanced Procurement Policy: We introduced a new sustainable procurement policy to ensure our entire supply chain meets higher sustainability standards.

Recognition and Awards: In December 2023, EcoVadis awarded CANPACK a Gold Medal, placing us among the top 5% of the most sustainable companies. Additionally, we received an A- from the Carbon Disclosure Project (CDP) for supplier engagement and climate change, giving us leadership status in these areas, and we received a B- for water security.

Community Engagement: Our community programmes continue to thrive, driven by the passion and dedication of incredible colleagues, much more details of which are in this report.

FACING CHALLENGES

While the last two years have presented numerous challenges, including the ongoing impacts of COVID-19 and various political, economic, and social developments, CANPACK has demonstrated resilience and adaptability.

I AM PLEASED TO REPORT THAT ALL OUR PLANTS CONTINUE TO TAKE OWNERSHIP FOR THE DELIVERY OF THEIR AMBITIOUS SUSTAINABILITY TARGETS FOR 2025 AND 2030, WHICH COVER WATER, ELECTRICITY, GAS USAGE, WASTE GENERATION, AND RECYCLING.

We have navigated these adversities while never losing sight of our environmental and societal responsibilities.

Although we support the introduction of Deposit Return Schemes (DRS), we maintain that all such schemes should be implemented fairly. This includes ensuring glass is included and that there is a variable deposit rate in place. It is indisputable that the most successful Deposit Return Schemes are based on this model, for example, Finland and Germany. Additionally, we believe that any proposed refill/reuse targets must be based on balanced life cycle analysis and not on perception. The products we make are truly circular. We, alongside legislators and NGOs, must never lose sight of this.

I am pleased to report that all our plants continue to take ownership for the delivery of their ambitious sustainability targets for 2025 and 2030, which cover water, electricity, gas usage, waste generation, and recycling. Indeed, in addition to making a positive environmental and commercial impact, the rise of sustainability topics across the business has helped promote engagement and best practice.

OUR FUTURE GOALS INCLUDE

Science-Based Targets: We aim to review our science-based targets commitment, currently based on the well below 2°C trajectory (Scope 1+2), and align it with the 1.5°C scenario to guide our sustainability efforts.

Increased Recycled Content: Subject to technological constraints, we aspire to increase the recycled content in our aluminium can body to 80% by 2030 and further increase the recycled content in our steel and glass packaging.

Product Innovation: We aim to reduce the weight of our packaging, with a particular focus on aluminium cans, while ensuring they remain fit for purpose. This will help contribute to resource efficiency and further reduce their carbon footprint.

Collaborative Efforts: Collaboration, honesty, and transparency with our customers and suppliers are essential to achieving our sustainability goals. We must work together to drive meaningful change.

At CANPACK, we are optimistic and determined. We recognise that the road ahead is challenging, but we are confident in our ability to deliver an environmentally, socially, and economically strong future for CANPACK. By staying strong and focused, we will continue to make significant progress in our sustainability journey.



2.2. SUSTAINABILITY GOVERNANCE

2.2.1. SUSTAINABILITY FRAMEWORK

SUSTAINABILITY IS EMBEDDED AT THE CORE OF OUR OPERATIONAL STRATEGY, FORMING THE BASIS FOR CANPACK'S BUSINESS AND OPERATIONAL DECISIONS.

As we strive to be an even more responsible business, we have integrated sustainable practices across every aspect of the company. We recognise our role as not only an employer but also as a producer, a business partner, and a member of the communities we serve.

Our approach to sustainability is built on a foundation of responsible actions, reflecting our dedication to minimising environmental impacts while driving long-term value creation. This commitment ensures that we meet the evolving needs of our customers and their consumers while safeguarding natural resources for future generations. By creating sustainable growth, we continue to support the broader global objectives of environmental stewardship and social responsibility.

Our approach to sustainability is outlined in the CANPACK Group's Sustainability Policy, first implemented in 2019 and last reviewed in 2023. This policy reflects our strategic focus on three core pillars – CARE, SUSTAIN, and RECYCLE – each of which provides a framework for our sustainability efforts and addresses the expectations of our stakeholders. These pillars are aligned with our goals of promoting a circular economy, addressing climate change, and creating sustainable growth within the communities in which we operate.



2.2.2. GOVERNANCE

CANPACK's sustainability strategy is supported by a formal governance structure that ensures sustainability is integrated across all business operations. This structure comprises the Sustainability Committee, the Group Global Sustainability Office, and Sustainability Champions, and provides a clear framework of roles and responsibilities for driving sustainable practices within the company.

SUSTAINABILITY COMMITTEE

The highest level of CANPACK's sustainability governance structure is the Sustainability Committee, chaired by CANPACK's Chief Executive Officer and all senior officers and functional heads of both CANPACK Group and Giorgi Global Holdings. The Committee meets at least quarterly and oversees the company's sustainability strategy and addresses global sustainability challenges and needs.

The Sustainability Committee is responsible for:

- Approving and reviewing CANPACK's sustainability strategy and key priorities.
- Monitoring the company's performance across its sustainability pillars, including actions related to reducing carbon emissions and improving environmental practices.
- Discussing and addressing pressing global sustainability issues.
- Promoting the values of sustainability throughout CANPACK's operations.

GROUP SUSTAINABILITY OFFICE

The Group Global Sustainability Office plays a vital role in the day-to-day implementation of CANPACK's sustainability strategy. Reporting directly to the Sustainability Committee, the Sustainability Office is responsible for measuring

CANPACK's sustainability performance, preparing ESG reports, and coordinating sustainability initiatives with both internal and external stakeholders.

Key responsibilities of the Global Sustainability Office include:

- Preparing non-financial reports on Environment, Health and Safety, Labour, and Human Rights, Ethics, Sustainable Procurement, and Community Engagement.
- Measuring CANPACK's environmental impact, such as its carbon footprint, and working toward reducing it.
- Primarily engaging with suppliers and customers to create greater sustainability awareness.
- Ensuring that sustainability efforts align with our internal business strategy and customer expectations and broader market trends.

SUSTAINABILITY CHAMPIONS

To further support sustainability initiatives at a local level, CANPACK has established a network of Sustainability Champions within its various plants. These Champions, nominated by Operational and Plant Managers, play a critical role in promoting and driving sustainability efforts across the organisation.

The responsibilities of Sustainability Champions include:

- Collecting and reporting data for ESG purposes.
- Raising awareness amongst employees about global and local sustainability issues.
- Sharing best practices within CANPACK to create a culture of sustainability.
- Participating in sustainability training provided by the Group Sustainability Office.



ROLES AND RESPONSIBILITIES

CANPACK's sustainability efforts are embedded throughout the organisation, with all employees expected to uphold and support the company's sustainability strategy. Ultimate responsibility for sustainability resides with the Global Leadership Team and the Sustainability Committee, but functional and operational managers also play a critical role in ensuring that sustainability targets are met within their respective areas of responsibility. In addition to these roles, all CANPACK managers are responsible for:

- Implementing the Sustainability Policy within their functions.
- Managing risks and opportunities associated with climate change and human rights issues.
- Allocating resources and prioritising expenditures related to sustainability initiatives.

2.2.3. STRATEGY AND TARGETS

CANPACK HAS IMPLEMENTED CLEAR TARGETS ACROSS ITS THREE SUSTAINABILITY PILLARS: CARE, SUSTAIN, AND RECYCLE.

As the global focus on sustainable development, climate change, and the circular economy continues to intensify, CANPACK is committed to evolving alongside these trends. Our strategy is focused on addressing the challenges and capitalising on the opportunities presented by these shifts, allowing us to continue providing innovative and sustainable packaging solutions.

To ensure that our sustainability strategy remains actionable, CANPACK has implemented clear targets across its three sustainability pillars: CARE, SUSTAIN, and RECYCLE. These targets are designed to focus our efforts, engage employees, and drive faster, positive change towards the Sustainable Development Goals of the United Nations.

PILLAR 1 CARE

At CANPACK, we prioritise the safety, well-being, and rights of our employees, while creating a diverse and inclusive work environment. Key CARE-related targets include:

- As we strive to ensure a safe working environment for all our employees, we aim for a total recordable incident rate (TRiR) of below one 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.
- Through our corporate social responsibility (CSR) activities, we are committed to helping people in our local communities who are in need. Our focus is on supporting environmental, educational, health, cultural, and sporting initiatives.

PILLAR 2 SUSTAIN

CANPACK is committed to reducing its environmental footprint, aligning its efforts with the SBTi, and achieving tangible progress in the reduction of greenhouse gas (GHG) emissions. Specific targets under the SUSTAIN pillar include:

- 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 SBTi that we formally signed up to in 2022.
- Continuing to power all CANPACK plants across the globe using 100% renewable electricity where available, and where not available, purchasing 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.
- Achieving targets described in the CANPACK Sustainable Procurement Policy.

PILLAR 3 RECYCLE

Recycling is a core element of CANPACK's sustainability efforts, and we continuously strive to increase the use of recycled materials and reduce operational waste. Targets under the RECYCLE pillar include:

- Reducing the average weight of our beverage can bodies, in line with approved light-weighting roadmaps.
- Continually look to increase the average amount of recycled aluminium used to make our can bodies.
- Reducing the amount of 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.



2.2.4. SCOPE AND REVIEW MECHANISM

CANPACK's Sustainability Policy applies to all employees, suppliers, and business partners working with or for the CANPACK Group. The policy is reviewed annually to assess its effectiveness and implementation, ensuring it remains relevant and aligned with internal and external sustainability expectations. Amendments are made as necessary based on these reviews.

2.2.5. NON-COMPLIANCE AND REPORTING

In the event of any non-compliance with the Sustainability Policy or challenges in meeting defined sustainability targets, employees are required to report the issue to the Group Sustainability Director or escalate it to the Sustainability Committee. This process ensures transparency and accountability in CANPACK's sustainability practices.

This comprehensive approach to sustainability governance, combined with our clear strategy and ambitious targets, reflects CANPACK's ongoing commitment to creating a more sustainable future. Through continued collaboration with stakeholders and a focus on innovation, CANPACK is well-positioned to address the environmental, social, and economic challenges of the modern world while supporting sustainable growth for future generations.



2.3. SUSTAIN



Reducing absolute
Scope 1 and 2 GHG
emissions by

25%
BY 2030

from the base year of 2020

100%
**OF CANPACK
PRODUCTION**

sites have 2025 environmental
targets in place set against a
2019 baseline



Reducing absolute Scope 3 GHG emissions from
purchased goods and services by

12% **BY 2030**
from the base year
of 2020

100%
**OF CANPACK
STRATEGIC
SUPPLIERS**

from Groups A,B,C must be
assessed annually against the
adopted sustainability criteria

100%
**RENEWABLE
ELECTRICITY
BY 2030**

We have sourced 100%
renewable electricity since
2022 and will continue to do so



2.3.1. TACKLING CLIMATE CHANGE

25%

By 2030, CANPACK aims to achieve a 25% reduction in absolute Scope 1 and 2 emissions, using 2020 as the baseline

E1-1

At CANPACK, sustainability is a core value, and addressing climate change is one of the key aspects of our corporate strategy. In alignment with the Paris Agreement, our GHG reduction targets received official approval from the SBTi in 2022, underscoring our commitment to measurable and impactful climate action. Guided by these targets, we have established clear and actionable goals to drive our sustainability journey.

12.3%

For Scope 3 emissions, primarily linked to purchased goods and services, we are targeting a 12.3% reduction by 2030 based on 2020 levels.

By 2030, CANPACK aims to achieve a 25% reduction in absolute Scope 1 and 2 emissions, using 2020 as the baseline. For Scope 3 emissions, primarily linked to purchased goods and services, we are targeting a 12.3% reduction by 2030 based on 2020 levels. The SBTi has classified our Scope 1 and 2 targets as aligned with a “well below 2°C” pathway. This means that our goals are based on the latest climate science and are designed to reduce emissions in line with limiting global warming to well below 2°C above pre-industrial levels. Moreover, we are actively exploring opportunities to align our targets with a 1.5°C trajectory. To support these ambitions, we are developing a comprehensive roadmap that outlines our emissions reduction strategies, potential savings, and economic implications. This roadmap also reflects organisational changes, including the 2024 sale of our glassworks in Orzesze, Poland.

Reducing our carbon footprint is a priority, and we are implementing impactful decarbonisation measures across our operations. For Scope 1 emissions, which are primarily associated with fuel combustion in production, we are exploring the feasibility of electric pin ovens and transitioning to lower-emission fuels in glassworks. These initiatives require detailed logistical and financial planning given our global footprint, which now spans 16 countries.



Significant strides have been made in addressing Scope 2 emissions. In 2020, 62% of the electricity we consumed was from renewable sources. Since 2022, we have sourced 100% renewable electricity through on-site installations, direct contracts with energy suppliers and through the purchase of renewable electricity certificates. This resulted in a 96% reduction in Scope 2 emissions by 2023 compared to 2021 levels. We remain committed to maintaining this progress and further optimising energy use, particularly in heating and cooling processes and increasing the energy efficiency.

With over 90% of our total emissions occurring in Scope 3, largely driven by purchased goods and services, aluminium is a key focus area which accounted for 77% of the company's total carbon footprint in 2022 and 66% in 2023 – the decrease between 2022 and 2023 primarily came from purchasing less aluminium coil in 2023 because extra coil was purchased in 2022. We are optimising material use through lightweight packaging designs and increasing the share of recycled materials. By 2023, the recycled content of our aluminium cans increased from 50% in 2020 to 66%, contributing to a 25% decrease in Scope 3 emissions. In addition to these measures, we continue to work with our suppliers to increase the percentage of recycled content in the coil we purchase. In 2021, we also implemented a dedicated Sustainable Procurement Policy. This policy includes criteria for energy efficiency, emissions reductions, and recycled content reporting. Public education initiatives like Every Can Counts further support our efforts to promote aluminium recycling and a circular economy, while supporting the International Green Film Festival in Cracow helps us to educate people about climate change.



SDG 7
TARGET: 7.3



SDG 13
TARGET: 13.3



Despite significant growth, including the addition of new facilities in the Czech Republic (2020) and the United States (2021, 2022), CANPACK achieved a 25% reduction in combined Scope 1 and 2 emissions by 2022 compared to 2020, meeting our science-based target ahead of schedule. While Scope 1 emissions increased in 2022 and 2023 due to expanded production capacity, increasing by 16% in 2022 and a

further 18% in 2023, our Scope 2 emission dramatically reduced by 94% in 2022 and by 96% in 2023. We made substantial progress in reducing Scope 3 emissions. After an initial 8% rise in Scope 3 emissions in 2022, we achieved a notable decline of 25% in 2023, driven by an increase in the amount of recycled aluminium used in the coils, up from 50% in 2020 to 66% in 2023.



SDG 12
TARGET: 12.8

2.3.2. POLICIES AND CLIMATE TARGETS

WE CONTINUE TO ADDRESS THE MATERIAL IMPACTS, RISKS, AND OPPORTUNITIES ASSOCIATED WITH CLIMATE CHANGE MITIGATION AND ADAPTATION.

E1-2

Central to this commitment is CANPACK's Global Sustainability Policy, which provides a clear definition of sustainability for our organisation, sets out detailed implementation guidelines, and establishes a rigorous governance and monitoring framework to ensure its ongoing effectiveness. Operationally, all CANPACK production facilities are held to specific environmental targets, including reductions

in thermal energy consumption, electricity, and water usage intensity, and waste generation, alongside increasing waste recycling rates. These targets are closely monitored through quarterly reviews, allowing us to identify and implement optimisation opportunities effectively.

Recognising that a considerable proportion of our emissions arise from our supply chain, CANPACK proactively addresses these challenges through its Sustainable Procurement Policy, introduced in 2021. In [chapter 3.3. Responsible sourcing](#), we broadly describe our standards, requirements, and proactive approach, which enable us to continuously identify areas for improvement, mitigate potential risks, and capitalise on opportunities related to climate action.

2.3.3. CLIMATE CHANGE MITIGATION AND ADAPTATION

CANPACK is fully committed to addressing climate change by setting ambitious GHG emission reduction targets aligned with the SBTi. These targets reflect our responsibility to mitigate environmental impacts while driving sustainable growth.



2.3.4. EMISSION REDUCTION TARGETS

E1-4

Our targets are modelled using the absolute contraction approach, excluding offsets, and avoided emissions, and are classified by the SBTi as aligned with a “well-below 2° C” trajectory (Scope 1+2 target).

Table 2.3.1. Emission reduction targets

Scope	Baseline (2020)	Target (2030)	Reduction Goal
Scope 1 + 2 (market-based approach)	414,644 tonnes of CO ₂ e	310,983 tonnes of CO ₂ e	-25%
Scope 3 (Purchased goods and services)	3,918,494 tonnes of CO ₂ e	3,436,519 tonnes of CO ₂ e	-12.3%

CANPACK’s comprehensive GHG emission inventories are conducted under operational control. Scope 1 includes direct emissions from stationary and mobile combustion, fugitive emissions, and process emissions. Scope 2 covers indirect emissions from purchased electricity, heat, and cooling, using a market-based method for performance tracking. Scope 3 emissions are calculated across nine material categories: Purchased Goods and Services, Capital Goods, Fuel and Energy-Related Activities, Upstream Transportation, and Distribution, Waste Generated in Operations, Business Travel, Employee Commuting, Downstream Transportation and Distribution, and Downstream Leased Assets. The Scope 3 target focuses on Purchased Goods and Services, which accounted for 93% of Scope 3 emissions in 2020, exceeding the SBTi’s requirement to cover at least 67% of reported Scope 3 emissions and at least 40% of total Scope 1+2+3 emissions.

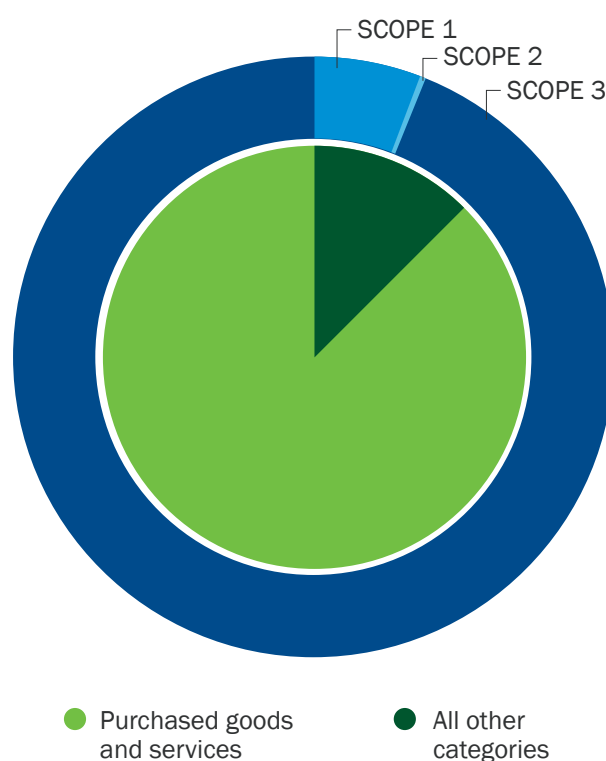


Table 2.3.2. GHG emissions in tCO₂eq.

Indicator	2022	2023
Gross Scope 1 GHG emissions	299,765	306,272
Gross Scope 2 GHG emissions (market-based approach)	10,128	6,812
Gross Scope 2 GHG emissions (location-based approach)	386,584	379,260
Gross Scope 3 GHG emissions	4,580,775	3,181,626
Category 1: Purchased goods and services	4,215,820	2,800,871
Category 2: Capital goods	36,368	33,934
Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	70,324	80,664
Category 4: Upstream transportation and distribution	107,830	79,619
Category 5: Waste generated in operations	34,102	30,281
Category 6: Business travel	2,360	3,089
Category 7: Employee commuting	15,080	16,031
Category 9: Downstream transportation and distribution	98,830	136,749
Category 13: Downstream leased assets	61	388
Total GHG emissions (market-based approach)	4,890,667	3,494,710
Total GHG emissions (location-based approach)	5,267,124	3,867,158

E1-6, E1-7

Our GHG targets were externally verified and approved by the SBTi in 2022. CANPACK remains committed to achieving its reduction goals without the use of carbon credits, focusing

on direct actions to meet our sustainability objectives. Through these efforts, we continue to address climate challenges while advancing a sustainable future.

2.3.5. ENERGY USAGE, SOURCING, AND INTENSITY

E1-5

We continue to focus on monitoring total energy usage, energy sourcing, and energy intensity associated with our high-climate-impact operations. Below is an overview of our energy consumption and production overview (2022-2023). These figures demonstrate our sustained focus on operational efficiency and the transition to renewable energy sources.

While challenges remain, particularly in fossil fuel reliance, our progress in renewable energy sourcing and reduced energy intensity reflects our commitment to a sustainable future. We will continue to monitor, report, and innovate towards reducing our environmental footprint while meeting the growing demands of our industry.

Table 2.3.3. Energy consumption and production overview

Indicator	Unit	2022	2023
Total energy consumption related to own operations	MWh	1,453,955	1,472,400
Total energy consumption from fossil sources	MWh	787,143	769,897
Total energy consumption from nuclear sources	MWh	0	0
Total energy consumption from renewable sources	MWh	666,812	702,503
Non-renewable energy production and renewable energy production	MWh	5,514	5,203
Non-renewable energy production	MWh	1,237	1,085
Renewable energy production	MWh	4,277	4,119

2.3.6. WATER MANAGEMENT

E3-1, E3-2, E3-3

At CANPACK, we recognise water as a vital resource essential for both our operations and the well-being of the communities in which we operate. While our production processes use relatively small quantities of water, particularly in our aluminium beverage can division, we are acutely aware of the environmental impact of water withdrawals, especially in regions experiencing water stress. This awareness drives our proactive approach to sustainability, embedded within our “SUSTAIN” pillar, and underpins our ongoing efforts to minimise our water footprint.

CANPACK is committed to responsible water stewardship through robust monitoring and management practices. We regularly track water withdrawals, discharges, and quality parameters, to ensure transparency and accountability. Across our global operations, our facilities feature on-site water treatment systems that pre-treat wastewater before transferring it to municipal treatment plants. A sizeable portion of the water withdrawn is returned to the environment after thorough treatment, with only minimal losses due to evaporation or consumption in our processes. In 2020, all CANPACK production plants established individual, ambitious yet achievable environmental targets for 2025 and 2030, including specific goals for reducing water withdrawal intensity per unit of production. For instance, the aluminium beverage can division has set a target to reduce water withdrawal intensity by 13% by 2025 compared to the 2019 baseline. Progress is carefully monitored during quarterly reviews, and targets will be updated in alignment with operational advancements and local needs.

Due to low water consumption, CANPACK does not carry out advanced projects aimed at optimising products in terms of water-related criteria and marine resources preservation. To further enhance water efficiency, CANPACK has implemented advanced recycling systems at three facilities, two of which operate on a zero liquid discharge (ZLD) basis. These ZLD systems ensure that all water withdrawn is treated and reused in a closed-loop process, significantly reducing water consumption and minimising environmental impact. These initiatives are particularly critical in areas with high water stress, where ZLD systems contribute to local water security and resilience. Our commitment to water stewardship extends beyond our facilities.

E3-4

At CANPACK, we believe that sustainable water management begins with awareness. We actively educate our employees on water conservation practices, empowering them to make meaningful contributions both at work and in their personal lives. By creating a culture of responsibility, we aim to amplify our collective impact on preserving water resources. CANPACK monitors water use and reports on key metrics, including withdrawals, discharges, and consumption through established frameworks such as the CDP.



SDG 6
TARGET: 6.3
TARGET: 6.4



SDG 3
TARGET: 3.9

Table 2.3.4. Water-related indicators overview

Indicator	Unit	2022	2023
Total water consumption related to own operations	m ³	386,573	335,847
Total water withdrawals	m ³	3,000,242	3,042,084
Total water discharges	m ³	2,613,669	2,706,237
Total water consumption in areas at water risk, including areas of high water stress	m ³	307,350	278,983
Total water recycled and reused	m ³	250,719	251,086

We remain committed to updating our water management targets to reflect evolving capabilities and potential, ensuring that our efforts contribute to the long-term health of the environment and the communities we call home. By prioritising water stewardship, we aim to set a standard for sustainable resource management across our industry.



2.3.7. POLLUTION MANAGEMENT

2.3.7.1. POLLUTION IN OWN OPERATIONS

AS WE AIM TO PROTECT THE ENVIRONMENT, WE STRIVE TO ENSURE COMPLIANCE WITH ALL APPLICABLE OBLIGATIONS AND STANDARDS.

E2-1, E2-6

Our commitment to addressing pollution across our operations is described in our Integrated Management System Policy and realised through relevant globally applied procedures and practices. As we aim to protect the environment, including the prevention of pollution and the use of sustainable resources, we strive to ensure compliance with all applicable legislative and regulatory obligations and standards, set achievable targets for continuous improvement, and create processes to continuously monitor these.

To prevent and manage environmental incidents in the reporting period 2022-2023, we ensured each plant has implemented global procedures to respond immediately and effectively to incidents, limiting pollution impacts on people and the environment. We continuously measured key pollution emissions to air and water and applied relevant reduction activities, like process optimisations and technological solutions.

As we declare our efforts to meet the ISO 14 001 and ISO 45 001 requirements, external and internal controls are maintained at all locations to mitigate impacts on air and water and therefore ensure safe working conditions. In the reporting years 2022 and 2023, relevantly 77% and 74% of our plants were certified by both standards.

While the European Pollutant Release and Transfer Register (EPRT) only applies to certain European plants, the business ensures annual local submissions where required. By addressing both routine operations and potential incidents, CANPACK remains committed to reducing pollution and restoring ecosystems where impacts have occurred.

CANPACK has not quantified the anticipated financial effects of pollution-related risks or opportunities but plans to review this in the future. The company confirms the absence of substances of very high concern (SVHC) in its products and reports no major incidents or related expenditures.



SDG 3
TARGET: 3.9

OUR NEW APPROACH

**WE AIM TO ACHIEVE
ZERO BREACHES OF ITS
ENVIRONMENTAL PERMIT AIR
EMISSION LIMITS BY 2027**

In 2025, we updated the Environmental Sustainability Policy to meet our obligations under the various air quality and noise regulations across all our sites. The company aims to achieve zero breaches of its environmental permit air emission limits by 2027. To realise this, we have implemented the following measures at our locations where operationally feasible:

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

Also, we strive to train 100% of employees with email accounts on the environmental issues addressed by this policy, as well as related topics by 2030.

These initiatives align with Best Available Techniques (BAT) and the “Do No Significant Harm” principles for pollution prevention and control.

2.3.7.2. POLLUTION IN THE VALUE CHAIN

EVERY SUPPLIER SHOULD STRIVE TO CONTINUOUSLY MINIMISE THE ADVERSE ENVIRONMENTAL IMPACTS OF ITS ACTIVITIES, PRODUCTS, AND SERVICES.

To mitigate air and water pollution in our value chain, we expect our suppliers to protect the environment in compliance with international standards relevant to their business, as well as the applicable laws and regulations.

Moreover, every supplier should strive to continuously minimise the adverse environmental impacts of its activities, products, and services through responsible management of environmental aspects, including, but not limited to: the use of scarce natural resources, energy, and water; emissions to air and discharge to water; fertilisation on management; odour, noise, and dust emissions; potential and actual soil erosion and contamination; reduction, and recycling of (non-)hazardous waste; biodiversity; and product issues (design, packaging, transport, use, and recycling/disposal).

Our requirements are described in our Supplier Code of Conduct. It applies to and is shared with all suppliers, vendors, contractors and consultants from whom CANPACK Group purchases goods or services and outlines those key elements that we deem to be the most relevant for suppliers.





2.4. RECYCLE

2.4.1. TOWARDS A CIRCULAR ECONOMY AND REDUCING WASTE

E5-1 E5-3

We take pride in producing packaging that is inherently recyclable, using materials such as metals and glass that retain their properties through multiple recycling cycles. Our efforts are focused on improving recycling rates through proactive engagement. We collect used beverage cans, collaborate with regulators and the waste management industry, and participate in consumer education programmes, such as the Every Can Counts initiative. In Poland and Romania, we operate dedicated companies that gather used beverage cans, preparing them for efficient recycling.

Our ambition includes reducing the average weight of our beverage can bodies by following approved light-weighting roadmaps and increasing the use of recycled aluminium in our production processes. CANPACK produces modern, lightweight packaging – including aluminium beverage cans, food, and industrial packaging, crown corks, and glass bottles – designed to minimise raw material use, increase ease of recycling, reduce environmental impact, and lower waste. The high recycling rates of our packaging not only reflect increased consumer awareness but also ensure a steady supply of secondary materials for creating new products. In addition to using less material, we are continuously looking for opportunities to increase the recycled content through greater cooperation with our suppliers. As a result, in recent years, we have significantly increased the recycled content of our flagship product – the aluminium can, from 52% in 2021 to 66% in 2023.



SDG 8
TARGET: 8.4



SDG 12
TARGET: 12.5

2.4.2. RECYCLED CONTENT METHODOLOGY

Table 2.4.1. Recycled content of our products (beverage cans and glass bottles)
E5-4

Recycled content*	2022**	2023
Aluminium can body	61%	70%
Aluminium can ends	28%	36%
Aluminium can tabs	41%	55%
Aluminium can - total	55%	66%
Glass bottles - total	40%	40%

* The Recycled Content in aluminium cans is based on the average data sent to CANPACK Group by its suppliers for a previous year. Differences in methodologies used by suppliers for calculations may influence the final result. Given numbers are not verified by any third party.

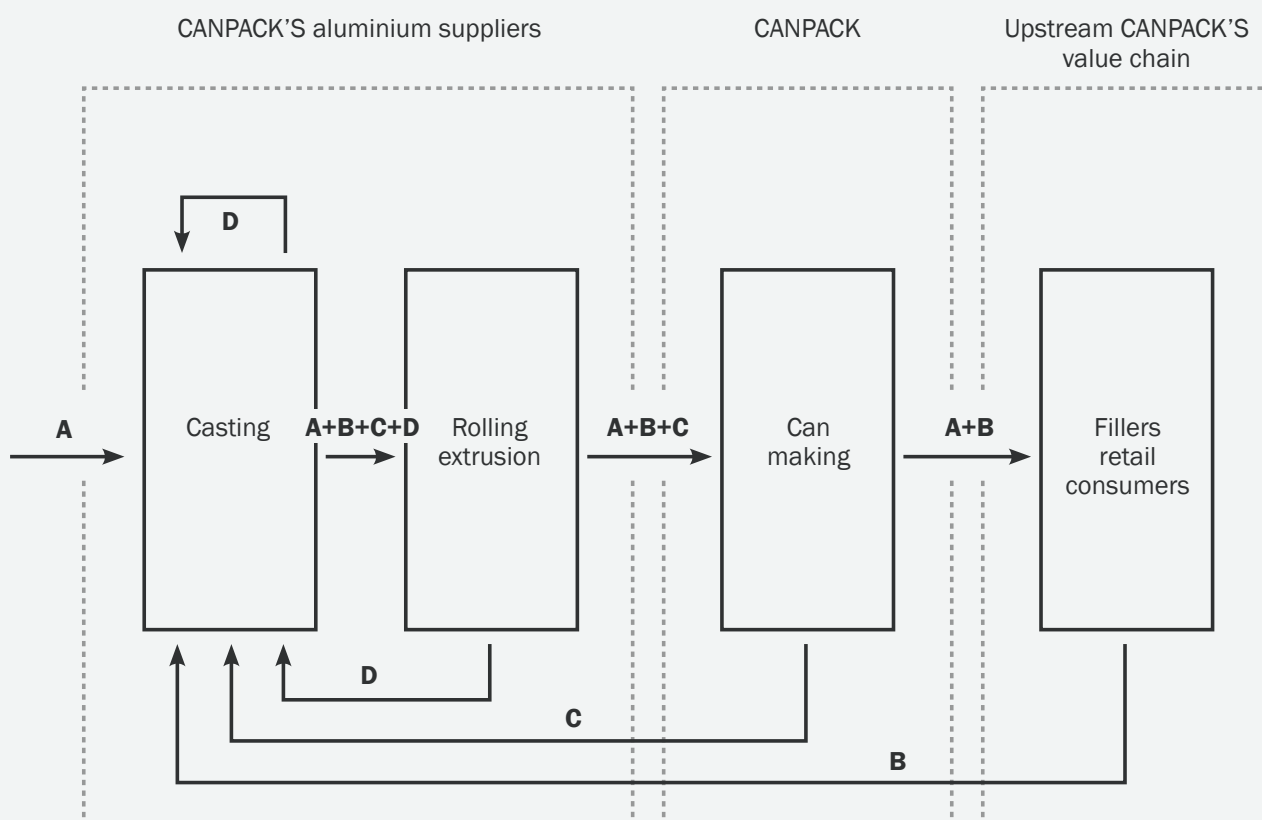
** Includes Muncie (US).



SDG 9
TARGET:9.4



CANPACK recycled content methodology and terms



Description of terms:

A. Primary aluminium – aluminium that does not come from recycling of any kind.

B. Post-consumer scrap – aluminium that is recovered after an aluminium product or component has been produced, used and finally collected for recycling: used aluminium beverage cans, car cylinder heads, window frames, electrical conductor cables, etc. To calculate old scrap content, we use the following formula: $(\text{Weight of post-consumer scrap inserted into furnace}) / (\text{Weight of produced aluminium sheets}) * 100$.

C. Pre-consumer scrap (also called 'process scrap') – aluminium scrap that is generated during the production of final aluminium products up to a point when such aluminium products are sold to a final consumer, i.e. extrusion discards, sheet edge trim, turnings, millings, dross, etc. To calculate new scrap content, we use the following formula: $(\text{Weight of pre-consumer scrap inserted into furnace}) / (\text{Weight of produced aluminium sheets}) * 100\%$.

D. Internal (all-round) scrap at a cast-house from recasting and extrusion/rolling processes.



2.4.3. WASTE MANAGEMENT

E5-5

A core target of our sustainability policy is achieving zero operational waste to landfill by 2030. To support this, we have implemented waste management plans and work processes focused on reducing, reusing, and recycling waste. Across our plants, we have set environmental targets to reduce waste and improve recycling. For example, by 2025,

our aluminium can business aims to decrease waste generation by 5% and achieve a 94% recycling rate based on our 2019 baseline. These measures are all part of our larger zero-waste-to-landfill goal. We monitor and report on waste management performance across our operations, as shown in the consolidated data below.

Table 2.4.2. Waste-related indicators overview

Indicator	Unit	2022	2023
Total amount of waste generated	MT	136,676	130,642
Percentage of non-recycled waste	%	8%	8%

Waste streams relevant to our sector include primarily metal and glass waste. The materials presented in the waste overview include: aluminium (accounted for over 70% of our total waste in 2022 and 2023), steel, glass, oils, inks, varnishes and paints, paper, plastics, wood, textiles, sludge from wastewater treatment, spent activated carbon, and construction waste.

Waste directed to disposal, including incineration and landfill, also saw reductions, highlighting ongoing improvements in waste management practices. Despite these achievements, non-recycled waste accounted for 8% of total waste in both years, with efforts to further reduce this percentage ongoing.

For both waste streams and materials, we did not indicate any difference between 2022 and 2023. We collect data directly from our plants using waste transfer cards to ensure accuracy and transparency.



SDG 12
TARGET: 12.5

2.4.4. PRODUCT END OF LIFE

Due to the infinitely recyclable nature of the materials we use to make our products (aluminium, steel, glass), our track record in dealing with waste is something we're proud of.

The most important waste stream in our steel and aluminium can-making plants is scrap metal. Both aluminium and steel are sent to recycling – in most cases to our suppliers' facilities – which ensures the circularity of all the materials we use in our production processes.

Importantly, we also go beyond our direct production processes and think about our products in the context of their entire life cycle. We run dedicated companies in Poland and Romania to collect used beverage cans from the market and prepare them for efficient recycling. We work with regulators, local governments, and waste management companies to raise awareness among local communities and provide favourable conditions for recycling. Our plant in Dubai, United Arab Emirates, works with other packaging producers and customers under a Recycling Coalition.

Furthermore, alongside other can manufacturers, the recycling industry, and big-name drinks brands, we are really proud to support Every Can Counts, a not-for-profit programme which is making huge progress in inspiring, encouraging and empowering people to recycle their used aluminium drinks cans wherever they are.

WE ARE REALLY PROUD TO SUPPORT EVERY CAN COUNTS, A NOT-FOR-PROFIT PROGRAMME WHICH IS MAKING HUGE PROGRESS IN INSPIRING, ENCOURAGING AND EMPOWERING PEOPLE TO RECYCLE THEIR USED ALUMINIUM DRINKS CANS WHEREVER THEY ARE.

By directly engaging with a wide range of organisations to improve drink can recycling facilities and deliver communications that inspire behaviour change, the Every Can Counts initiative has, since 2009, gone from strength-to-strength and is now active in 19 countries across Europe, the United Arab Emirates, the United States, and Brazil.

The programme not only reinforces the fact that aluminium cans are the world's most recycled beverage container, but also recognises that although much has been done, we still have not reached a 100% recycling rate.



SDG 16
TARGET: 16.8



SDG 17
TARGET: 17.16



2.5. CARE

2.5.1. EMPLOYEES

2.5.1.1. POLICIES ADDRESSING OUR EMPLOYEES

S1-1

CANPACK Group's commitment to sustainability and ethical business practices is reflected in our policies that address the management of our workforce. These policies ensure that we uphold the highest standards of human rights, labour rights, workplace safety, and diversity and inclusion. Over 2022 and 2023, we implemented and updated several key policies to manage material impacts on our employees, addressing associated risks and opportunities.

Our **Human Rights Policy** underscores our dedication to respecting and promoting human rights across all our operations. This policy aligns with international standards, such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. It emphasises fair labour practices, including the prohibition of forced labour, child labour, and discrimination. We are committed to providing safe and healthy working conditions, fair wages, and the right to freedom of association and collective bargaining. By actively engaging with stakeholders and providing effective grievance mechanisms, we ensure that human rights impacts are addressed and remedied promptly.

The **CANPACK Code of Conduct** sets out the ethical standards and principles that guide our business practices. It covers various aspects, such as human rights, labour rights, workplace safety, and environmental responsibility. The Code of Conduct ensures that all employees act with integrity and in compliance with applicable laws and regulations. It also provides mechanisms for reporting and addressing any unethical behaviour.

The **CANPACK Integrated Management System Policy** outlines our commitment to achieving uncompromised quality, product safety, environmental health & safety (EHS), and energy performance. This policy serves as the framework for setting objectives to support customer satisfaction, CANPACK's strategy, and sustainable growth. It includes measures to prevent work-related accidents, injuries, and occupational diseases, and it promotes a culture of continuous improvement and innovation.

The **Global Sustainability Policy** outlines CANPACK's commitment to sustainability, including the management of material impacts on its workforce. This policy ensures compliance with local laws and maintains global standards aligned with European and United States regulations. It also promotes sustainable practices across all operations, contributing to the well-being of our employees and the environment.

Our **Non-Discrimination, Anti-Harassment & Anti-bullying Policy** aims to create a safe working environment free from discrimination, harassment, or bullying. CANPACK is an equal-opportunity employer, and this policy strictly prohibits discrimination based on various protected characteristics. It also addresses sexual harassment, other types of harassment, and bullying, ensuring that all employees are treated with dignity and respect. The policy includes a robust complaints procedure and prohibits any form of retaliation against individuals who report incidents in good faith.

OUR POLICIES ENSURE THAT WE UPHOLD THE HIGHEST STANDARDS OF HUMAN RIGHTS, LABOUR RIGHTS, WORKPLACE SAFETY, AND DIVERSITY AND INCLUSION.

The **CANPACK Group Diversity and Inclusion Policy** highlights our commitment to creating a diverse and inclusive workplace. This policy promotes equal employment opportunities and ensures that all employment decisions are based on merit and qualifications. By creating an inclusive culture where diverse perspectives are valued, we drive innovation and business success. The policy also includes support programmes to help employees balance their work and personal lives, and it emphasises the importance of continuous improvement in our diversity and inclusion practices.

The **CANPACK Whistleblowing Procedure** encourages employees to report suspected wrongdoing, including illegal or unethical conduct, without fear of reprisals. This policy provides guidance on raising concerns and ensures that all reports are investigated promptly and confidentially. By offering protection for whistleblowers and maintaining anonymity, we create a culture of openness and accountability.

Our policies are communicated through various channels to ensure that all employees are aware of their existence and content. These channels include employee handbooks, which provide detailed information about our policies and procedures, regular training sessions and workshops to educate employees about our policies and their rights, and making policies available on our intranet sites, ensuring they are easily accessible to all employees.





2.5.1.2. ENGAGING OUR EMPLOYEES AND EMPLOYEE REPRESENTATIVES

S1-2

CANPACK is committed to engaging with its workforce through structured and locally tailored communication. Engagement methods vary across the Group to reflect local regulations, cultural contexts, and operational needs. The tailored communication channels through which we engage our employees, monitor their needs and gain insight into impacts, include: quarterly business updates, HR round tables, individual meetings, pre-shift discussions, and open-door approach surveys, as well as trade unions the Employee Council, and the collective bargaining agreements. The Scope of our engagement

channels illustrates that we operate at every possible stage of hiring an employee. Across all plants and offices, local senior leadership (General Managers, Plant Managers, Functional Leads, etc.) oversees engagement processes, ensuring that employee feedback informs decision-making and operational improvements. In Corporate Offices it is our CEO. By placing these responsibilities with senior leadership, CANPACK ensures that worker engagement is embedded into daily operations, reinforcing transparency, responsiveness, and continuous evaluation.

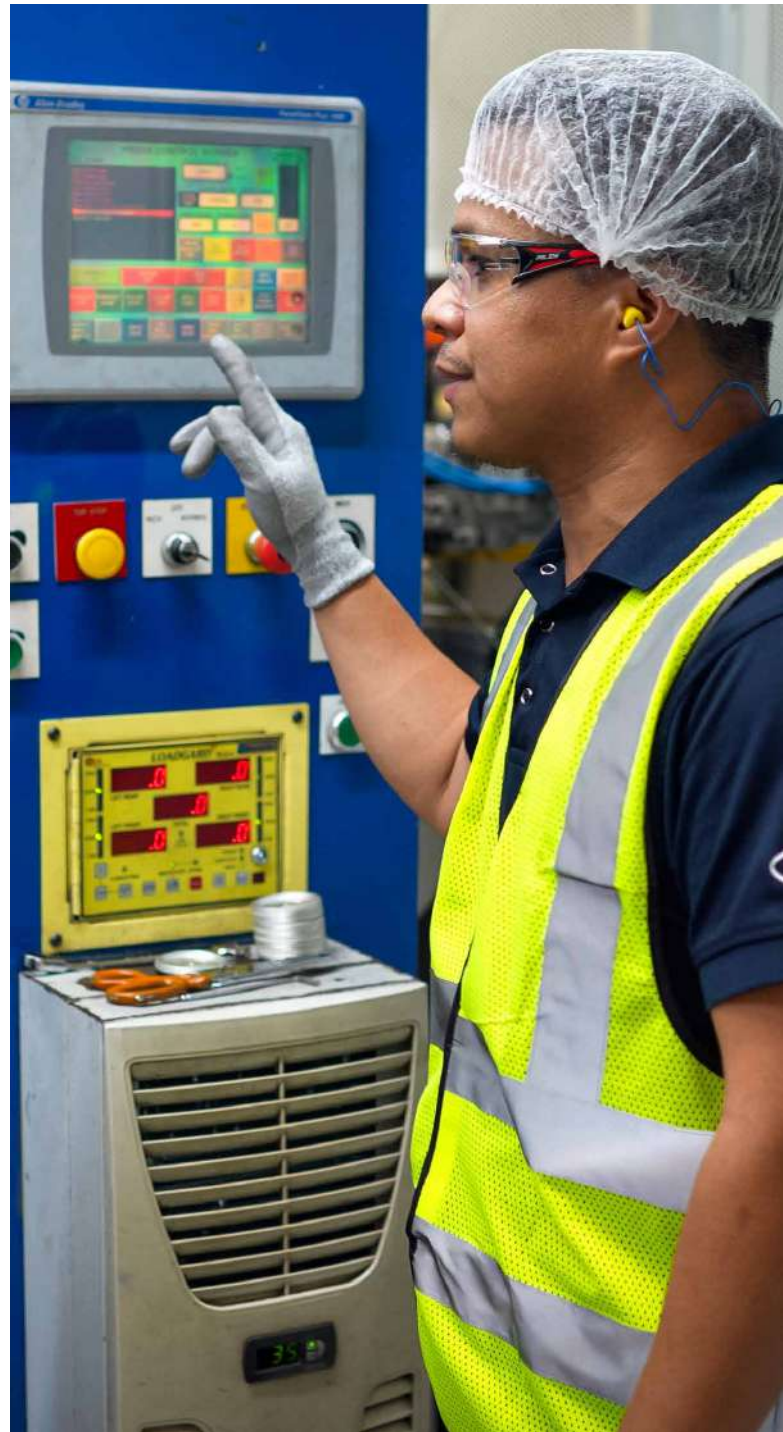
2.5.1.3. INCORPORATING HUMAN RIGHTS ASPECTS IN THE PROCESS

S1-2

As we underlined in our Code of Conduct and Human Rights Policy, we are committed to ensuring the protection and promotion of human rights within our operations, including gaining insights into employee perspectives. These include employee freedom of association, forming and joining trade unions, providing freedom of thought, conscience, and religion, and prohibiting any kind of discrimination. Moreover, locally, we may implement stricter regulations and integrate them into regular discussions and feedback sessions.

Our conduct and performance concerning human rights are monitored, in part, through third-party SMETA audits, which consider the principles of the Ethical Trading Initiative (ETI) Base Code and analyse effectiveness in the field of human rights, responsible recruitment practices, foreigners' rights to work, implementation of management systems and working from home.

CANPACK is committed to ensuring that all employees, including those who may be vulnerable or marginalised, have a voice in the workplace. We aim to understand their perspectives and address their concerns. We meet local government quotas for employing people with disabilities in all locations where we operate. Moreover, in the United States, we ensure equal participation opportunities, including special town hall meetings for employees who speak English as a second language.



SDG 5
TARGET 5.1
TARGET 5.C

2.5.1.4. ENGAGEMENT CHANNELS

S1-2

Self-evaluation survey: One of the tools we use to gain insight into our employees' needs and build engagement is the self-evaluation process during the Annual Performance Review. This process includes the self-evaluation survey and an individual feedback meeting with the supervisor, providing goals, employee development review, and understanding of the employee perspective. More information on this process can be found in section 2.5.1.10.4.

We regularly evaluate the effectiveness of this process to ensure that employee feedback influences decision-making and workplace improvements. In 2023, we surveyed more than 600 employees to find out how we can do this process even better and presented the outcomes to our employees.

Let's connect: We conduct LET'S CONNECT, our company-wide initiative direct feedback meetings every one to two months. This programme introduces employee roundtables where we create open and collaborative discussions on various topics relevant to our organisation. These meetings provide a platform to share insights, ideas, and concerns in a safe and inclusive environment. LET'S CONNECT meetings also help us to gain insights into employees who may be particularly vulnerable to impacts and/or feel marginalised. The topics discussed in the meetings are shared with the Executive Committee Leadership Team.

Other key engagement channels

- Coffee Breaks – quarterly meetings with company representatives, including the CEO.
- HR4Business Meetings – held quarterly with leadership to discuss employee concerns and gather insights.



- Health and Safety Committees provide insights into workplace safety, while Social Committees oversee the distribution of funds to address related concerns across our business.
- Town Hall meetings with the CEO and General Managers offer employees a direct platform to raise concerns and share suggestions.
- The implementation of the Workday tool enabled employees to contact HR via instant messaging, ensuring quick and accessible communication.
- Regular promotion of whistleblowing mechanisms and channels to raise employees' concerns through many local communication channels.



2.5.1.5. CONTINUOUS IMPROVEMENT

S1-2

By employing diverse engagement methods tailored to local workplace needs, CANPACK ensures that engagement remains inclusive, effective, responsive, and impactful. The presented methods provide valuable qualitative and quantitative data, influencing future decision-making processes and improving

HR and Health and Safety practices, and management training. CANPACK continuously improves its engagement processes. While structured engagement frameworks are well-established across most locations, we are introducing new initiatives to enhance communication and transparency.

2.5.1.6. CHANNELS FOR OWN WORKERS TO RAISE CONCERNS

S1-3

We continuously monitor and assess our operations to identify any potential negative impacts on our workforce. As we described in [paragraph 1.7.2. “Whistleblowing approach”](#), CANPACK has a grievance/complaints handling mechanism related to employee matters. CANPACK’s employees can formally report their concerns or needs through five alternative channels:

First alternative: For most questions, the natural thing is to discuss the matter with a 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.

Second alternative: There are times when an employee may feel uncomfortable discussing the matter with his or her supervisor. Depending on the issue, they are welcome to consult with human resources, health and safety officers, legal or with other key persons with relevant expertise.

Third alternative: Employees may always approach senior managers with Code of Conduct 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 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. All conversations are treated confidentially.

Fifth alternative: Anyone may contact CANPACK’s external third-party “Speak-up” service by telephone, where they can select their preferred language. Employees may also contact this service in writing, either by sending an email or through their website. This service allows for anonymous reporting.

In 2023, we implemented a new safety reporting system to identify unsafe acts, conditions, near misses, and incidents. This system supports our efforts to reduce risks and conduct comprehensive internal audits, complementing external audits for ISO 45001 certification. We also monitor work environment conditions in real-time at each plant, preventing potential negative impacts on employees before they occur.



SDG 3
TARGET: 3.9

2.5.1.7. PROCESSES TO REMEDIATE POTENTIAL NEGATIVE IMPACTS

S1-3

To remediate negative workplace impacts on our workforce, we implement and update relevant policies and practices. We ensure compliance with local laws and maintain global standards aligned with European and United States regulations. In regions where local norms are less stringent, our proactive measures mitigate potential risks and negative

impacts. We regularly monitor and assess the effectiveness of our approach through metrics such as employee satisfaction surveys, incident reports, and performance reviews.

Our annual budget includes funding for training programmes, health and safety measures, employee benefits, and other initiatives aimed at improving working conditions.

2.5.1.8. MANAGING MATERIAL IMPACTS, RISKS, AND OPPORTUNITIES RELATED TO OUR WORKFORCE

S1-4

Our approach to managing material impacts, risks, and opportunities related to our workforce is guided by core principles such as occupational safety, freedom of association, integrity, equality, and respect for human and labour rights.

As a global company, we implement and update relevant policies and practices, so we are compliant with local laws and maintain globally accepted European and United States standards regarding health and safety, treating employees with due respect, preventing discrimination of any type, and promoting meritocracy and diversity. As local norms are not as strict in some of the regions in which we operate, we believe our approach mitigates many potential risks or negative impacts which could otherwise occur. We recognise that effectively implementing these principles sometimes requires tailoring our approach to local conditions. This ensures that our initiatives are as impactful as possible in each country.



2.5.1.9. AVAILABILITY AND TRUST

S1-3

CANPACK supports the accessibility of these channels through regular training and communication. We ensure that all employees are aware of the available channels and understand how to use them. We achieve this through onboarding sessions, annual training programmes, and many internal communications channels, including CANPACK Magazine, CP Pulse, CP TV, and ongoing email reminders. Employees who do not have email are also informed through their supervisors and local information boards.

The channels in place cover a wide range of issues, including:

Working Conditions: health and safety, work-life balance, self-evaluation process, and access to social security.

Equal Opportunities: Freedom from discrimination based on gender, racial or ethnic origin, nationality, religion or belief, disability, age, or sexual orientation; access to secure employment; equal treatment regarding working conditions, access to social protection and training; and the inclusion of people with disabilities.

Work-Related Rights: Freedom of association, social dialogue, child labour, forced labour, and privacy at work.

Business conduct: corporate culture, strategy, process, management style, and HR support.

CANPACK ensures that its workforce is aware of, and trusts, these channels. As we mentioned in [section 1.7.2: “Whistleblowing Approach”](#), we have a policy in place to protect individuals who use these channels in good faith, and employee representatives, against retaliation. In our corporate culture, we appreciate diverse voices as they help us grow, be innovative and understand each other.



SDG 5

TARGET: 5.1

TARGET: 5.2

TARGET: 5.C



2.5.1.10. TAKING ACTION

2.5.1.10.1. HEALTH & SOCIAL PROTECTION

S1-11, S1-4

Ensuring social protection for employees is a key element of our commitment to workplace security and health. In most of the countries in which we operate, social insurance covers all our employees against loss of income due to sickness, unemployment, parental leave, and retirement relevant to the country's public system or provided by private benefits offered by the company. We take care of proper medical care (not only occupational medicine) and prevention, and, where necessary, rehabilitation, by providing employees with benefits in the form of medical services.

Additionally, all of our employees benefit from Business Travel Insurance which covers, but is not limited to, accidents and adverse health events during business trips.

Our organisation remains committed to ensuring all employees have access to fair social protection measures, continually assessing and adapting benefits to align with evolving regulatory frameworks and best practices. Also, we regularly promote the importance of good health, including mental health.



SDG 3
TARGET: 3.9
TARGET 3.4

2.5.1.10.2. SAFETY

S1-4, S1-13

Safety is one of our core values and is non-negotiable. We believe that every employee, visitor, or contractor has the right to work in a safe environment and be able to go home without injury or ill health. Our EHS system is applicable to any person on a CANPACK site.

Recognising the safety and health of our employees as our top priority, the absolute basis is to provide them with access to personal and collective protective equipment (PPE) in their daily work – hand protection (gloves), high visibility clothing and safety footwear, head coverings, eye protection (goggles), respirators/masks, hearing protection, silencers, and sound-absorbing cabins. We have rigorous health and safety procedures in place, including procedures for inspections and audits of the equipment used by our employees and for the proper handling of chemicals and hazardous substances.

We undergo several safety-related activities:

- Building safety awareness and culture through the 'High 5 for Safety' programme.
- Implementation of software that enables monitoring of the work environment, regular security reviews, and audits.
- The reward system for CANPACK Group's plants of awards for injury-free work.
- The Safety Stars System for recognising and rewarding employees for their work for occupational health and safety.
- All safety-related processes and procedures are translated into the languages spoken by our employees.
- We unify issues related to occupational safety in the field of protective clothing and work clothing.

Table 2.5.1. Health and safety metrics

Health and safety metrics	2022	2023
The total number of fatalities as a result of work-related injuries and work-related ill health	0	0
Total number of recordable work-related accidents	63	54
The rate of recordable work-related accidents	0.31	0.38



SDG 3
TARGET: 3.9

Table 2.5.1. outlines key safety metrics for 2022 and 2023, demonstrating full coverage of all employees and non-employees under the organisation's occupational health and safety management system.

SAFETY FOR CANPACK MEANS MUCH MORE THAN SAFE WORKING CONDITIONS FOR EMPLOYEES.

Our 'safety first' standards are not limited to our production processes and direct operations. We take full responsibility for health and safety in all our business relationships and require our

partners to follow comparable safety practices. Our expectations of suppliers and other partners for making safety the highest priority are described in CANPACK's Supplier Code of Conduct. We specify our requirements in agreements and statements of work, as well as procedures for visitors and contractors. Drivers and contractors who visit our factories must be fully trained, fit to work, and comply with all regulations.

Table 2.5.2. Progress toward safety

Safety indicators	2021	2022	2023
Number of lost time injuries (LTI)	47	33	34
Number of work-related injuries	72	63	54
Number of days lost to work-related injuries, fatalities, and ill health	1,154	704	835
Lost time injury frequency rate (LTIR)	3.97	2.07	2.04
Lost time injury severity rate (LTI)	0.10	0.04	0.05
Total recordable incident rate (TRiR)*	1.07**	0.83***	0.62***

Table 2.5.2. outlines the safety indicators for 2021-2023 and progress towards TRiR, our key safety target.

*TRIR – total recordable incident rate, the formula is: total number of recordable injuries (sum of medical treatments, restricted work cases and lost time injuries) are multiplied by 200.000 (the average amount of hours worked in a year by a company of 100 people) and divided by the actual amount of hours worked in a specific entity/factory.

** The indicator includes the Orzesze location (divested in 2024).

*** The indicator includes the Muncie and Orzesze (divested in 2024) locations.

2.5.1.10.3. FAIR REMUNERATION

To create a positive impact on our employees, the company offers an incentive-based compensation system. We have a uniform approach to job valuation based on the GRADES system and we use professional and reliable sources of market information research on remuneration to ensure fair and equitable remuneration for our employees. Depending on location, we provide additional health or pension and social benefits that go beyond the standard to support our employees' well-being and enhance their quality of life.



SDG 10
TARGET: 10.4



2.5.1.10.4. EMPLOYEE DEVELOPMENT AND OPPORTUNITIES

We encourage innovation and growth among our employees by promoting an inclusive culture of continuous improvement and providing resources for skill development.

To support this process, we have implemented a regular performance review that is a continuous dialogue between an employee and a manager, run in one-year cycles, about how business priorities/organisation goals translate into individual or team goals (PLAN – Goal Setting); what the employee should learn and work on to maximise their chance to reach these goals (MONITOR – 1-2-1s); what is the final outcome (ASSESS – Annual Review); and

what goals should be next (PLAN – Goal Setting). Every year, our employees conduct a five-scale self-assessment of the effectiveness of achieving their goals, which have to support higher ground (company, department or team priorities), as well as behaviours and attitudes (Core Behaviours), to CANPACK's values of Quality, Safety, Integrity, Innovation, Teamwork and Respect.

After the assessment has been carried out by their supervisor, they meet for an individual conversation about impacts, development and growth, as well as dive into employee perspective and needs.



Our goal is for every performance conversation to promote trust, reduce anxiety, create clarity, and showcase alignment. Such a process is an opportunity to recognise employees, share key messages from senior leadership, discuss priorities and standards we want to follow, reflect on the past to focus on the future, give and receive feedback, and diagnose the biggest obstacles for improving performance.

Finally, it allows us to identify talent as well as support employees to see their strengths, face professional challenges more effectively, and develop their skills and competencies.

To help our employees further develop professionally, in certain geographic areas, we provide them with the opportunity to take part in skills development programmes based on the 10-20-70 model, where 70% of learning comes from professional activities and experiences, 20% from learning from others, and 10% from courses and training. This holistic approach ensures that our employees gain valuable skills and knowledge from various sources, enhancing their overall development.

The development of our employees is greatly influenced by the company's growth, which refers to the expansion achieved through internal efforts. Launching new factories and increasing capacity with our own resources not only creates employment opportunities, contributing to the local

economy, but also facilitates internal knowledge transfer by sharing experienced team members between facilities. The most significant boost for internal mobility was the US project that started in 2021 and lasted until the end of 2023.

By encouraging internal mobility, we aim to:

- Enhance retention: Offering opportunities for growth keeps employees engaged and reduces turnover
- Develop skills: Employees acquire new abilities and become more adaptable
- Optimize utilisation: Placing the right employees in the right roles increases work efficiency
- Foster innovation: Diverse experiences inspire creative thinking and new ideas
- Strengthen culture: Internal hiring supports and reinforces the company's values and identity

The table below presents training and skills development metrics for 2022 and 2023, highlighting employee participation in performance and career development reviews, as well as average training hours. While the percentage of male employees participating remained relatively stable, female participation saw a notable decline. Additionally, the average training hours per employee decreased overall, though women experienced an increase in training hours in 2023 compared to the previous year.

Table 2.5.3. Training and skills development metrics

Indicator	2022	2023
The percentage of employees who participated in regular performance and career development reviews	77%	82%
The average number of training hours per employee	16	13

2.5.1.10.5. RESPECTFUL AND PROACTIVE WORKPLACE



IN ALL OUR PLANTS WE INSTRUCT, TEACH AND COACH OUR MANAGERS TO FOLLOW HUMAN RESPECT-RELATED POLICIES.

S1-4

We conducted the Leadership Academy global project, which included many topics, fostering mutual respect. Additionally, we promote respect for diverse perspectives and volunteering through video clips, messages on our company TV, internal newspaper, and other local CSR projects, as described within this report.

S1-9, S1-12

The table provides an overview of the workforce's diversity metrics, focusing on gender distribution across different age groups and the number of employees with disabilities for the years 2022 and 2023. It highlights the overall composition of men and women within the organisation, showing slight shifts in age demographics over the two years. Additionally, the data includes the number of employees with disabilities, noting a small increase in 2023 compared to the previous year.



SDG 10
TARGET: 10.2
TARGET: 10.4



SDG 4
TARGET: 4.7

Table 2.5.4. The distribution of employees by age group and employees with disabilities

Indicator	2022	2023
The distribution of employees by age group		
Under 30 years old - men	1,198	1,047
Under 30 years old - women	225	188
30 - 50 years old – men	4,332	4,367
30 - 50 years old – women	797	812
Over 50 years old – men	1,048	1,154
Over 50 years old – women	205	236
Total	7,805	7,804
Total women	1,227	1,236
Total men	6,578	6,568
The percentage of people with disabilities among the undertaking's employees	1%	1%
[Non-Compulsory disclosure] The percentage of employees with disabilities – women	1%	2%
[Non-Compulsory disclosure] The percentage of employees with disabilities - men	1%	1%

2.5.1.10.6. WORK-LIFE BALANCE

S1-4, S1-15

At CANPACK, we understand the importance of maintaining a healthy work-life balance for our employees. We are committed to creating an environment that supports both professional and personal well-being. We offer flexible working hours to help employees manage their work and personal responsibilities more effectively. Depending on the role and responsibilities, we provide opportunities for remote work, allowing employees to work from home when needed. We offer programmes that provide support for personal and professional

challenges, including counselling services and wellness resources. We promote a healthy lifestyle through various wellness programmes, such as sportive challenges and mental health support. All employees are entitled to family-related leave through bargaining agreements or local law requirements (as in the US). After one year of service, employees in our Olyphant and Muncie plants are entitled to leave under the Family and Medical Leave Act (FMLA) as set forth in Federal and State guidelines. Table 2.5.5. specifies details about this group of employees for 2023.

Table 2.5.5. Employees covered by parental leave in US units in 2023.

Indicator	Muncie (US)	Olyphant (US)
Employees entitled to family-related leave	89%	84%
The percentage of entitled employees that took family-related leave	20%	16%
Male	76%	73%
Female	24%	27%

In many of our entities, we have locally adjusted well-being programmes. For example, in our plants in Poland, where a large part of our workforce (34%) is based, we offer formal employee support, including cultural, educational, and sports-recreational activities, company trips, vacation

subsidies, material and financial assistance, and support in emergency situations. These programmes enhance the well-being of our employees and their families, contributing to a positive and inclusive work environment.



SDG 3
TARGET: 3.4

2.5.1.11. HOW WE MANAGE

S1-4

At CANPACK, we have dedicated teams or departments responsible for managing workforce impacts, such as HR, Health and Safety, and Data Security. Year by year, we allocate budget for training programmes, health and safety measures, employee benefits, and other initiatives aimed at improving working conditions. We regularly organise management reviews and monitor the implementation of agreed activities. This ensures that practices including procurement, sales, and data use do not cause or contribute to material negative impacts on our workforce.

2.5.1.12. TARGETS RELATED TO OUR WORKFORCE

S1-5

CANPACK has established outcome-oriented targets aimed at reducing negative impacts, advancing positive impacts, and managing material risks and opportunities related to our workforce. These targets are aligned with our commitment to sustainability and responsible business practices described in the policies and help us measure our progress in creating a positive and sustainable work environment.

The process of setting these targets involves direct engagement with our workforce and their representatives through the channels mentioned. This engagement helps us track our performance against the targets and identify areas for improvement.



Table 2.5.6. Targets related to our workforce

Material topic	Target	Policy	Recent update
Working conditions	To provide safe working conditions for our employees, visitors, and service providers.	Integrated Management System Policy	2023
Working conditions	To achieve uncompromised Health & Safety Performance.		
Working conditions	As we strive to ensure a safe working environment for all our employees, we aim for TRiR below one from 2024 onwards for all our manufacturing facilities.		
Other work-related rights	To ensure we live up to our global compliance standards we have zero tolerance towards discrimination, forced labour and employment of minors.	Sustainability Policy	
Working conditions	We are committed to supporting a diverse, inclusive, respectful working environment.		
Other work-related rights	To maintain zero confirmed incidents or legal actions reported against human rights.		
Other work-related rights	For 100% of employees to be trained on the topic and to sign our Code of Conduct.	Human rights Policy	2021
Other work-related rights	Maintaining a working environment that promotes dignity and respect for every employee, and ensuring that all employees are treated with dignity and respect.		
Equal treatment and opportunities	Maintaining an environment in which differences are recognised and valued.		

Equal treatment and opportunities	Ensuring that training and development is available to 100% of employees.		
Equal treatment and opportunities	Advocating equal and fair treatment in the workplace, which CANPACK believes is good management practice and makes sound business sense.		
Other work-related rights	Not tolerating any form of intimidation, bullying or harassment.		
Other work-related rights	Encouraging employees who feel they have been subject to discrimination or harassment to raise their concerns in confidence (if appropriate) via practices and procedures so that fairness is always maintained through CANPACK's existing communication channels.	Diversity and Inclusion Policy	2021
Equal treatment and opportunities	Regularly reviewing all our employment.		
Equal treatment and opportunities	Ensure that from 2022 onwards, 100% of employees are aware of CANPACK's Diversity & Inclusion Policy.		

In Table 2.5.6. we present the individual targets, specifying relevant material topics and policies where they are included.

2.5.1.13. CHARACTERISTICS OF WORKFORCE

S1-6, S1-7

The table presents workforce data for the reporting years 2022 and 2023, detailing employee and non-employee headcount and breakdowns by gender. It categorises employees as permanent or temporary, highlighting slight fluctuations in numbers over the two years.

The non-employee workers across various locations include security, cleaning, canteen staff, apprentices, and forklift drivers, often supplied by agencies. The methodologies and assumptions used to compile the data include numbers reported at the end of the reporting period, using the headcount metric.

Table 2.5.7. Workforce characteristics

Indicator	2022	2023
The total number of employees by headcount, and breakdowns by gender	7,805	7,804
Women	1,227	1,236
Men	6,578	6,568
The total number of employees by headcount, and breakdowns by region	7,805	7,804
Africa	180	163
Asia	1,136	1,052
Europe	5,059	4,937
North America	541	863
South America	889	789
Number of permanent employees, and breakdown by gender	7,670	7,659
Women	1,185	1,186
Men	6,485	6,473

Number of temporary employees, and breakdown by gender	135	145
Women	42	50
Men	93	95
Total number of non-employees in CANPACK own workforce	381	371

2.5.2. AFFECTED COMMUNITIES

2.5.2.1. CANPACK AS A COMMUNITY MEMBER

Most CANPACK plants are in industrial areas, away from large habitats. The company adheres to standards, utilising new technologies to minimise any potential negative impact. For new plants, CANPACK complies with local laws and engages communities through consultations and job creation.

CANPACK's materiality assessment identified positive impacts on affected communities, with no negative impacts. These positive impacts include contributions to local development and the economy, promoting respect for the rights of people, and engaging in local CSR activities and projects. CANPACK has also positively influenced the affected communities by generating employment opportunities. Additionally, by monitoring suppliers on sustainability, CANPACK can have an indirect positive impact on the communities surrounding its suppliers. The CSR strategy introduced in our Sustainability Policy guides its commitment to sustainable and ethical growth. We believe that by meeting the highest international standards for human rights and environmental protection and tailoring local projects we will keep future generations in good health and well-being.





2.5.2.2. POLICIES RELATED TO AFFECTED COMMUNITIES

S3-1

At CANPACK, we recognise our responsibility as a member of the local communities in which we operate. CANPACK upholds human rights across its operations and supply chains through our Code of Conduct, Supplier Code of Conduct, Human Rights Policy, Sustainability Policy, and Sustainable Procurement Policy. Ethical standards and transparency are reinforced by the Whistleblower Policy, ensuring swift action on community concerns. Our affected communities' related policies are in compliance with UN human rights principles, ILO labour standards, and OECD guidelines.

2.5.2.3. BUILDING ENGAGEMENT

S3-2

CANPACK communicates its commitments through training, reports, social media, and local newspapers to ensure transparency.

We regularly meet local charity organisations' representatives across our plants, gaining insight into their needs and perspectives. Through this engagement and ongoing communication, including local consultations and stakeholder surveys, the company aims to understand local communities' feedback and integrate their views into decision-making. Our CSR Head and local CSR Champions facilitate dialogue and oversee engagement efforts, integrating feedback into locally tailored CSR strategies.

2.5.2.4. NEGATIVE IMPACTS REMEDIATION AND CHANNELS TO RAISE CONCERNS



S3-3

CANPACK provides multiple channels for communities to raise concerns, including the confidential Speak-Up helpline for reporting issues, including unethical conduct described in our Code of Conduct, which is publicly available on our website.

Grievance mechanisms such as consultations, meetings, and feedback processes ensure concerns are documented and addressed. Violations can be reported anonymously via report@lighthouse-services.com or www.lighthouse-services.com/canpack. Regular audits track and address reported issues.

2.5.2.5. TARGETS RELATED TO AFFECTED COMMUNITIES



S3-5

CANPACK integrates community-related targets into its policies, reinforcing our human rights and community support commitment. At CANPACK, we are committed to helping people in our local communities who are in need through our CSR activities, focusing on supporting environmental, educational, health and cultural initiatives.

Targets and actions related to affected communities related to our supplier surroundings are covered in [subchapter 3.3: “Responsible Sourcing”](#).



2.5.2.6.1. MESSAGE FROM MAŁGORZATA PODRECKA

S3-4



MAŁGORZATA PODRECKA

VICE PRESIDENT, GROUP LEGAL
AND PR OFFICER

**AT CANPACK, CSR IS MORE THAN
JUST A COMMITMENT – IT IS AN
INTEGRAL PART OF WHO WE ARE.**

As a global company, we understand that our success is deeply connected to the well-being of the communities in which we operate. This belief drives us to go beyond business, making meaningful contributions that create lasting, positive change.

I am incredibly proud of the diverse and wonderful projects our teams have undertaken across the CANPACK Group. From improving access to healthcare and education to championing environmental sustainability, promoting sport, and preserving cultural heritage, our employees continue to demonstrate remarkable dedication, empathy, and ingenuity.

Their efforts, alongside the invaluable contributions of our local partners and the CANPACK Foundation, make a tangible difference in the lives of thousands of people worldwide.

This section of our Sustainability Report showcases just a fraction of the incredible work happening across our locations. It is a testament to the power of collaboration, the strength of community, and the belief that every small action contributes to a bigger change. I am delighted to share these initiatives with you, and at the same time, I hope they inspire further engagement, innovation, and commitment to building a more sustainable future for all.

Together, we are making a difference – one project, one partnership, and one community at a time.

2.5.2.6.2. OUR CSR STRATEGY

HEALTH
EDUCATION
SPORT
ENVIRONMENT
CULTURE

At CANPACK, we strive to be a responsible and engaged neighbour to the communities in which we operate. Our goal is to contribute positively to their sustainable development and long-term growth. Our commitment is structured around five key pillars – initiatives that drive the well-being and development of our communities.

Every CANPACK location has a dedicated CSR Leader and team, ensuring meaningful engagement with local communities and spearheading impactful CSR initiatives. We take great pride in the achievements of the CANPACK Foundation, through which we support local communities via donations, sponsorships, grants, and volunteer programmes.

At CANPACK, our commitment to corporate social responsibility is reflected in the numbers, but even more so in the lives we touch and the communities we uplift.

Table 2.5.8 Key CSR metrics

Indicator	2022	2023
Number of Volunteers	700+	1,300+
Number of Projects	160+	190+

Comment: Approximate numbers based on teams’ statistics; project – micro, small and bigger projects both external and internal ones.

OUR CSR FOCUS AREAS



1,300+
VOLUNTEERS
IN 2023

190+
PROJECTS
IN 2023



2.5.2.6.3. SNAPSHOT OF CSR ACTIVITIES

EDUCATION INITIATIVES

Education has always been a key focus area for CANPACK's CSR efforts. In 2022, the company supported the **Academy of the Future** programme, which helped children grow their confidence through tutoring and mentorship. In Finland, CANPACK helped transform an abandoned gas station into the **Asenne Ry** youth centre, providing a safe and supportive environment for more than 100 teenagers. In 2023, CANPACK continued to prioritise education with several impactful initiatives. In Casablanca, Morocco, the company partnered with the **Bab Rayan** organisation to support underprivileged children through an orphanage and school. In Kraków, Poland, the CANPACK **Scholarship Programme** continued to provide five Ukrainian law students with opportunities

to study at Jagiellonian University, which is one of the oldest in Europe. And, in Romania, we were happy to sponsor six scholarships for the students of the Faculty of Electrical Engineering at the Polytechnic University of Bucharest. In Aurangabad, India, the **Ashish Project** helped students enhance their skills through short-term training courses in mechanical areas and nursing, empowering them to navigate their careers confidently. In a Thekarka village, close to our plant, we improved the indoor and outdoor facilities of a local school for almost 250 children, providing improved access to drinking water. In Tocancipá, Colombia, CANPACK volunteers decorated classrooms for preschoolers of the **Inmensamente** organisation, creating a vibrant and engaging learning environment.



SDG 4
 TARGET: 4.2
 TARGET: 4.3
 TARGET: 4.4
 TARGET: 4.A

HEALTH INITIATIVES

In 2023, CANPACK continued its commitment to health and well-being with the inauguration of the **Sanjeevani Project** in Aurangabad, India. This healthcare initiative covers approximately 70 villages with nearly 100,000 inhabitants, focusing on providing vital primary healthcare, reducing nutritional anaemia, and improving other healthcare indicators, with a special emphasis on maternal and child health. In Scunthorpe, UK, CANPACK launched a charity partnership with the **British Heart Foundation (BHF)** on Valentine's Day, aiming to raise funds for cardiovascular research and support people affected by heart and circulatory diseases. In France, our colleagues organised a fundraising event alongside a local Motorcycle Club in the town of Vernon to support **Breast Cancer research**. Thanks to our generous help, four local organisations in Brazil who take care of single mums and vulnerable children have guaranteed nutritious **food baskets** to more than 400 families every month. Additionally, CANPACK volunteers in Muncie, USA, participated in the annual **Thanksgiving Food Drive**, collecting canned food and boxed goods for local people in need.



SDG 2
TARGET: 2.1



SDG 3
TARGET: 3.D



100TH HISTORIC KOSICE MARATHON

10 CHILDREN

500 employees collectively covered 119,264.91 kilometres through various activities to support the therapy and rehabilitation of 10 children.



SDG 3
TARGET: 3.D

SPORT INITIATIVES

CANPACK's commitment to promoting health and well-being extends to its support for sports initiatives. In 2022, the company continued its long-term support for the **Wisła CANPACK Academy** in Kraków, Poland, helping over 300 young women develop their basketball skills and overall health. In 2023, CANPACK organised the third edition of the **Kilometres From The Heart** initiative, where 500 employees collectively covered 119,264.91 kilometres through various activities to support the therapy and rehabilitation of 10 children. In Košice, Slovakia, CANPACK teams participated in the historic **100th Kosice Marathon**, showcasing impressive improvements and ranking among the top teams. In Ukraine, we donated funds to the Yavoriv Children's and Youth Sports School for the organisation of a series of contests and competitions.

ENVIRONMENTAL INITIATIVES

Environmental sustainability is a core component of CANPACK's CSR strategy. In 2022, the company supported several educational workshops on sustainable packaging, promoting awareness and best practices in environmental stewardship.

In 2023, CANPACK continued its environmental efforts with several impactful projects. In India, we completed **the water conservation project** for three villages in the Maharashtra state to enhance water harvesting capacity and increase the conservation of rainwater, which resulted in increased crop fertility. Alongside this, we conducted a series of training sessions for the inhabitants. In Dubai, UAE, the company supported the **Clean-up UAE** initiative, bringing together businesses, governments, academia, and society to work towards a greener and more sustainable future. In Olyphant, USA, CANPACK team members visited local elementary schools to celebrate **Earth Day**, educating children about recycling and environmental stewardship. In Stříbro, Czechia, CANPACK engaged in teaching children how to **recycle cans correctly**, resulting in the collection of 1.7 tons of recycled cans and the creation of a workout **playground for children**.



SDG 6
 TARGET: 6.2
 TARGET: 6.4
 TARGET: 6.A
 TARGET: 6.B



CULTURAL INITIATIVES

CANPACK's commitment to cultural preservation and promotion is evident in its support for various cultural initiatives. In 2022, the company supported the **Puppet Theatre Days and Games for Families Festival** in Košice, Slovakia, enriching the cultural fabric of the community.

In 2023, CANPACK continued its cultural efforts with several notable projects. In Modřice, Czechia, the company sponsored the **annual folk festival**, bringing together folklore singing and dancing groups from across Europe. In Casablanca, Morocco, CANPACK contributed to the **Operation Torch Mural**, commemorating the 80th anniversary of the first major US

military operation in the European-North Africa theatre during World War II. In Brzesko, Poland, CANPACK organised an **annual autumn picnic** for residents of a neighbouring **care home** for individuals with intellectual disabilities, providing a day of singing, dancing, and horse riding. The company also supported the **VIA LUX Care Centre** in Košice, Slovakia, providing essential services to 250 individuals with disabilities. Additionally, in the Netherlands we participated in the renovation of three playgrounds, undertaken by the local organisation "**Stichting Samenspel Montfort**", whose aim is to develop and maintain the outdoor play and meeting areas for the young and old in the small town of Montfort.

“

CSR goes beyond philanthropy; it is a sustained commitment that shapes a company's culture, unites our employees, and creates a strong sense of belonging. At CANPACK, we take immense pride in the positive impact we collectively create. CSR is not just about numbers – it's about the human stories that emerge from our collaboration with local partners.”



Magdalena Pająk

Head of CSR

2.5.2.5.4. KEY PROJECTS

CSR DAY & TIME TO VOLUNTEER PROGRAMME

In 2023, we launched CSR Day, an event highlighting local initiatives, amplifying the voices of our volunteers, and facilitating discussions on key topics such as profit versus purpose. Additionally, our annual Time to Volunteer grant programme in Poland encouraged employees to carry out social projects in collaboration with local not-for-profit organisations, creating a culture of volunteerism and community service. In 2023, our volunteers conducted 30 diverse projects ranging from refurbishing school gardens and classrooms, giving folk dance classes to a group of seniors and making fruit and vegetable preserves to conducting chemistry and creativity workshops for kids from underprivileged backgrounds. In 2024, we will be extending the programme to all locations across the CANPACK Group.

FEEL HOPE

Across many CANPACK sites, the holiday season is a time of giving, and CANPACK employees contributed to various initiatives, including charity fairs, meal preparation for the homeless, personalised gifts for care home residents, and fundraising efforts to support NGOs. In 2023, grants were awarded to 18 local charities to help make their dreams come true. At CANPACK, we are committed to making a meaningful impact on our communities. Through our ongoing CSR efforts, we will continue to advance a sustainable, inclusive, and thriving society.

A SENSE OF PLACE: FEEL PROUD OF YOUR LOCAL HERITAGE

A Sense of Place: Feel Proud of Your Local Heritage is a unique guide, created by CANPACK employees, for CANPACK employees. This remarkable book takes readers on a journey across all CANPACK locations, transforming unfamiliar places into familiar ones and revealing new perspectives on well-known sites.

Featuring over 70 stories written in 14 languages, the book spans 16 countries and 27 locations, offering a vivid exploration of local heritage. Readers will meet the director who set off from Blasanka in Brzesko to explore the world, taste the famous gingerbread of Helmond, celebrate the June fiesta in Maracanaú, and experience the warmth of a traditional majlis in Dubai. They will uncover the history of old mines in Olyphant and Stříbro, hear the echoes of the Pope's words in Kraków, and listen to the bell of St. John in Košice. The journey continues with the bridge at Scunthorpe, the aroma of freshly ground coffee in Tocancipá, and the sporting spirit of Casablanca and Hämeenlinna.

Through these stories, deeply rooted in local traditions and culture, this book celebrates the rich diversity of CANPACK's locations and the people who make them truly special.



SDG 10
TARGET: 10.2

CANPACK COMMUNITY VOICES

Our volunteers play an essential role in creating positive change in their local communities. Here are some of their reflections:



You may wonder why you should volunteer. For me, the answer is simple – it's about partnering with our community to ensure they have what they need and knowing they can rely on us. It's not just about financial support; it's about giving our time and resources as individuals."

Charla, USA



It may seem like a small step, but I believe that each of these steps helps build a better world. It might sound idealistic, but I truly believe in it."

Nadiia, Poland



Volunteering has shown me time and again that true joy can come from the simplest things – words of encouragement, a hug, or a warm meal."

Bogdan, Romania



I see volunteering as a way to fulfil my civic duty and put solidarity into practice. It has taught me to be more caring, listen more, and understand different realities."

Jorge, Brazil

Information about our community work can be found in our Community Brochure and social media.

2.5.3. END USERS

2.5.3.1. END USERS RELATED APPROACH

S4-1, S4-2, S4-3, S4-4, S4-5

As we do not sell packaging directly to consumers, we do not have policies that are dedicated to this stakeholder group. However, we understand our impact and role through providing high-quality, safe and sustainable packaging that ultimately ends its value cycle in the hands of consumers around the world, regardless of human differences and locations. In this regard, CANPACK is committed to complying with all global laws and regulations, ensuring the health and safety of our products, and reducing their impact on the environment.

Thanks to regular cooperation with our customers, which provides us with the most up-to-date knowledge of consumers' expectations, we can respond to them in an ongoing manner.

In addition, we follow the results of quantitative and qualitative studies, such as the Customer Satisfaction Survey conducted in 2023. Our Group Commercial Officer supported by clients' Key Accountants Managers is responsible for ensuring this information has an impact on decision-making processes, by addressing these needs and ultimately responding to the needs of consumers.

In line with our corporate value of 'Integrity', we inform our customers about packaging specifications, the varnishes used or other product features such as recycled content, weight, and carbon footprint. At least once a year, a statement informs 100% of our customers on the safety and quality standards of our packaging.



2.5.3.2. PRODUCT QUALITY AND PRODUCT SAFETY

Product quality and safety issues are governed by our Integrated Management System Policy, in which we commit to achieving uncompromising product quality and safety. This document applies to all establishments of the CANPACK Group without exceptions and relates to our approach to the production of all CANPACK packaging.

We realise these objectives through implementing standards that ensure the safe use and consumption of our packaging (e.g. BRC/ FSSC22000/ISO 22000 standard) in 100% of our production sites. What's more, we only use permitted and proven substances and materials that comply with all applicable legislative and regulatory obligations. To ensure reliable management of product quality and product safety, we set appropriate targets and regularly review and continuously improve our management systems. A complementary element of our approach is promoting a safety and quality culture at our sites to meet our "zero defects" target. We aim to minimise any inefficiency in quality control which can lead to selling products endangering our end users.

In addition to conducting regular external audits as part of the quality standards certification process, at many of our plants our internal audit team also carry out regular inspections.

As a result of our efforts, we are proud to report zero product recalls in the market between 2021 and 2023 for the entire CANPACK Group.

Our Health, Safety & Quality Officer is accountable for the implementation of the policy. The document is publicly available on the CANPACK website for anyone interested.

At CANPACK, we have a Customer Complaints Procedure that regulates how we deal with any defect which might have a negative impact on

the end user. We register any quality complaints in our internal system and investigate in 'the root cause' manner. Our customers' concerns or needs can be raised through the relevant Key Accountant or other contact person, and the contact form available on our website. Anyone may contact CANPACK's external "Speak-up" facility, as described in our Code of Conduct.

WE ONLY USE PERMITTED AND PROVEN SUBSTANCES AND MATERIALS THAT COMPLY WITH ALL APPLICABLE LEGISLATIVE AND REGULATORY OBLIGATIONS.



2.5.3.3. RECYCLING CULTURE

WE UNDERSTAND HOW IMPORTANT IT IS THAT OUR PACKAGING GETS RECYCLED, SO TOGETHER WITH THE INDUSTRY WE HAVE SUPPORTED THE GLOBAL INITIATIVES IMPLEMENTED BY THE EVERY CAN COUNTS PROGRAMME, WHICH AIMS TO PROMOTE RECYCLING AND THE ENVIRONMENTAL BENEFITS.

The responsibility for creating environmental and recycling awareness among end users is a commitment described in the CANPACK Group Sustainability Policy. Within the pillar RECYCLE, we have committed to continuing to improve recycling rates through, inter alia, supporting educational programmes that target packaging end users. This policy covers the entire CANPACK business worldwide and CANPACK's Global Sustainability Director, supported by the global Sustainability Team, is responsible for its effective implementation.

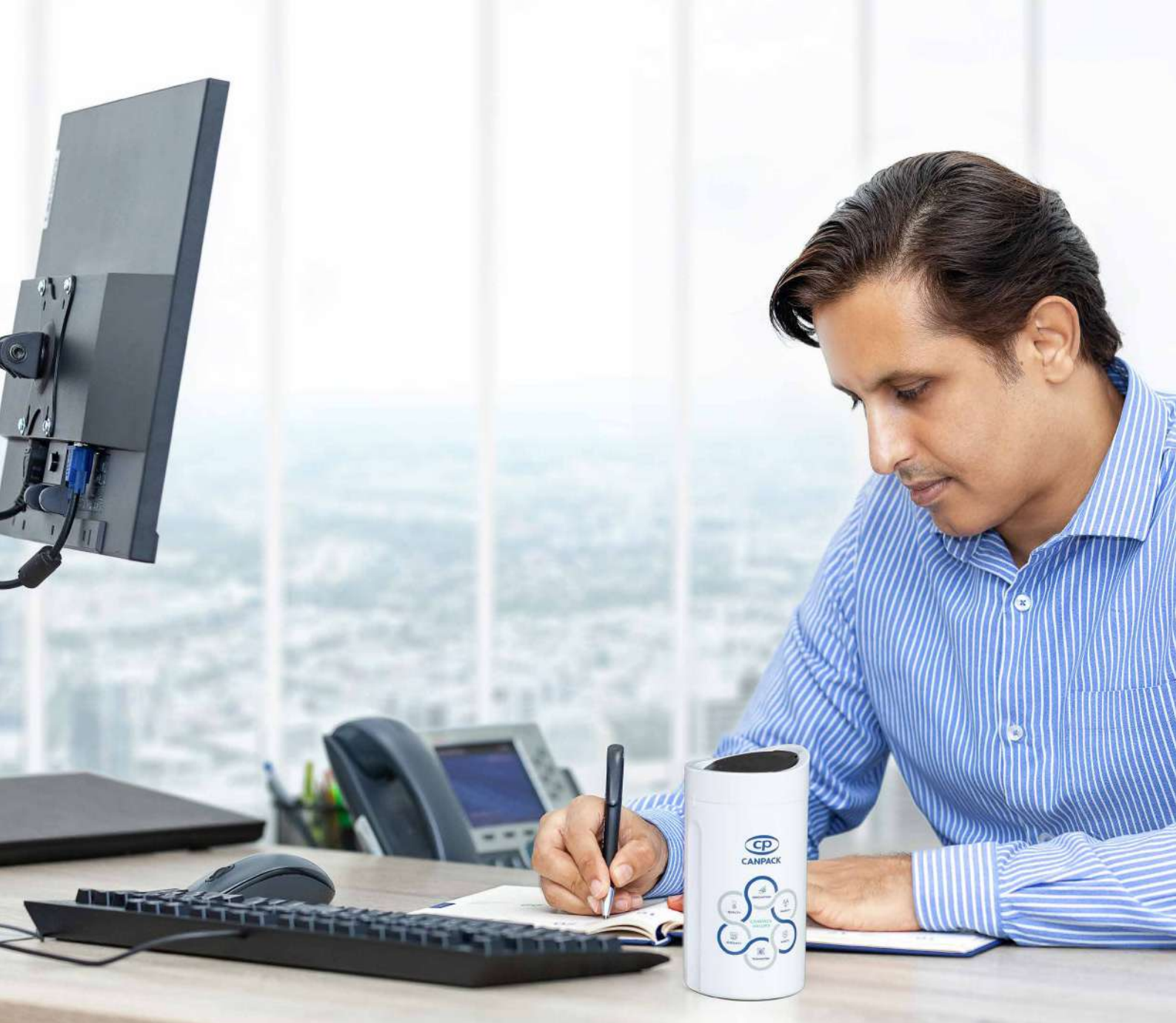
We understand how important it is that our packaging gets recycled, so together with the industry we have, for years, supported the global initiatives implemented by the Every Can Counts programme, which aims to promote recycling and environmental benefits, especially out-of-home where recycling can often be more difficult due to limited infrastructure. This project directly reaches the end users of beverage cans who may need the knowledge and motivation to segregate recyclable materials appropriately.

Our support is not only limited to co-financing this project, but we proactively participate in the promotion, for example through employee volunteering or providing additional temporary infrastructure such as segregation bins. In addition, we create joint educational initiatives during the biggest cultural events with our customers and the Every Can Counts programme to raise the awareness of even more end users.

We believe that greater environmental awareness is one of the factors that contributes to increasing local recycling rates, which is a key industry indicator. It is important to us because it enhances the local availability of post-consumer scrap and its purity for recycling input, thereby reducing the consumption of energy, raw materials, and the associated carbon dioxide emissions. Given the risks associated with increasingly stringent packaging regulations, especially in Europe, the higher the recycling rate, the more competitive our packaging will be in the long term.

As mentioned, we join with other industry players (our competitors, aluminium sheet suppliers and aluminium producers) to raise our voice through membership of several industry organisations, influencing the government to ensure that the regulations concerning circular economy, packaging, and packaging waste and collection systems, such as DRS, are implemented fairly and efficiently. These topics are not only environmentally relevant but directly impact the end user. More on the RECYCLE pillar approach can be found in section 2.4.4.: "Produce End of Life" and the trade organisations with which we are active are described in section 4.4.1.: "Industry Voice".





2.5.3.4. QUALITY OF ENVIRONMENTAL CLAIMS

We make every effort to ensure high-quality communication of the data is shared with downstream stakeholders. For this purpose, the data (including data in reports) is subject to external audits. We make sure that external and internal communication is free from unclear, questionable, or misleading statements. As an industry we use the same environmental claims

for packaging and aluminium which reach the end user, we also work together to ensure that these claims have sound evidence and are expressed clearly. This is the approach we are taking globally in response to local regulations on consumer protection laws in the US, the UK, and the upcoming Green Claims Directive in the European Union.



2.6. INTERVIEW WITH CAMILIO PEREZ BUSTOS



CAMILO PEREZ BUSTOS

GENERAL MANAGER OF TOCANCIPÁ PLANT

As sustainability-related issues continue to gain prominence on the global agenda, Camilo Perez Bustos, the General Manager of our plant in Tocancipá, Colombia shares his perspective on what sustainability means to him and his team, shedding light on their initiatives, challenges, and commitment to driving meaningful change in their operations and community.

WHY DOES SUSTAINABILITY MATTER TO YOU?

I truly believe that sustainability should not just be a talking point; it should be at the centre of what we do. It is not just an optional addition; it helps ensure that a business remains relevant and fit for the future. When I refer to 'the future', I'm not talking about 2040; I mean the next five to ten years.

Prioritising sustainability also enhances our competitiveness, enabling us to create more business opportunities, improving efficiency and profitability. The art of maintaining this awareness is what defines true sustainability. This is why I am deeply committed to sustainable practices – it's fundamental to how we operate in Colombia. There is a clear connection between maintaining a sustainable mindset and achieving long-term success.

HOW HAVE YOU ENGAGED YOUR TEAM SO THAT THEY EMBRACE SUSTAINABILITY?

Here in Colombia, we established a comprehensive approach centred on key strategic pillars. Historically, our strategy at CANPACK Colombia focused on three main pillars: operational excellence, creating a unique culture, and business growth. This year, however, we introduced a fourth pillar: creating a legacy, particularly aimed at making CANPACK Colombia a driving force in the transformation of recycling practices within the country.

This new pillar requires every department to set specific sustainability goals, ensuring that sustainability is integrated into every part of our operations. Whether in administrative roles, the warehouse, or frontline teams, everyone is aligned with this mission and committed to contributing to this legacy.

We reinforce sustainability through our weekly leadership meetings, where we discuss progress, brainstorm new ideas, and nurture a collective consciousness about the importance of sustainability. These meetings create a sense of shared responsibility and encourage collaboration to achieve our goals.

Our legacy pillar is not limited to large-scale projects but extends to everyday practices that enhance sustainability. By embedding these goals across all functions in Colombia and tracking them collectively, we ensure that our commitment to sustainability becomes a continuous, organisation-wide effort. This approach has engaged every team member, creating a culture where sustainability is both a shared vision and a practical day-to-day pursuit.

WHAT SUSTAINABILITY-RELATED PROJECTS ARE YOU MOST PROUD OF?

We're currently focused on three major projects at our plant. The first is called Project WALL-E, named after the Pixar movie. The goal is to establish the UBC (Used Beverage Can) initiative here in Colombia, ensuring that every can is recycled and turned back into aluminium for new cans. We're collaborating closely with key customers and suppliers to make this a reality. Our vision is to produce cans made entirely from used beverage cans, which can then be processed back into aluminium coil and subsequently into new cans.

The second project is something we're especially proud of – we've achieved certification as a zero-waste company in Colombia. This achievement didn't come from external directives; it was driven by our own commitment to reducing waste. And it's not just about minimising waste generation; our zero-waste programme goes deeper, focusing on sustainable and efficient waste management practices.

The third sustainability project we're working on revolves around optimising our use of electricity, thermal energy, and water. When we first entered the market about six years ago, we saw opportunities to enhance the design of our facility to use these resources more efficiently. Now, we're working on initiatives to reuse various energy sources to reduce our total energy consumption significantly. This is part

of our broader effort to make CANPACK Colombia a model of energy-efficient operations. These three projects highlight our dedication to sustainability and continuous improvement.

HOW DO YOU MEASURE AND COMMUNICATE SUSTAINABILITY PERFORMANCE?

We have in place a very structured approach to reviewing our sustainability targets. Every week, our leadership team meets to assess these targets alongside our other operational plans. We then do a broader review quarterly with the Sustainability Office, and twice a year, we have a formal business review led by Marius (Croitoru) to assess our overall progress.

During our weekly meetings, we go over each target, tracking where we stand and making adjustments as needed to stay on course. This frequent review means we're constantly measuring and discussing performance, and as the saying goes, 'What gets measured, gets managed.' By making sustainability a regular topic, we ensure we're always making progress. Across the plant, we have dedicated teams responsible for monitoring and reporting on key sustainability areas like thermal energy, electricity, water consumption, and waste generation. We use automated systems to track utility usage, with managers in charge of monitoring and optimising each aspect. For instance, we have specific metrics for each compressor, thermal unit, and other equipment, so we know exactly where we stand on energy consumption and can control it more effectively. The same goes for waste and recycling – another manager oversees this area, gathering data manually for now. Each week, we compile this information, which allows us to fine-tune our targets as we go.



HOW AT CANPACK CAN WE FURTHER IMPROVE OUR SUSTAINABILITY CREDENTIALS?

The best way for us, or any business, to further improve its sustainability credentials is to continuously focus on how we get better at sharing and implementing best practices. Sharing best practices doesn't just improve processes; it drives engagement and enthusiasm among teams. When people see that their efforts are recognised and can make a difference across the company, it boosts morale and a shared sense of purpose. Plus, it pushes us to remain self-aware, constantly asking, 'What can we do better? What can we share to inspire others?'

HOW IMPORTANT DO YOU THINK IT IS FOR CANPACK TO PLAY A ROLE IN THE LOCAL COMMUNITY?

It's very important! One of the things I'm particularly proud of at CANPACK Colombia is how deeply we're involved in community initiatives.

Just one example is the work we've done over the last three or four years with a foundation called 'InmensaMente', which works with children aged zero to five. This foundation,

based in a nearby town called Gachancipá, has created an early childhood centre, providing children with a nurturing environment that encourages their growth and development. This age range is critical because it's when 85% of neural connections are formed. By ensuring these kids have good nutrition, safe spaces, and stimulating activities, we're giving them the tools to be more competitive and capable as they grow.

Our commitment goes beyond financial support. Our team is actively involved in volunteer work – painting, building, teaching classes, and engaging with the children. Currently, the centre serves 150 children, and over the last few years, 500 kids have benefited from the programme. This year, we're proud to have sponsored a new playground for the centre. Looking ahead, we aim to help expand this model to more kindergartens in the region, replicating the success and impact we've seen so far.

Finally, we're involved in regional environmental projects. We collaborate with other companies and foundations to participate in initiatives that protect our local ecosystem, such as planting trees and engaging in regional environmental programmes.

FEEL ENGAGED ENGAGED ENGAGED

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3.1. MATERIALITY MATRIX

3.1.1. INTRODUCTION

In 2024, CANPACK conducted its first Double Materiality Assessment (DMA) to align with the requirements of the Corporate Sustainability Reporting Directive (CSRD), which will apply to our reporting from 2028.



The DMA process evaluates sustainability topics through two key dimensions:



IMPACT MATERIALITY

Topics that significantly affect the economy, environment, and people as a result of CANPACK's business activities and value chain.



FINANCIAL MATERIALITY

Topics that have a meaningful impact on our business performance, operational results, and financial position.

These dimensions are used to identify the sustainability issues material to CANPACK under the CSRD reporting requirements, as outlined by the European Sustainability Reporting Standards (ESRS).

This assessment replaces the single materiality analysis conducted in 2022. However, since the ESRS standards have yet to define sector-specific disclosure requirements, the insights from the 2022 analysis serve as a valuable complement to this year's findings.

To ensure rigour and due diligence, we engaged an external expert to support the DMA process.

3.1.2. DOUBLE MATERIALITY ASSESSMENT



VALUE CHAIN MAPPING AND LIST OF PRELIMINARY MATERIAL TOPICS

Through desk research, value chain mapping, an internal survey with CANPACK's Sustainability Champions (featuring one Champion from each plant from each division – Beverage Cans and Ends, Glass, FIP and Metals Closures), and the results of CANPACK's annual risk assessment cycle, we determined a preliminary list of 24 material topics.

WORKING GROUPS

We have also identified and assigned 35 employees with the most representative knowledge to one of four working groups corresponding to the specific topics of the standard: Environment, Social1&2, Social3&4, and Governance. These employees represented the local and global perspective across the nine markets and five regions (Europe, the Middle East, South America, India, and the United States), in which we operate. To ensure proper understanding of the exercise, external consultants trained the working groups.

FINANCIAL MATERIALITY

To assess financial materiality, we adopted an approach based on ESRS standards, European Financial Reporting Advisory Group (EFRAG) guidelines and CANPACK's risk assessment

methodology. The financial impact severity ranges were developed based on CANPACK's Enterprise Risk Management Procedure and company documents. A financial risk or opportunity was identified as material if the aggregated score was significant or critical (≥ 3 on a scale of 0-5).

IMPACTS, RISKS, AND OPPORTUNITIES (IROS) ASSESSMENT TOOL AND METHODOLOGY

The IRO list was prepared based on desk research, including insights from internal documents and local surveys. All impacts, risks, and opportunities were listed in a spreadsheet created by an external expert (IRO assessment tool) to calculate a materiality assessment and produce instant results. The same tool was used to analyse the importance of CANPACK's stakeholders.

IMPACT MATERIALITY

The impact severity and its parameters' ranges were developed based on EFRAG guidelines (ESRG1). As we are aware of the impacts arising from the purchase of materials (upstream operations) and the end use of our packaging (downstream operations), we incorporated these into the qualitative assessment from the working groups. A negative or positive impact was identified as material if the aggregated score was significant, key or critical (≥ 8 on a scale of 0 – 15).

DMA EXECUTION AND STAKEHOLDERS MAPPING

The Sustainability Team conducted in-depth interviews of up to four hours with each working group. From these discussions, we identified, assessed and monitored 86 potential and actual impacts (both negative and positive), risks, and opportunities for people and the environment. As a result, we shortened the list of 26 potentially material topics to 18 material ones.

A materiality matrix was prepared based on the aggregated results of the impact materiality and financial materiality analysis. Our material topics reflect the categorisation proposed in the general standard: ESRS 1. General requirements. Annex A. AR 16 (table of disclosure standards, themes, and sub-themes).

Chart 3.1.1 Double materiality matrix

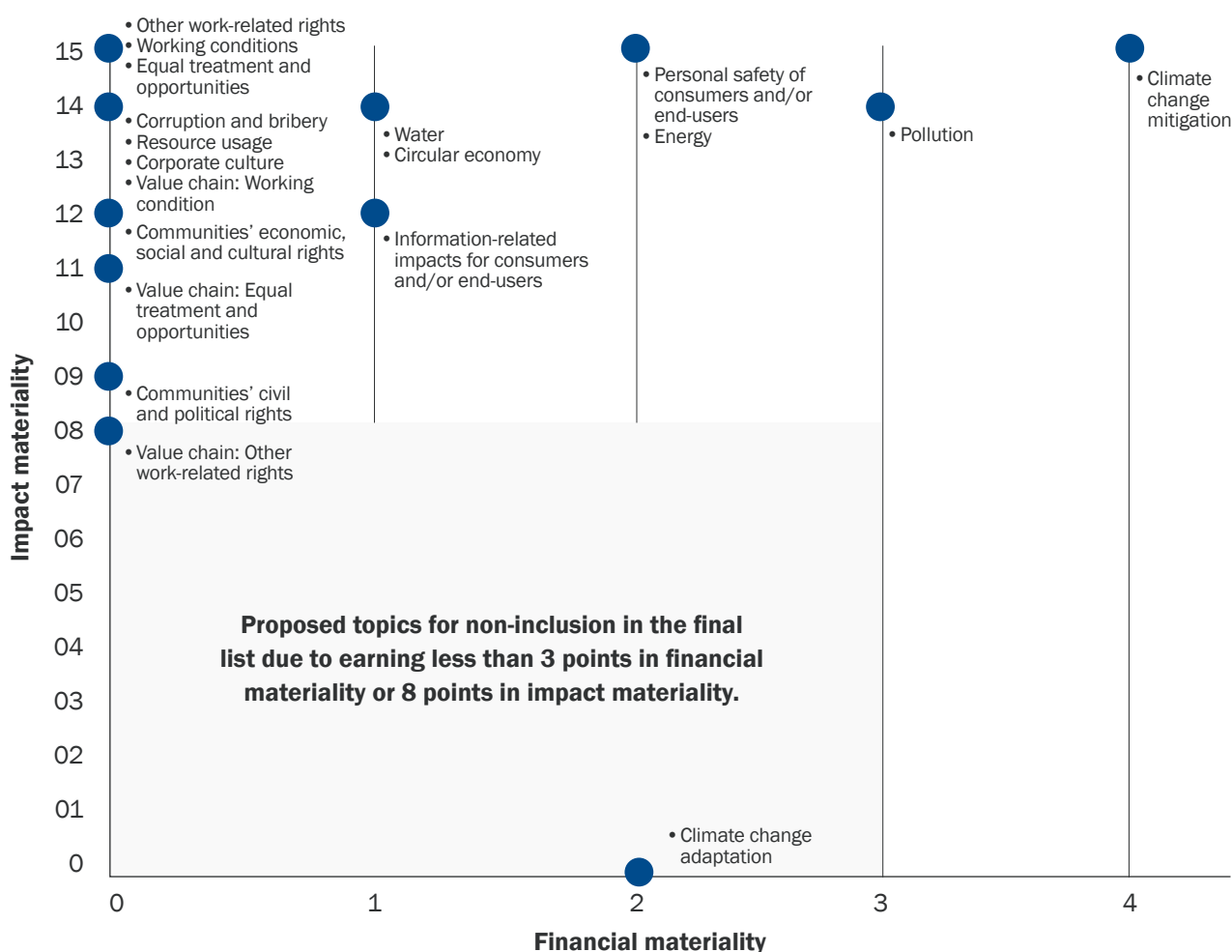


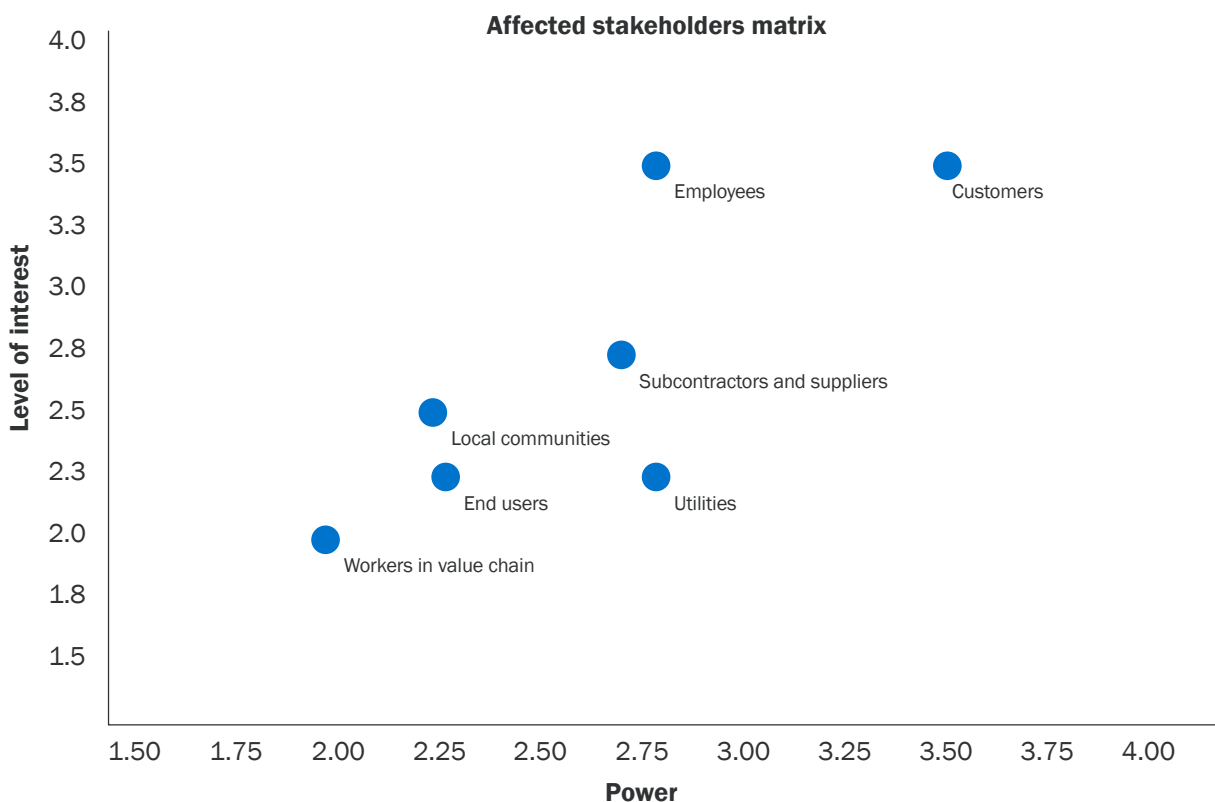
Table 3.1.1. List of material topics and subtopics

Topic		Subtopic
Environment	E1, Climate change	Energy
		Climate change mitigation
	E2, Pollution	Pollution
	E3, Water and marine resources	Water
	E5, Resource use and circular economy	Resource usage
		Circular economy
Social	S1, Own workforce	Working conditions
		Equal treatment and opportunities
		Other work-related rights
	S2, Workers in value chain	Value chain: Working conditions
		Value chain: Equal treatment and opportunities
		Value chain: Other work-related rights
	S3, Affected communities	Communities' economic, social and culture rights
		Communities' civil and political
	S4, Consumers and end-users	Information-related impacts of consumers and/or end users
		Personal safety of consumers and/or end users
Governance	G1, Business conduct	Corruption and bribery
		Corporate culture



We conducted the stakeholder mapping process using the integrated survey based on the IRO tool. The matrix below shows the importance of the affected stakeholders in a sustainability context. Its results are based on the questionnaire sent to CANPACK employees.

Chart 3.1.2 Stakeholder map





RESULTS VALIDATION WITH STAKEHOLDERS

In August 2024, CANPACK conducted a survey to validate ESRS topics with stakeholders, aiming to identify the most important sustainability topics from their perspective. The survey received 39 responses, which were classified into the following groups:

- Subcontractors and suppliers
- Representatives of NGOs – representing local communities and end users
- Members of trade associations
- Employees
- Customers

The survey included both qualitative and quantitative questions. Stakeholders evaluated each topic's significance on a scale of 1 to 4, with opportunities provided to give justifications for their responses. The questions were systematically divided into sections aligned with the ESRS material topics and subtopics across all ESG pillars.

To provide a comprehensive understanding of the needs and expectations of key stakeholders, these responses were compared to CANPACK's DMA results.

The outcomes of interviews and risk assessments contributed to the double materiality assessment matrix, while the survey results were used to validate the findings. The CANPACK sustainability committee, including members of the CANPACK leadership team, provided final approval of the IROs.

As this was the first DMA conducted by CANPACK, we implemented elements of CANPACK's general risk management approach wherever possible.



However, we strive to ensure that the process of identifying, assessing and managing IROs is fully covered by the risk management process and integrated into the company's overall management.

To achieve this, we aim to establish cross-functional teams to implement the requirements of the CSRD throughout the organisation and support internal governance, measures around controls, data availability, and system changes. Additionally, we're working to launch comprehensive ESG software that would support the entire process.

3.1.3. TOPICS CONCLUDED AS NON-MATERIAL



CANPACK ACKNOWLEDGES THE IMPORTANCE OF BIODIVERSITY AND IS COMMITTED TO INTEGRATING IT INTO OUR STRATEGY AND BUSINESS MODEL.

BIODIVERSITY AND ECOSYSTEMS

Although classified as non-material after the 2024 DMA, we understand that our actions may affect biodiversity and ecosystems in complex ways. For this reason, we conducted our first biodiversity assessment across our locations in Poland. Our greatest impact is noticeable through the prism of greenhouse gas (GHG) emissions and the consumption of raw materials. However, these are indirect and hard to measure.

Moving forward, CANPACK plans to expand this assessment to all locations and implement related policies and initiatives. The company acknowledges the importance of biodiversity and is committed to integrating it into our strategy and business model. CANPACK aims to align its efforts with global and European frameworks, such as the Global Biodiversity Framework and the European Green Deal.



3.2. STAKEHOLDERS' ENGAGEMENT

3.2.1. STAKEHOLDER MAPPING PROCESS

TO MONITOR, INFLUENCE AND FURTHER IMPROVE RELATIONS WITH KEY STAKEHOLDERS, IN AUGUST 2024 THE SUSTAINABILITY OFFICE CARRIED OUT A STAKEHOLDER MAPPING AND ENGAGING PROCESS.

Many internal stakeholders with broad perspectives and experience from various CANPACK divisions, plants, and departments were involved in the substantive development of the report by participating in a survey that allowed us to identify material topics and map our stakeholders.

The mapping process was conducted using the integrated survey based on the IRO tool, including affected stakeholders and users of CANPACK's sustainability statements. Some of these stakeholders appear in both groups:

- Shareholders
- Supervisory Board
- Investors and potential investors
- Financial institutions (banks and analysts)
- Auditors
- Trade associations (packaging/general business organisations)

- NGOs
- Customers (strategic and non-strategic clients)
- Employees (current employees and potential employees)
- Suppliers (suppliers of production materials – aluminium, steel, varnishes, and glass raw materials, as well as logistics suppliers)
- Utilities
- End users
- Workers in the value chain
- Local communities
- Academic institutions

From the mapped stakeholders, we selected a representative group (suppliers, customers, NGOs, trade associations and employees), who took part in a survey to validate the results of the double materiality assessment. In 37 of the responses, the results confirmed topics we have attributed as material, deepening and refreshing our understanding of our stakeholders' perspectives.

In relation to the previous analysis carried out in 2021, we have shown no change in interests and views and have therefore not revised the strategy. We are open to the views of our stakeholders and are ready to take them into account in our development trajectory.

THROUGH COLLABORATION WE'LL ACHIEVE CHANGE

**ONLY BY WORKING TOGETHER
CAN WE TACKLE THE
CHALLENGES FACING THE
ENVIRONMENT, ECONOMIES,
AND SOCIETY.**

CANPACK is committed to maintaining continuous dialogue with its stakeholders and actively monitors their evolving needs. While direct engagement with all stakeholders was not undertaken specifically for the preparation of this report, stakeholder collaboration remains a fundamental practice for CANPACK. Recognising the importance of stakeholder engagement as a key driver of operational efficiency, CANPACK continues to refine and formalise its approach to ensure it is both structured and effectively managed.

By formally identifying our key stakeholders in 2018, we have been able to develop a more sustainable, structured and holistic approach to the issues of sustainability, and importantly, we have been better able to create a gap analysis of where we are and what we need to do. It is only through dialogue, and open and honest two-way communication, that we will be able to achieve our vision. This is why we continuously repeat the research, as in 2022 (Global Reporting Initiative (GRI) Standard) and in 2024, including the newest recommendations of the CSRD.

Only by working together can we tackle the challenges facing the environment, economies, and society. This long-term commitment to collaborative working helped us improve our sustainability goals and enabled us to share and learn best practices – the crucial element to making it possible. Through improved formal communication with internal and external stakeholders concerning sustainability, we gained the opportunity to exchange experiences, face challenges together and adopt common positions on joint initiatives. In the case of customers, collaboration has also given us the space to discuss trends and innovation within the packaging industry. We are convinced that cooperation is key to both our sustainability success and the betterment of the entire industry, which is a purpose in itself.

3.2.2. HOW WE COOPERATE

EXECUTIVE COMMITTEE

Taking responsibility for our actions and the legacy we leave behind is the responsibility of all CANPACK employees. For this reason, we are very proud that our Executive Committee is determined to lead by example, and has made sustainability an integral part of our business strategy, which in turn dictates how we do business. Aware of the current environmental challenges, our Executive Committee has set ambitious sustainability-related goals and shared them with the entire company. In addition, the Sustainability Committee, which comprises all relevant members of the Executive Committee, the parent company, and others, meets regularly and monitors the business progression against its goals. Particular attention is placed on how plants are progressing; how relationships with suppliers and customers are developing; how legislation is changing; and how some potential risks could be emerging. Additionally, the Sustainability Committee meets quarterly to receive updates on the views and interests of affected stakeholders, as a key agenda point.

EMPLOYEES

The successful implementation of our standards requires the full commitment of our colleagues around the world. We continually seek communication channels that engage employees in the most user-friendly way. During our quarterly town hall events, our CEO typically presents and discusses the Group's performance, strategic objectives, priorities, and performance in the areas represented by each member of the Executive Committee. The presentation precedes a Q&A session, which provides a platform for discussion, communication, and dialogue.

We also organise "coffee breaks" involving employees and representatives of the company's management board (including the CEO) as

planned and promoted events once a quarter. After such meetings, a survey is conducted to obtain feedback. Offering information exchange, this space complements quarterly HR4Business meetings, which cross the HR Team and CANPACK Leadership, where we indicate the needs and important qualitative information from our employees' point of view. As we aim to include them in future decision-making processes concerning employees in the organisation, they are properly addressed to improve the approach in a systemic way and define priorities for executive staff.

Moreover, each of our employees receives a quarterly magazine describing the latest events in our company, our activities, and the exceptional achievements of our plants in implementing our core values. We also use this tool to raise awareness of sustainable development, the circular economy, and corporate social responsibility (CSR). The company also provides employees with access to internal resources, including via our Intranet.

The CANPACK Sustainability Office holds quarterly meetings with key plant employees, including General Managers and Sustainability Champions. Each meeting follows the same format to ensure consistency and coverage of activities covering **CARE, SUSTAIN** and **RECYCLE**. We try to combine at least two different plants at each meeting, and work to organise as many unique events as possible. These forums allow the Sustainability Office to monitor KPIs effectively and verify progress against goals. Such networking and regular contact also facilitate the identification of best sustainability practices and allow knowledge and experience sharing across the company.

AT CANPACK WE CARE ABOUT OUR CUSTOMERS, AND WE WANT OUR PRODUCTS TO MEET THEIR NEEDS.

SUPPLIERS

We believe that building more resilient supply chains requires close collaboration with our suppliers and business partners. Therefore, we regularly meet with our suppliers and conduct assessments and on-site audits to build relationships based on trust. Regarding sustainability, we focus on three main areas: increasing the share of renewable energy; increasing recycled content in the products we make; and promoting initiatives that encourage higher recycling rates.

To build transparent supply chains and create a platform for sharing information, our suppliers are also subject to a self-assessment questionnaire with a frequency determined by the type of materials supplied. Another tool used for engaging our suppliers is the 'CDP Supply Chain', which includes collecting information on climate change at least once a year. Such an approach supports CANPACK's efforts to build a transparent supply chain. It also helps suppliers to improve – for example, by helping to make them aware of their potential and areas that can be enhanced.

CUSTOMERS AND THEIR CONSUMERS (END USERS)

At CANPACK, we strive to provide customers and their consumers (end users) with products and services of the highest quality. We care about the satisfaction of our customers, and we want our products to meet their needs. Ongoing dialogue with our customers allows us to recognise their expectations and look for effective ways to satisfy them. Together, we discuss key marketing, quality, and commercial issues, and also those aspects of our products that are related to sustainability, the circular economy and recycling.

TRADE ASSOCIATIONS

Although we rarely contact higher-level legislators directly, we regularly correspond with them and relevant governmental departments through trade associations. This approach not only enables us to work together with other industry players but also allows us, in a non-competitive environment, to create consistent industry-wide messages on issues surrounding sustainability-related legislation; create strong community initiatives; learn about new trends and consumer behaviours; and plan projects that support the circular economy.

INVESTORS

Our periodic calls with investors, rating agencies, and analysts from investment banks typically include updates on ESG-related matters. Presentations from investor meetings are published on our company website.





3.3.

RESPONSIBLE SOURCING

3.3.1. SUPPLIER ENGAGEMENT

12,000

DIRECT SUPPLIERS

70

STRATEGIC SUPPLIERS

CANPACK continues to advance its commitment to sustainability by focusing on supplier engagement and enhancing the sustainability of its supply chain. Our extensive supply chains, comprising over 12,000 direct suppliers – including more than 70 strategic suppliers of key materials such as aluminium, steel, inks, varnishes, chemicals, glass, and packaging – play a crucial role in our sustainability journey.

The network of our supply chain dependencies is extensive, with the life cycle of our packaging starting from the extraction of natural resources and involving numerous intermediate steps before the materials reach our plants. Consequently, thousands of suppliers contribute to the value creation of our end products. Large multinational companies in this supply chain strive to enhance sustainability performance by setting environmental targets and promoting fair employee practices. However, in the early stages of the product life cycle, such as extraction, transport and smelting of base metals, there may be environmental and social practices beyond our control. These practices can include resource depletion, deforestation, red mud releases, GHG emissions, mistreatment of workers and the use of conflict minerals.

The recent double materiality assessment has provided valuable insights into CANPACK's impacts on raw materials sourcing and working conditions within the supply chain. This assessment has inspired CANPACK to look deeper into the supply chain, improve monitoring, and work on strategic suppliers' risk mitigation.



SDG 12

TARGETS 12.4

TARGETS 12.5

TARGETS 12.6

3.3.2. POLICIES RELATED TO SUPPLY CHAIN WORKERS

S2-1

We mandate that our suppliers and business partners comply with the CANPACK Group Supplier Code of Conduct, ensuring environmental protection in accordance with international standards and applicable laws and regulations. In 2022, all assessed suppliers of aluminium, steel, inks, and varnishes signed or endorsed the CANPACK Supplier Code of Conduct (SCoC).

In 2023, CANPACK expanded its efforts to target 100% of its raw materials suppliers, including those involved in glass production in India and numerous small entities in the packaging and chemicals sectors. The analysis revealed that 83% of the targeted suppliers have signed the CANPACK SCoC, while the remaining 17% are in the process of signing or endorsing it.

Table 3.3.1. CANPACK impacts and policies related to working conditions in the supply chain

Impact Category	Description	CANPACK's Policies
Occupational health and safety (OSH), housing, Sanitary conditions, freshwaters	Safe working practices, access to drinking water, restrooms, emergency procedures, and first aid	Emphasises “safety first” and requires controls to prevent hazards. Covered by the CANPACK Group Supplier Code of Conduct, Human Rights Policy, and Sustainable Procurement Policy.
Employment security, fair salary	Respect human rights, fair wages and working hours	
Work-life balance	Fair working hours and healthy balance	
Social dialogue, works councils	Respect rights and dignity, freedom of assembly	
Freedom of association, collective bargaining	Right to freedom of assembly and association	
Equal treatment and opportunities	Avoid discrimination in employment practices	
Child labour, forced labour, privacy, protection	Prohibit forced labour, child labour, protect privacy, prevent violence and harassment	Implements strict procedures to source conflict-free minerals. Covered by the CANPACK Group Conflict Minerals Policy and Sustainable Procurement Policy.
Conflict minerals	Prohibit procurement of conflict minerals and ensure ethical sourcing	

The CANPACK Group Supplier Code of Conduct, Conflict Minerals Policy, and Human Rights Policy collectively ensure that our suppliers adhere to ethical standards, respect human rights, and maintain safe working conditions. These policies cover various aspects, including occupational health and safety, fair wages, non-discrimination, and ethical sourcing practices. CANPACK's Human Rights Policy is aligned with the UN Global Compact principles and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. It addresses respect for human rights, including labour rights, engagement with affected stakeholders, and measures to provide or enable remedies for human rights impacts. The policy explicitly addresses issues such as the trafficking of human beings, forced or compulsory labour and child labour.

By implementing these comprehensive policies and actions, CANPACK aims to manage material impacts on value chain workers, address associated risks and opportunities, and ensure compliance with international standards.

To ensure these policies are effectively implemented, CANPACK has a Sustainable Procurement Policy that outlines the expectations for suppliers to meet high environmental, social and ethical standards.

The most senior level accountable for implementing the Group Supplier Code of Conduct and Sustainable Procurement Policy is the Supply Chain Officer. This role involves making the policies available to all suppliers and providing necessary training for CANPACK Group buyers. The policies apply to all supply chain workers, covering upstream activities across all geographies in which CANPACK operates.

S2-3

We are committed to maintaining the highest standards throughout a product's life cycle. Progress requires active collaboration with suppliers, clear articulation of our expectations, and meaningful dialogue to understand and address the initial stages of the supply chain.

This collaborative approach is essential for achieving our sustainability goals and ensuring responsible practices across our supply chain.

S2-4

In 2023, CANPACK made significant progress in evaluating our strategic suppliers and understanding the material impacts, risks, and opportunities within our supply chain. However, we acknowledge that we have not yet developed specific targets to manage negative material impacts in our supply chain.

Our goal is to establish a comprehensive framework that not only diagnoses and addresses negative material impacts but also advances positive impacts and effectively manages material risks and opportunities.

**WE ARE COMMITTED TO
MAINTAINING THE HIGHEST
STANDARDS THROUGHOUT
A PRODUCT'S LIFE CYCLE.**



3.3.3. SUSTAINABLE PROCUREMENT APPROACH

G1-2

To establish a truly sustainable and transparent supply chain, environmental protection must be a fundamental criterion for cooperation and central to every business decision. Since 2020, we have evaluated selected suppliers based on sustainability, and in 2022, we adopted a formal supply chain management approach outlined in the Sustainable Procurement Policy, which applies to all strategic CANPACK suppliers. The primary objective of this Policy is to identify and enforce compliance with sustainability standards, thereby mitigating social and environmental risks, enhancing transparency, and collectively achieving our expectations and those of our customers and consumers.

Through our Sustainable Procurement Policy, we are committed to adhering to the laws and regulations of the countries in which we operate, upholding high environmental, social and ethical standards, and promoting sustainable practices. We establish formal criteria for evaluating the sustainable performance of our suppliers; prioritise suppliers who have implemented sustainable practices within their operations and supply chains; and identify and manage risks within supply chains. We have communicated the Policy to our internal and external stakeholders, making them aware of our expectations and standards of cooperation.

Table 3.3.2. Sustainable procurement - Selected indicators

Reporting year	2022	2023
Percentage of suppliers for whom conflict minerals information is available (in conflict minerals reporting template (CMRT) standard).	100%	100%
Percentage of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct.	100%	83%
Percentage of targeted suppliers with contracts that include clauses on environmental, labour and human rights requirements.	0%	0%
Percentage of targeted suppliers that have gone through a CSR assessment (e.g. self-assessment questionnaire).	82%	64%
Percentage of targeted suppliers that have gone through a CSR on-site audit.	0%	0%
Percentage of buyers across all locations who have received training on sustainable procurement.	0%	100%

“

I would like to express my appreciation for the comprehensive and effective self-assessment process implemented by CANPACK. The assessment has not only provided us with valuable insights into our current standing but has also illuminated the areas we need to focus on for future improvements. It has allowed us to gain a clearer understanding of our challenges, enabling us to seek viable solutions proactively. CANPACK's commitment to fostering such initiatives is commendable, as it significantly contributes to our collective progress and growth. We truly appreciate this activity and support, and together, we can make Mother Earth a better place to live!”

Anand Bhandari

Saspack Ventures

3.3.4. PROCESSES FOR ENGAGING WITH SUPPLY CHAIN WORKERS ABOUT IMPACTS

S2-2

CANPACK engages with value chain workers and their legitimate proxies through a comprehensive self-assessment questionnaire, feedback mechanism and on-site audits with a frequency depending on the raw material type. The practical implementation of the Policy in our business relations is detailed in the Instruction entitled Sustainable Procurement - Assessment, which comprises the four steps shown below.

Our ambitious approach covers all production raw materials listed in the Delegation of Authority

policy, with assessment frequency determined by the type of material. Each year, CANPACK selects strategic suppliers to be assessed. Regardless of the supplier's size or spend, if it is a strategic material, CANPACK had a goal in 2023 to complete assessments of 100% strategic suppliers and to understand the sustainability risks within all strategic materials groups.

Upon achieving this target, we mapped our strategic suppliers concerning sustainability risks and CANPACK requirements.

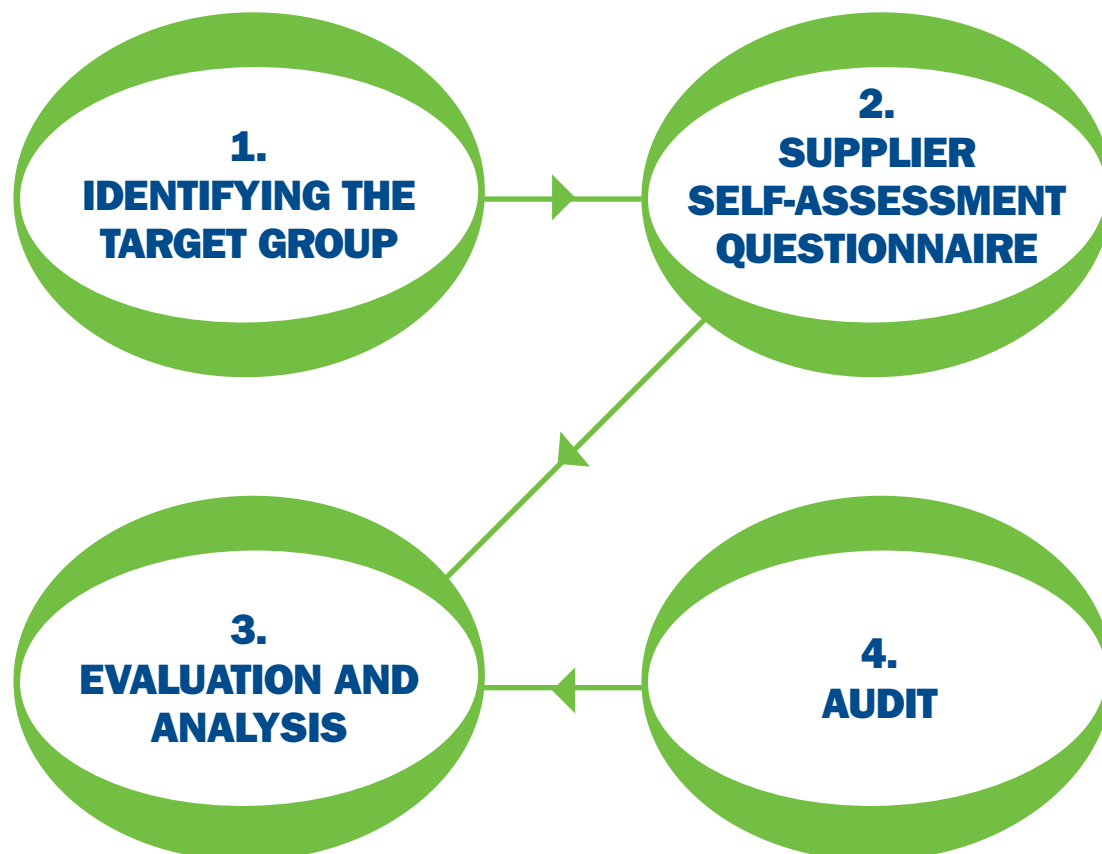


Table 3.3.3. Frequency of supplier self-assessment depending on the type of materials supplied

Division	Type of materials supplies		
	Annual assessment	Assessment every 2 years	Assessment every 3 years
Aluminium cans and ends division	Aluminium canstock, if less than 50% of the supplier's facilities have been certified against Aluminium Stewardship Initiative (ASI) Performance Standard	Aluminium canstock, if at least 50% of the supplier's facilities have been certified against ASI Performance Standard	Sealing compounds, Copper lubes and washer chemicals, Tab lube, Plastic packaging, Carton interlayers, Aluminium ends bought from outside of CANPACK Group, Printing plates and blankets
Metal packaging division	-	Steel, Lacquers, Inks	Sealing compounds
Metal closures division	-	Steel, Lacquers, Inks	Granulates
Glass division	-	-	Soda ash, Sand, Limestone, Feldspar, Nepheline, Calumite, Chromite
Assessed suppliers	100% Targeted suppliers assessed in 2021	82% Targeted suppliers assessed in 2022	64% Targeted suppliers assessed in 2023

To enhance our sustainability efforts, selected suppliers are invited to complete a comprehensive self-assessment questionnaire covering ten critical areas: environmental management, energy management, carbon footprint management, water stewardship, waste management, health and safety management, human rights, supply chain management, compliance, and conflict minerals.

This evaluation allows us to gain a deeper understanding of each supplier's strengths and areas for improvement, and importantly, identify opportunities for mutual support in the future.

Based on their performance in these areas, all strategic suppliers are categorised into one of five risk groups. The CANPACK Sustainable Procurement Policy is aligned with several third-party standards and initiatives to ensure the highest sustainability and ethical standards. Table 3.3.4. outlines the minimum requirements for each risk level.

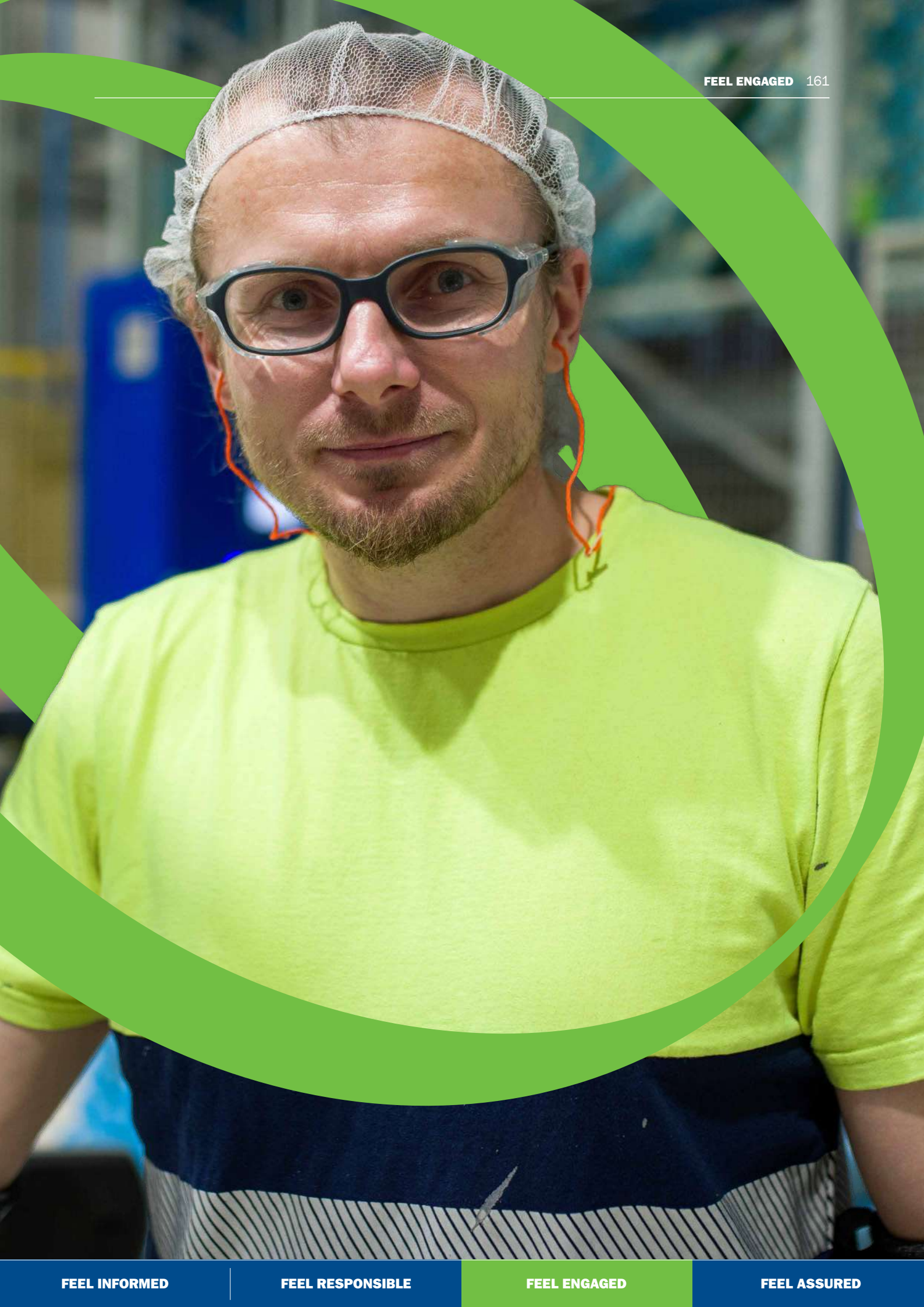







Table 3.3.4. Risk levels and requirements used in the classification of suppliers

Risk Level	Minimum Requirements
	Critical Risk <ul style="list-style-type: none"> • Disclosing – participating in self-assessment questionnaire.
	High Risk <ul style="list-style-type: none"> • Environmental Management System is implemented. • Health and Safety Management System is implemented. • Business Ethics and Human Rights Policy is implemented. • CANPACK Supplier Code of Conduct (or equivalent) is endorsed and signed. • The supplier does not use any conflict minerals OR Conflict Minerals. Policy is implemented, while using conflict minerals.
	Medium Risk <ul style="list-style-type: none"> • Target on reducing Scope 1 emissions is implemented. • Target on reducing Scope 2 emissions is implemented. • Regular assessment of suppliers in terms of sustainability is conducted. • Environmental Management System is certified to ISO 14001 (or equivalent). • Health and Safety Management System is certified to ISO 45001 (or equivalent).
	Low Risk <ul style="list-style-type: none"> • Target on reducing Scope 3 emissions is implemented. • Due diligence on human rights is undertaken. • Sustainable Procurement Policy is implemented. • Target on reducing electricity consumption is implemented. • Target on reducing thermal energy consumption is implemented. • Target on reducing waste generation is implemented.
	Very Low Risk <ul style="list-style-type: none"> • Science Based Target is implemented. • United Nations Global Compact (UNGC) initiative or other external initiatives requiring reporting and progress is supported (joined by the supplier). • Sustainability clauses in commercial contracts with suppliers are included. • ASI Chain of Custody is implemented in at least 50% of plants. • Target on increasing renewable energy share (electricity or thermal energy) is implemented. • Target on improving waste recycling is implemented. • Target on reducing water consumption is implemented.

All aluminium and steel sheet suppliers are required to report the following indicators annually: recycled content, electricity intensity, thermal energy intensity, renewable energy share, waste generation intensity, and waste recycling.



3.3.5. SUSTAINABILITY AUDITS

The Supplier Quality Assurance team, in collaboration with CANPACK Group's Procurement Office, is tasked with conducting audits of each supplier's activities according to a planned schedule. These audits are designed to verify

the data provided by suppliers in their self-assessment questionnaires. In 2024, we have integrated sustainability audits into our quality assurance processes to further enhance our commitment to sustainable practices.

3.3.6. TARGETS AND PROGRESS TOWARD THEM

100%

of strategic suppliers to be initially assessed (with the appropriate frequency) against the adopted sustainability criteria by the end of 2023.

We are proud to report significant progress towards these goals, with many suppliers already meeting or exceeding our expectations.

In 2022, CANPACK assessed 82% targeted strategic suppliers of aluminium and, for the first time, suppliers of lacquers and inks for the aluminium and steel division.

In 2023, 64% targeted strategic raw materials suppliers were assessed. For the third time, this included 100% of our aluminium suppliers, and, for the first time, strategic suppliers from the third group, including glass input, sealing compounds, chemicals, and packaging. This assessment was part of our ongoing commitment to ensure that 100% of strategic suppliers meet our sustainability criteria. The exercise of assessing more than 80 strategic suppliers of raw materials and mapping risks was a comprehensive and strategic initiative aimed at diagnosing the main sustainability risks within all our strategic materials suppliers. It also facilitated better collaboration with suppliers, allowing us to present our expectations clearly and engage in meaningful dialogue to understand the sustainability aspects within their processes.

100%

of our strategic suppliers to achieve at least a 'Low Risk' level (B) by 2025.

The assessment results revealed that suppliers at the Very Low Risk Level are primarily large chemical companies. The Low Risk level includes aluminium and steel suppliers, and inks suppliers, most of whom are only missing the Science Based Targets initiative (SBTi) to reach the Very Low Risk level. The Very Low Risk level will be available for aluminium producers once the SBTi publishes guidance on aluminium products. Suppliers in the Medium Risk category are working on supply chain management requirements and often analyse their Scope 3 emissions or set targets. The High or Critical Risk level includes many small chemical suppliers such as tab lube, printing plates, plastic packaging, washer chemicals, and glass raw materials suppliers.

100%

of our strategic suppliers to achieve a 'Very Low Risk' level (A) by 2030.



3.3.7. HELPING SUPPLIERS OVERCOME CHALLENGES

Feedback from suppliers during one-on-one meetings and surveys has been invaluable. We need to continue motivating suppliers to join the SBTi, despite the challenges they may face. Emphasising the importance of investing in renewable energy is crucial. Additionally, sharing learnings and best practices, including addressing the issue of green claims, is essential to support our suppliers effectively. CANPACK recognises the potential for developing supplier engagement programmes that offer training, resources, and support to enhance suppliers' ability to meet sustainability criteria. By focusing on assisting important, yet small and less informed strategic suppliers, CANPACK aims to provide the necessary guidance and a clear roadmap for sustainability. This approach is crucial to ensure that suppliers can continuously mitigate their risks, while simultaneously helping to reduce our own.

THE NEW APPROACH

In 2024, CANPACK continued to build on the progress made in 2023 by implementing several key actions to further enhance our sustainable supply chain. We reassessed the segmentation of our suppliers using a spend-based approach, focusing on high-volume spending or high carbon footprint purchases. This exercise enabled us to refine our approach and expectations towards our strategic suppliers. By reassessing supplier segmentation, engaging in capacity-building programmes, and focusing on transparency and governance, we are willing to further develop a resilient and responsible supply chain that aligns with our sustainability goals and the expectations of our customers and stakeholders.

EMPHASISING THE IMPORTANCE OF INVESTING IN RENEWABLE ENERGY IS CRUCIAL



3.3.8. SUSTAINABILITY AND ETHICAL BUSINESS PRACTICES

CANPACK IS DEDICATED TO UPHOLDING THE HIGHEST STANDARDS OF SUSTAINABILITY AND ETHICAL BUSINESS PRACTICES. TO ENSURE THAT OUR POLICIES AND ACTIONS ALIGN WITH INTERNATIONALLY RECOGNISED GUIDELINES, WE COMMIT TO RESPECTING SEVERAL THIRD-PARTY STANDARDS AND INITIATIVES THAT ADDRESS OUR SUPPLY CHAIN STRUCTURE.

ALUMINIUM STEWARDSHIP INITIATIVE (ASI)

S2-2

To ensure holistic action and adherence to industry standards, CANPACK has been a member of the Aluminium Stewardship Initiative (ASI) since 2021. We encourage all aluminium suppliers to apply for ASI certification for rolling mills and upstream processes. By collaborating and adhering to international standards, we aim to ensure that all cans are manufactured to ASI standards, allowing consumers to enjoy beverages from responsibly made aluminium packaging. As of 2023, the ASI Chain of Custody certifies 77% of CANPACK's aluminium suppliers, compared to 50% in 2022.

CDP SUPPLIER ENGAGEMENT

The CDP Supplier Engagement Rating goes beyond evaluating the sustainability of a company's operations, focusing instead on the broader impact of its suppliers. Companies that achieve an 'A-' rating feature on CDP's public leaderboard, showcasing and encouraging best practices.

In 2022, CANPACK's supplier engagement score reached an A, and in 2023, it was A-, that means CANPACK has maintained its position in the upper quartile of companies in the Metal Products Manufacturing Activity Group that have reached the Leadership level.

CANPACK has shown significant maturity in several areas, including emissions reporting, where a high percentage of suppliers have disclosed Scope 1, 2, and 3 emissions. Additionally, 85% of suppliers disclosing in 2023 have already set climate targets, and there is strong engagement among suppliers on environmental issues. However, there are areas that need improvement, such as increasing the response rate of our suppliers to the climate change questionnaire, ensuring that suppliers' targets align with Science Based Targets (SBT) or net-zero goals, and boosting the proportion of energy and electricity consumption from renewable sources.

SUSTAINABLE PROCUREMENT PLEDGE (SPP)

A key team member responsible for driving sustainability in the supply chain at CANPACK has committed to the Sustainable Procurement Pledge (SPP) chapters: Nature & Biodiversity, Scope 3, and Packaging. This initiative underscores our dedication to leveraging knowledge exchange and best practices in sustainable procurement. By participating in these chapters, we aim to enhance our understanding and implementation of sustainable practices, ensuring our supply chain remains resilient and environmentally responsible. CANPACK encourages all procurement team members to join the pledge and contribute to our collective goal of sustainability excellence.

CHANNELS FOR SUPPLY CHAIN WORKERS TO RAISE CONCERNS

S2-3

We have specific channels in place for value chain workers to raise their concerns or needs directly with CANPACK and have them addressed. These channels include a whistleblower mechanism, which allows workers in the supply chain to report any violations of labour standards or other unethical practices anonymously. This mechanism is communicated through various channels, ensuring that all stakeholders are aware of how to report concerns safely and confidentially.

All key policies are publicly available on CANPACK's website, providing easy access for supply chain workers, business relationships, and other stakeholders. This transparency ensures that everyone can review and understand our commitments and expectations. Additionally, CANPACK conducts regular updates and training sessions for suppliers and internal teams. These sessions cover the content of the policies, their importance, and the procedures for compliance. This helps to ensure that all parties are aware of the policies and understand their roles in upholding them.

CANPACK has not yet experienced any reported negative impacts in its supply chain. However, the company remains committed to proactively addressing potential issues. CANPACK continuously monitors and assesses its supply chain to identify any potential negative impacts on workers, including regular audits and assessments in line with internationally recognised standards. If a material negative impact is identified, appropriate remediation measures will be implemented.

S2-5

CANPACK has not yet established specific targets for managing material impacts, risks and opportunities related to value chain workers. However, the company is committed to developing these targets in the future.

SUSTAINABLE SUPPLIER DAY

In 2023, CANPACK made significant strides in enhancing supplier engagement, recognising the importance of collaboration in achieving sustainability goals. One of the key initiatives was hosting an online Sustainable Supplier Day, which provided a platform to present our sustainability credentials, share challenges and opportunities, and build stronger relationships with our suppliers. The event saw participation from over 120 delegates, including key suppliers of aluminium, glass, steel, varnish, ink, sealing compounds, chemicals, and packaging.

The Sustainable Supplier Day webinar allowed us to emphasise our sustainability requirements and expectations. The overall satisfaction score for the webinar was very good, with a score of 5.3 out of 6. Attendees expressed a strong desire to be involved in joint sustainability projects, particularly in areas such as supply-chain carbon footprint reduction and low-emission raw materials development.



KNOWLEDGE EXCHANGE

In 2023, we started quarterly meetings with our Sustainable Procurement Supply Chain Knowledge Exchange group. This group comprises global raw materials procurement teams and our quality audit legal teams. The Sustainable Procurement Policy emphasises individual participation and collaboration among procurement professionals to tackle shared challenges and leverage collective knowledge.

CONFLICT MINERALS

As a business, we are dedicated to identifying and mitigating risks within our supply chains, encompassing producers, employers, business partners, and local communities. Our primary objective is to prevent any noncompliance and violations.

Respect for human rights is paramount. We firmly believe that everyone involved in the manufacturing of our products must have decent working conditions and that their rights are respected. We are aware of potential issues with various social practices by those engaged in the processes leading up to the production of cans in our plants, particularly in the mining industry. In some resource-rich regions of the world, the extraction of raw materials such as tin, tantalum, tungsten, and gold (3TG) often finances armed conflict and corrupt practices.

Although CANPACK does not directly procure these minerals, we recognise that some of the steel used to manufacture cans contains small amounts of tin for corrosion prevention. To ensure the tin we use is sourced from conflict-free areas, we have implemented the following preventative measures:

- We adhere to strict procedures based on applicable national and international guidelines, including the “Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas” issued by the OECD.
- In 2020, we implemented a Conflict Minerals Policy, which is available to our suppliers, and we expect them to establish similar guidelines for their suppliers.
- We mandate that our suppliers of components, parts, or products containing tin (or any other conflict minerals as may be or become applicable) obtain it from conflict-free sources.
- Suppliers are expected to establish a strict due diligence process to ensure compliance throughout their supply chain.

Every year, CANPACK Group conducts a comprehensive Conflict Minerals Risk assessment. In 2023, this covered 100% of our active suppliers of aluminium, steel, lacquers, inks and other chemicals. According to received CMRTs and conflict mineral statements, none of the minerals were sourced from conflict areas. Only one aluminium coil supplier and two chemical suppliers declared that they supply CANPACK with materials containing 3TG minerals. The remaining suppliers reporting the use of 3TG materials were steel suppliers. In 2022 and 2023, 100% of our active steel suppliers sent us completed CMRTs. These suppliers cover 100% of steel purchased during 2022 and 2023.

To ensure compliance and uphold responsible sourcing practices, CANPACK will maintain active engagement with suppliers to ensure their awareness and adherence to the Conflict Minerals Policy. This involves requesting detailed information on the use of conflict minerals in their products and obtaining their CMRT for 2024. Our goal is to have a 100% response rate from our aluminium, steel, lacquers, inks, and other chemicals suppliers, and ensure that 100% of 3TG-containing products are sourced from conflict-free areas.

By implementing these measures, we aim to prevent any noncompliance and violations, ensuring that all individuals involved in our supply chains are treated fairly and ethically.

“

The cooperation between CANPACK Group and ThyssenKrupp Rasselstein is founded on mutual benefit and respect. I am pleased that we have been able to explore sustainability-focused innovations, such as the CO²-reduced Bluemint® steel and SolidFlex for downgauging. Thanks to our longstanding, positive relationship with the CANPACK Group, we are confident that we will continue to grow and further improve how we both do business together.

Jörg Walther

Thyssenkrupp Rasselstein GmbH

FEEL ASSURED ASSURED ASSURED

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4.1. DATA COLLECTION

4.1.1. MITIGATING DATA COLLECTION RISKS

Providing ESG data to our stakeholders, although challenging, is a vital aspect of our commitment to transparency and sustainability. With hundreds of data points collected from our global locations, alongside evolving reporting standards and requirements, this process presents a valuable opportunity to demonstrate our dedication to accurate and reliable reporting. By addressing challenges such as ensuring consistent definitions, standardised units of measurement, and meticulous data handling, we are able to deliver meaningful insights to our stakeholders. To support this, we have implemented a robust and carefully designed process for the collection and verification of sustainability-related data, ensuring both clarity and confidence in our reporting.

The Global Sustainability Office oversees the collection and reporting of sustainability-related data across CANPACK. Data from each location is provided by either the CANPACK Global Offices or designated Sustainability Champions at the local level. To ensure accuracy and consistency, all individuals involved in the process receive comprehensive training, clear guidelines, and ongoing support from the Sustainability Office. Once collected, the data is cross-checked against relevant benchmarks to validate its accuracy. Every year, CANPACK ensures third-party verification of its carbon footprint methodology, raw data, and results through a limited assurance process. Additionally, selected data published in this sustainability report have been independently verified in accordance with the adopted standard and methodology described in [section 4.5.5.: “Verification Statement”](#), further strengthening the credibility of our reporting.

To ensure the accuracy of the data reported and to further educate and raise awareness among our employees, in 2024, we conducted internal audits of our carbon footprint data for our facilities in Scunthorpe, UK, Maracanaú and Itumbiara, BR.

Key findings from the assessment of data points are presented by the Sustainability Office to senior leadership during quarterly Sustainability Committee Meetings, chaired by the CANPACK CEO. These meetings serve as a platform for informed discussions and the formulation of strategic decisions to guide future sustainability initiatives.





4.2. BENCHMARKING

4.2.1. ECOVADIS



2023 GOLD MEDAL

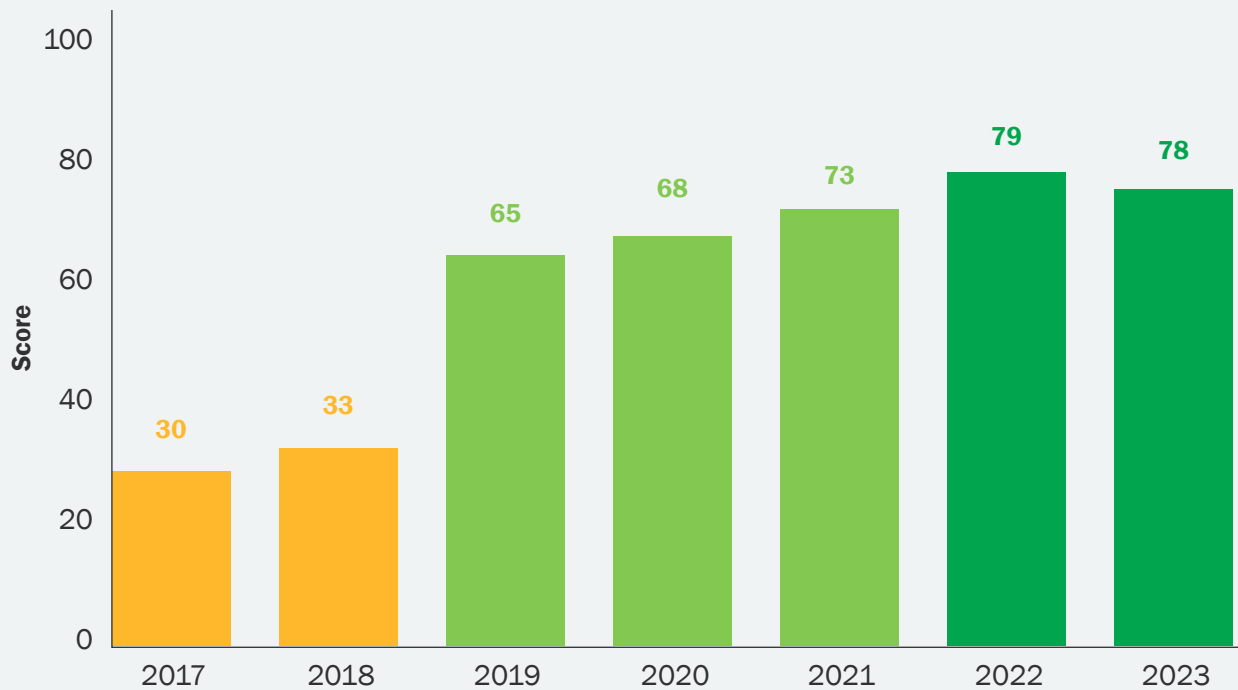
**WE ARE PROUD TO REPORT
THAT CANPACK HAS ACHIEVED
REMARKABLE RECOGNITION FOR
ITS SUSTAINABILITY EFFORTS.**

Since 2022, when we were awarded the prestigious Gold Medal by EcoVadis, the global independent sustainability rating platform, our global team has continued to meet increasingly stringent and detailed sustainability requirements.

We are proud to report that CANPACK has achieved remarkable recognition for its sustainability efforts. In late 2022, before the remit of EcoVadis was extended, we were awarded a Platinum Medal by the organisation for the first time, followed by a Gold Medal in early 2024. These accolades reflect our achievements in sustainability, social responsibility, and the corporate governance practices that underpin their effective implementation.

CANPACK's recent performance positions the company among the top 5% of all organisations assessed by EcoVadis and within the top 2% of metal product manufacturers. This formal recognition underscores the progress we have made toward our sustainability objectives and demonstrates that CANPACK is moving in the right direction to be a more responsible employer, packaging manufacturer, community member, and business partner.

In 2024, our EcoVadis score for environment, labour and human rights, ethics, and sustainable procurement significantly increased to 78, compared with 30 in 2017. This improvement highlights how we have not only formalised our approach to sustainability related issues but also that we have been continuously improving the way in which we approach them.

Graph 4.2.1. Progress towards reporting to EcoVadis 2017-2023

**IN 2024, CANPACK'S
ECOVADIS SCORE FOR
ENVIRONMENT, LABOUR AND
HUMAN RIGHTS, ETHICS, AND
SUSTAINABLE PROCUREMENT
SIGNIFICANTLY INCREASED TO**

**78 POINTS
COMPARED WITH
30 IN 2017**

4.2.2. CARBON DISCLOSURE PROJECT

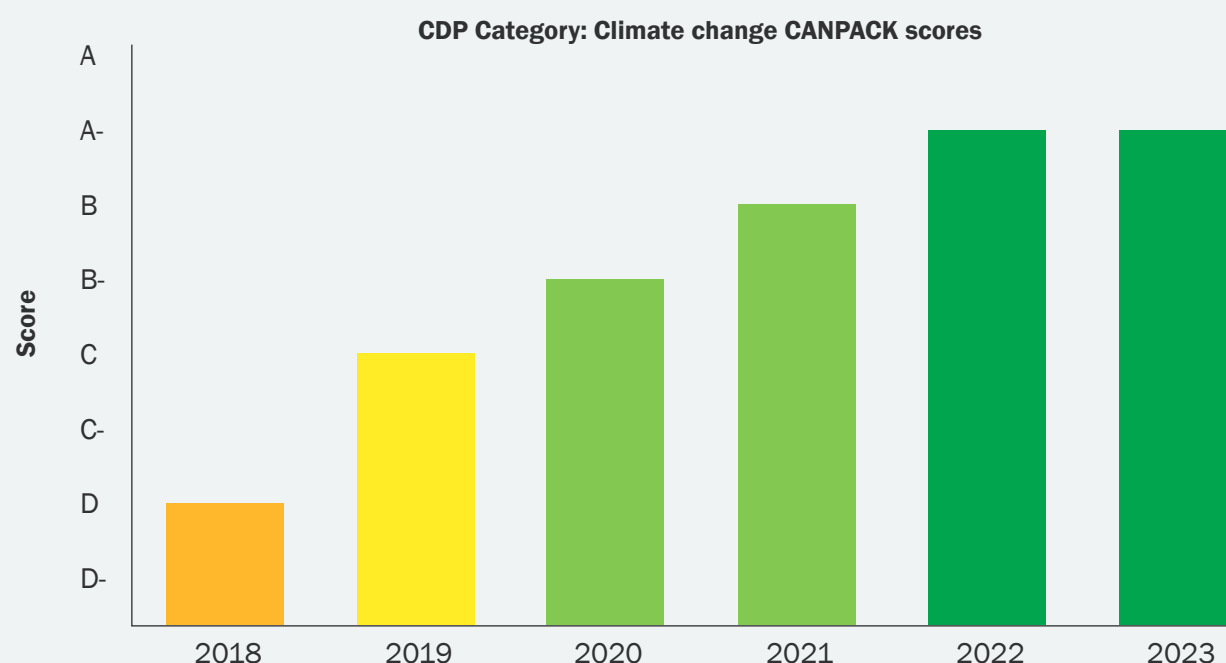
The Carbon Disclosure Project (CDP) is a global non-profit organisation that operates the world's only independent environmental disclosure system. CANPACK participates in this initiative by disclosing its environmental impact in the areas of climate change and water security. Furthermore, CANPACK actively engages its suppliers to report on their environmental impacts, fostering greater transparency and contributing to a more sustainable supply chain.

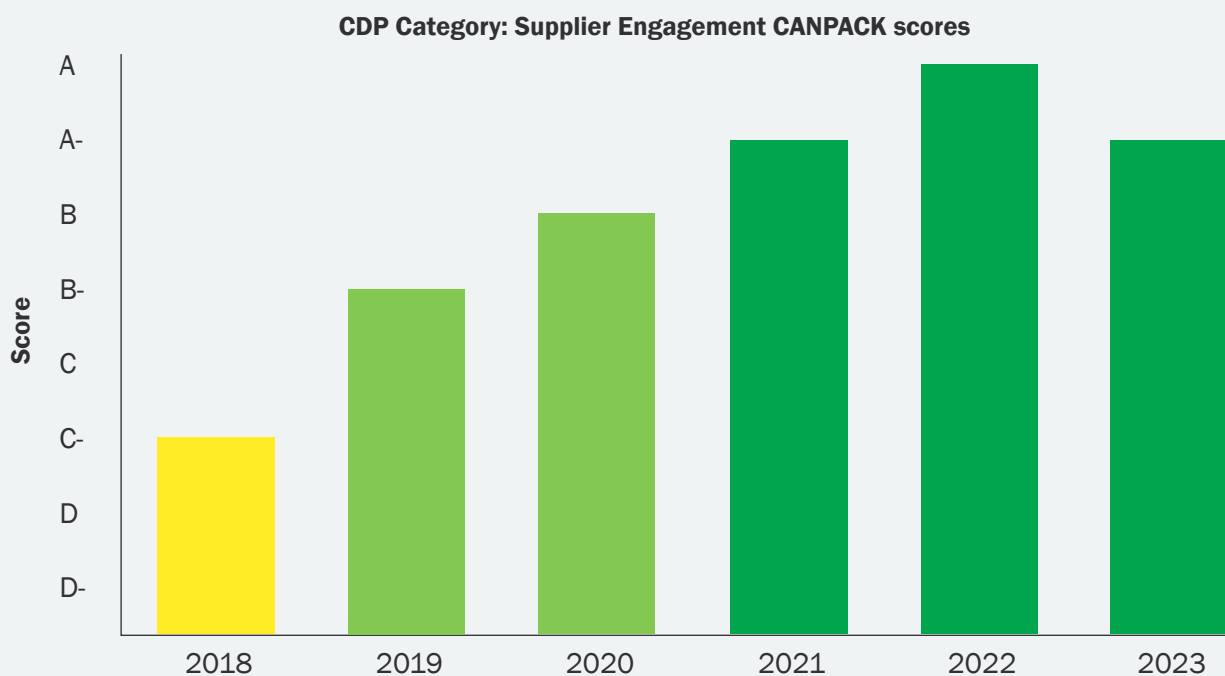
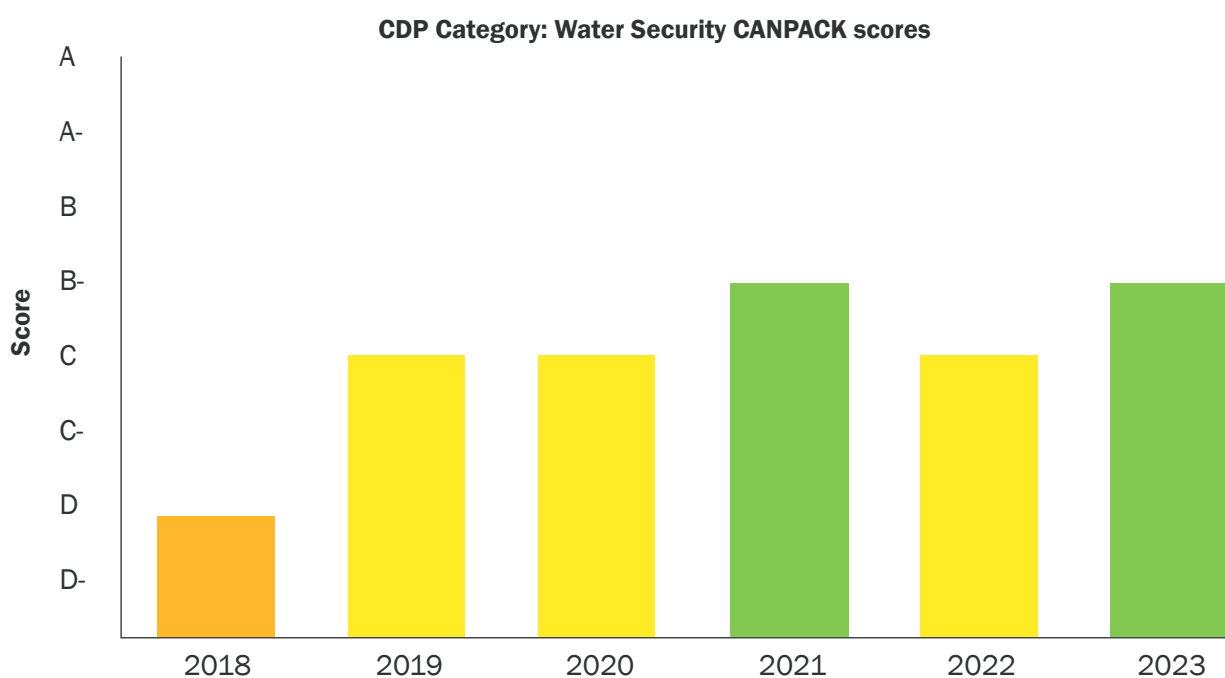
In the area of climate change, CANPACK achieved an A- score in both 2022 and 2023. Notably, in 2022, the company was ranked among the top 11% of organisations that attained Leadership level within their activity group. For water security, CANPACK improved its score from a C in 2022

to a B- in 2023, reflecting significant progress in addressing water-related issues through coordinated action.

CANPACK's supplier engagement score also demonstrates its commitment to sustainability across the value chain. In 2022, the company achieved an A, followed by an A- in 2023. These scores highlight effective collaboration with suppliers to promote environmental sustainability. However, opportunities remain to further strengthen governance and risk mitigation strategies within the supply chain. CANPACK remains among the 23% of companies that have reached the Leadership level (A/A-) by adopting and implementing best practices.

Graph 4.2.2 Progress towards reporting to CDP, Climate Change 2018-2023



Graph 4.2.3 Progress towards reporting to CDP, Supplier Engagement 2018-2023**Graph 4.2.4 Progress towards reporting to CDP, Water Security 2018-2023**





4.3. AWARDS

4.3.1. SUSTAINABILITY RECOGNITIONS

WE ARE PROUD THAT INDEPENDENT EXPERTS HAVE RECOGNISED OUR SUSTAINABILITY EFFORTS. ALONGSIDE THE PRESTIGIOUS MEDALS AWARDED BY ECOVADIS AND CDP, CANPACK HAS ALSO RECEIVED THE FOLLOWING NOTABLE HONOURS.



GREEN COMPANY AWARD (2024)

In recognition of our measures to reduce the total environmental impacts of our activities and for our social responsibility programmes conducted by a company in the field of ecology.



GOOD EMPLOYER AWARD (2024)

This accolade celebrates CANPACK's commitment to fostering strong relationships with employees and creating a workplace that is inclusive, appreciative, and responsive to the needs of its workforce.



FAIR COMPANY AWARD (2024)

This Corporate Social Responsibility (CSR) leadership award, which we have received multiple times, recognises CANPACK's active involvement in charitable initiatives and highlights the company's positive role as a responsible manufacturer, employer, and community member.



ETHICAL COMPANY AWARD (2023)

This award acknowledged CANPACK as a professional, socially responsible, and trustworthy business partner. It recognised the company's organisational maturity, commitment to business ethics, and robust compliance practices. Out of 84 companies that entered this two-stage competition, co-organised by PwC, CANPACK was one of only 16 to receive this prestigious honour.

“

Continuous recognition in the Arabia CSR & Sustainability Awards drives our commitment to excellence in sustainability and corporate responsibility, we are proud!

Omar Jaber

Regional Manager Legal and Sustainability



ARABIA CSR AWARD (2023)

Often referred to as the “Green Oscars” of the Middle East, this award celebrated CANPACK’s achievements as a medium-sized business in the region, specifically in the ‘Sustainability Leaders’ category. The recognition highlights CANPACK’s performance against international benchmarks, including the United Nations Global Compact (UNGC) Principles, the Global Reporting Initiative (GRI) Standards, the European Foundation for Quality Management (EFQM) model, and the 17 UN Sustainable Development Goals. We are particularly proud to have received this recognition for the fourth consecutive year since 2020.



GOLD CSR ‘LEAF’ (2022) AND SILVER ESG ‘LEAF’ (2023)

Awarded by POLITYKA Weekly, these prestigious honours are presented following rigorous evaluation by Deloitte and the Responsible Business Forum. The Gold CSR ‘Leaf’ in 2022 and the Silver ESG ‘Leaf’ in 2023 reflect CANPACK’s adherence to the most important guidelines, standards, and regulations in the ESG area, including ISO 26000, the Corporate Sustainability Reporting Directive (CSRD), and the European Sustainability Reporting Standards (ESRS).



BEST SUSTAINABLE PACKAGING SOLUTIONS CEE AWARD (2022)

Presented by CFI.co, a leading print journal and online resource for business, economics, and finance, this award recognised CANPACK’s outstanding commitment to its employees, communities, and the environment. Building on our success, we are committed to continually raising our standards and improving our performance. We are proud to have repeated this achievement, first awarded in 2020.



4.4. PARTNERSHIPS

4.4.1. INDUSTRY VOICE

**WHILE WE HAVE ALREADY
ACHIEVED SIGNIFICANT
MILESTONES, OUR AMBITION
PROPELS US TO STRIVE FOR
EVEN GREATER IMPACT.**

By continuously raising our standards and enhancing our performance, we aim to further strengthen our role as a responsible business and contribute meaningfully to a more sustainable industry.

As outlined in this report, we are advancing our sustainability agenda through strategic partnerships with renowned organisations dedicated to addressing environmental and social challenges, climate change, the circular economy, and fostering industry collaboration for responsible growth. Key partners include the United Nations Global Compact (UNGC), the Aluminium Stewardship Initiative (ASI), Every Can Counts (ECC), and the Science Based Targets Initiative (SBTi).

In addition to these partnerships, we actively support and participate in projects led by industry associations, serving as a collective voice for the sector. By engaging with key decision-makers, we contribute to shaping policies and initiatives that are critical to our business and the wider industry.





CAN MANUFACTURERS INSTITUTE (CMI)

CMI is the national trade association for the metal can manufacturing industry and its suppliers in the United States. The institute promotes the benefits of metal cans to stakeholders and actively engages in shaping legislative, regulatory, and administrative policies relevant to the industry. CMI also conducts and sponsors innovative studies, provides statistical services through shipment reports, and serves as a technical forum for the industry.



ALUPRO

Alupro, a non-profit organisation funded by the industry, has operated in the UK for over 30 years. It is committed to meeting and exceeding aluminium packaging recycling targets. Alupro works with local authorities, the waste management sector, and the metal packaging industry to strengthen the UK's recycling infrastructure. The organisation also manages consumer education campaigns to promote recycling participation.



ABRALATAS

Abralatas is dedicated to promoting aluminium cans as the most sustainable packaging option in Brazil. The organisation represents the common interests of its members and supports the circular economy through its initiatives.



METAL PACKAGING EUROPE (MPE)

MPE promotes metal packaging as the preferred choice for consumers by emphasising its endless recyclability. The organisation is committed to achieving a 100% recycling rate for aluminium cans by 2030.



ALUMINIUM STEWARDSHIP INITIATIVE (ASI)

The ASI is an industry-led initiative that promotes sustainability throughout the aluminium value chain. As a member, CANPACK adheres to ASI's social, environmental, and ethical standards, reinforcing its commitment to responsible practices.



ALUCRO

Alucro, an NGO in Romania, is committed to raising consumer awareness about the benefits of recycling aluminium cans and fostering sustainable recycling practices.



RECAL FOUNDATION

The RECAL Foundation promotes the recovery and recycling of aluminium beverage cans and other aluminium-dominated packaging. Since its establishment in 1995, it has been instrumental in increasing the recovery rate of aluminium beverage cans in Poland from 2% in 1995 to 80% in 2019. The foundation develops educational recycling programmes for schools, kindergartens, waste management companies, and local government units, while raising awareness about the environmental and economic benefits of aluminium recycling.



AMERICAN CHAMBER OF COMMERCE IN POLAND (AMCHAM)

AmCham is the leading advocate for international investors in Poland, representing over 300 companies across various sectors, including 80 Fortune 500 companies. The organisation actively promotes member interests through its global networks in business, politics, and other AmCham chapters worldwide. Its long-term goal is to improve investment opportunities and enhance the business environment in Poland.



UAE ALUMINIUM RECYCLING COALITION

Established at EGA in Al Taweelah in early 2023, the UAE Aluminium Recycling Coalition unites stakeholders across the aluminium value chain in the UAE to enhance the circular economy and reduce greenhouse gas emissions. In collaboration with beverage can producers and the Every Can Counts project, the coalition runs consumer awareness campaigns to promote the recycling of aluminium cans. One such initiative took place during COP28 in late 2023. Another initiative took place during COP28 in late 2023.



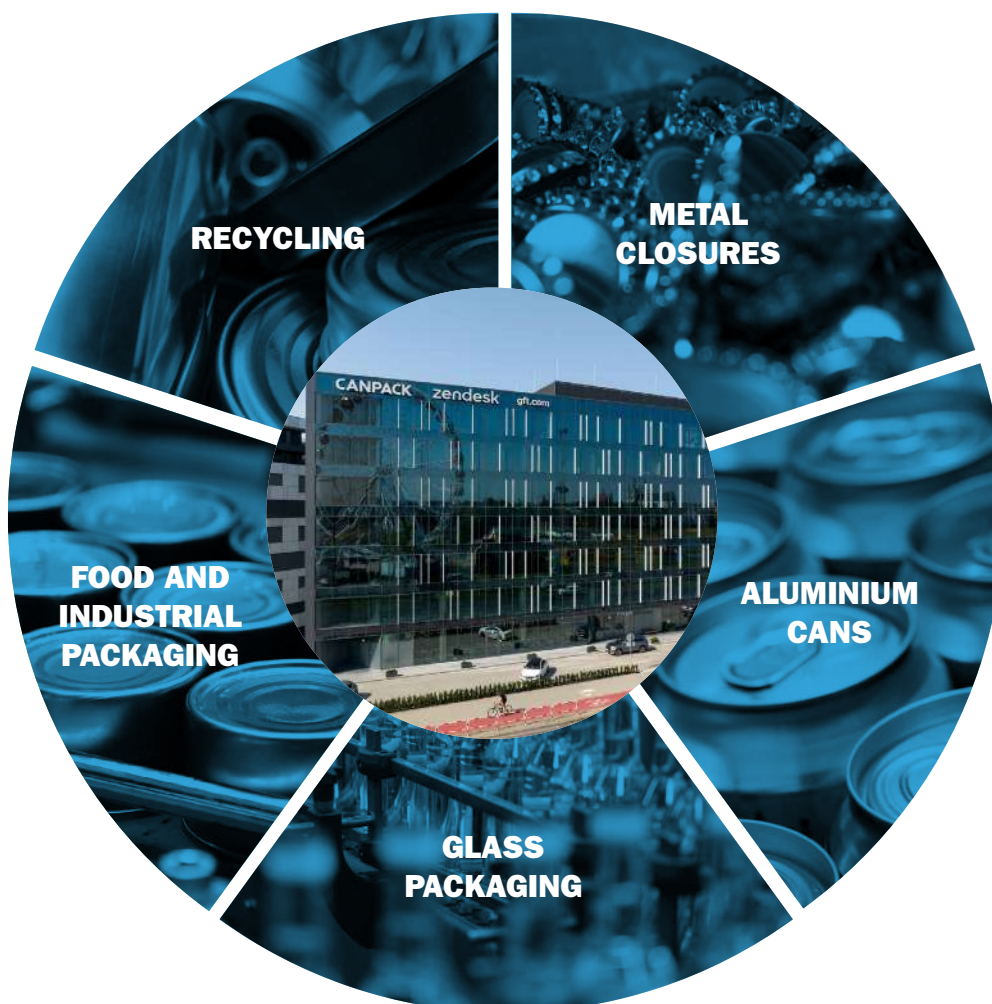
METAL PACKAGING MANUFACTURERS ASSOCIATION (MPMA)

MPMA serves as the leading voice of the UK metal packaging industry. The association supports and represents CANPACK's interests in operational, regulatory, and environmental matters. It also highlights the sustainable benefits of metal packaging through education programmes, industry awards, and communication initiatives.



4.5. ABOUT THE REPORT

4.5.1. BASIS FOR PREPARATION



HEADQUARTERS

Wayne, Pennsylvania (US).

CORPORATE OFFICE

Kraków (PL).

METAL CLOSURES

Tarnów (PL), Yavoriv (UA), Košice (SK), Modřice (CZ), Saint Marcel (FR).

FOOD AND INDUSTRIAL PACKAGING

Brzesko (PL), Dębica (PL).

GLASS PACKAGING

Aurangabad (IN).

RECYCLING

CANPACK Recycling Sp. z o.o. (PL) and CANPACK Recycling SRL (RO).

ALUMINIUM CANS

Brzesko (PL), Bydgoszcz (PL), Vyshhorod (UA), Bucharest (RO), Dubai (UAE), Scunthorpe (UK), Aurangabad (IN), Nuh (IN), Casablanca (MA), Hämeenlinna (FI), Itumbiara (BR), Fortaleza (BR), Novocherkassk (RU), Volokolamsk (RU), Helmond (NL), Tocancipá (COL), Stříbro (CZ), Olyphant (US), Muncie (US) (since 2023).

This is CANPACK's third sustainability report, covering the period from 1 January 2022 to 31 December 2023 (unless stated otherwise). CANPACK publishes its sustainability reports biennially, with the previous report released in 2022, covering the years 2020–2021. The current report, published in the first quarter of 2025, reflects our preparation for compliance with the CSRD.

The report provides a global overview of CANPACK's sustainability performance, encompassing all production sites and offices operating during the reporting period. New facilities are included in the report if they

have been operational for at least 12 months during the reporting timeframe.

It should be noted that the Scope of this report differs from CANPACK's financial statements for 2022 and 2023. Specifically, the CP GLASS S.A. Orzesze unit in Poland is excluded from this report due to its sale on 2 April 2024, which made data collection and verification impractical. However, the unit is included in the carbon footprint calculations and financial data for 2022 and 2023. Additionally, data for our Muncie (USA) facility is only included for 2023, as this was its first full year of operation.

4.5.2. SCOPE AND CONTENT

This report addresses material impacts, risks, and opportunities associated with CANPACK's upstream and downstream business relationships. These are disclosed in line with the ESRS.

The document highlights key topics related to employment within the company, CANPACK's social commitments, and its environmental initiatives. Compared to the previous report, published in 2022, there have been significant changes in the Scope related to the organisational structure – the sale of the glassworks in Orzesze, PL and the launch of new aluminium can production plants in Olyphant (PA) and Muncie (IN), US. As the report uses a new approach to data analysis according to the CSRD assumptions and since the data cannot be compared with the information contained in the previous report on an apple-to-apple basis, the report does not list corrections.



S2: WORKERS IN THE VALUE CHAIN



S4: CONSUMERS AND END-USERS

4.5.3. ALIGNMENT WITH NEW REPORTING STANDARDS

CANPACK HAS ADOPTED KEY PRINCIPLES AND INTRODUCED NEW DISCLOSURES IN ACCORDANCE WITH THE CSRD AND THE ACCOMPANYING ESRS.

While CSRD comes into force in 2025, we have used this reporting cycle (2022–2023) to prepare for its implementation in the future. Changes implemented in this report include:

- Conducting our double materiality assessment (DMA) based on the ESRS methodology, as we described in [subchapter 3.1: “Materiality Matrix”](#).
- Structuring our sustainability statement and disclosures in alignment with ESRS requirements, where feasible.

This phased implementation of ESRS requirements has served as a valuable learning experience ahead of our future reporting. The CSRD, ESRS, and other relevant regulations will continue to guide and shape our approach to sustainability reporting.

4.5.4. STAKEHOLDER ENGAGEMENT



The key material topics presented in this report were identified through active engagement with CANPACK’s stakeholders. Further details on our stakeholder mapping and double materiality analysis can be found in the relevant sections of this report. See subchapter [subchapter 3.1: “Materiality Matrix”](#) and [3.2: “Stakeholders’ Engagement”](#).

4.5.5. VERIFICATION STATEMENT

Bureau Veritas Polska Sp. z o.o. (Bureau Veritas) was engaged by CANPACK Group (CANPACK) in order to independently verify the Selected ESG indicators for information purposes. The verification applies to the information and data covered by the Scope of our work described below.

SELECTED INFORMATION

The Scope of our work was limited to the verification of the ESG indicators and sustainable procurement indicators specified by the client and applied to the period from 1 January 2023 to 31 December 2023. The verification covered the following entities within the CANPACK Group.



Table 4.5.1. Entities within the CANPACK Group covered by external verification

Division	Location
Administrative office	Kraków (PL)
Aluminium beverage can division	Aurangabad (IN), Brzesko (PL), Bucharest (RO), Bydgoszcz (PL), Casablanca (MO), Dubai (UAE), Fortaleza (BR), Hämeenlinna (FI), Helmond (NL), Itumbiara (BR), Muncie (US-IN), Novocherkassk (RU), Nuh (IN), Olyphant (US-PA), Scunthorpe (UK), Stříbro (CZ), Tocancipá (CO), Volokolamsk (RU), Vyshgorod (UA)
Food and industrial packaging division	Brzesko (PL), Dębica (PL)
Metal closures division	Košice (SK), Modřice (CZ), Saint Marcel (FR), Tarnów (PL), Yavoriv (UA)
Glass division	Aurangabad (IN)
Recycling division	Poland, Romania

The ESG indicators and sustainable procurement indicators selected for the audit and the verified data are presented in Appendix 1, Table 1, and Table 2. Determination of the figures was the sole responsibility of CANPACK. Bureau Veritas was not involved in determining the figures. It was our sole responsibility to provide independent verification of the accuracy of the reported ESG indicators, underlying systems, and processes used to collect, analyse and review the information.

The Scope of our work does not include the assessment of information regarding activities carried out outside the specified evaluation timeframe.

ASSESSMENT STANDARD

Our work was performed in accordance with the international standard International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for the certification of reports from December 15, 2015), issued by the International Auditing and Assurance Standards Board.

SUMMARY OF THE WORK PERFORMED

As part of an independent assessment, we conducted:

- Indicators report review.
- Review of root data for each of the indicators.
- Review of environmental and H&S official reports and databases.
- Interviews with personnel responsible for environmental and H&S reporting.
- Audit of a sample of data used by CANPACK to determine global ESG indicators (aluminum can production plants in Brzesko (PL), Bucharest (RO), Bydgoszcz (PL), Stříbro (CZ) and Tocancipá (CO) as well as glassworks in Aurangabad (IN)).

CONCLUSIONS

Based on the adopted methodology and the above-mentioned activities, we issue the following opinion: we did not identify any signs that the reported values are not in accordance with the presented source data.

STATEMENT OF INDEPENDENCE, INTEGRITY AND COMPETENCE

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years of history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes. Bureau Veritas operates a certified¹ Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the TIC Council², across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

BUREAU VERITAS POLSKA Sp. z o.o.
Warsaw, FEBRUARY 2025



Witold Dzuga
Managing Director



Michał Kłoczek
Lead GHG Verifier

4.5.6. STATEMENT ON DUE DILIGENCE

Table 4.5.2. Core elements of due diligence at CANPACK and their positioning in the report.

Core elements of due diligence	In the report
Embedding due diligence in governance, strategy, and business model	1.5.,1.7., 2.2.
Engaging with affected stakeholders in all key steps of the due diligence	1.5., 2.2., 2.3, 2.4., 2.5., 3.2., 3.3., 4.4.
Identifying and assessing adverse impacts	1.6., 1.7., 2.2., 2.3., 2.4.,2.5., 3.1.,3.2, 3.3.
Taking actions to address those adverse impacts	1.6., 1.7., 2.2., 2.3., 2.4.,2.5., 3.3.
Tracking the effectiveness of these efforts and communicating	1.6., 1.7., 2.2., 2.3., 2.4.,2.5., 3.3.

4.5.7. TIME HORIZONS

CANPACK is implementing the requirements of the CSRD within its reporting process, the Double Materiality Analysis has been conducted based on the time horizon definitions outlined in ESRS 1.



4.5.8. VALUE CHAIN ESTIMATION AND SOURCES OF ESTIMATION AND OUTCOME UNCERTAINTY



To prepare this report, metrics related to the upstream and downstream value chain were calculated using indirect sources or estimates. No sector-specific indicators were applied in these calculations. Key metrics include:

CARBON FOOTPRINT

The calculation of carbon footprint metrics includes data from both the upstream and downstream value chain. The methodology used to calculate these metrics, along with additional details, is outlined in the CANPACK Group's Carbon Footprint Calculation Methodology, which is publicly available on our website.

RECYCLED CONTENT

The calculation of recycled content in beverage aluminium cans relies on upstream data estimates. Details of the methodology and related information are provided in [subchapter 2.4: "Recycle"](#).

CANPACK is committed to providing the most favourable mix of deliveries to all its plants, both in terms of quality, local availability, and material properties. Recycled content, however, is largely dependent on supply chain data, over which we do not have full control. To address this challenge and minimise data uncertainty we have issued a clear methodology for calculating recycled content and we have stepped up efforts to educate and engage suppliers ensuring they fully understand our instructions. Additionally, we are collaborating with aluminium producers and aluminium sheet manufacturers through trade associations to develop a standardised method for calculating recycled content within the industry.

4.5.9. DISCLOSURES STEMMING FROM OTHER LEGISLATION OR ACCEPTED SUSTAINABILITY REPORTING PRONOUNCEMENTS

This report includes data points required under the EcoVadis reporting framework for the 2021–2023 period. A comprehensive list of the disclosed data points can be found in the [Key Performance Indicators](#) section of this report.

MORE INFORMATION

For further details about this report or CANPACK Group's sustainable development initiatives, please contact:



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4.6. KEY PERFORMANCE INDICATORS

MATERIAL ESRS IN THE REPORT

Standard	Subtopic	In the report
ESRS E1, Climate change	Energy	2.3.1-2.3.5.
	Climate change mitigation	2.3.1- 2.3.5.
ESRS E2, Pollution	Pollution	2.3.7.
ESRS E3, Water and marine resources	Water	2.3.6.
ESRS E5, Resource use and circular economy	Resource usage	2.4.1-2.4.4
	Circular economy	2.4.1-2.4.4
ESRS S1, Own workforce	Working conditions	2.5.1
	Equal treatment and opportunities	2.5.1
	Other work-related rights	2.5.1
ESRS S2, Workers in the value chain	Value chain: Working conditions	3.3.1-3.3.8.
	Value chain: Equal treatment and opportunities	3.3.1-3.3.8.
	Value chain: Other work-related rights	3.3.1-3.3.8.
ESRS S3, Affected communities	Communities' economic, social and cultural rights	2.5.2
	Communities' civil and political	2.5.2
ESRS S4, Consumers and end-users	Information-related impacts on consumers and/or end users	2.5.3
	Personal safety of consumers and/or end users	2.5.3
ESRS G1, Business conduct	Corruption and bribery	1.7.
	Corporate culture	1.7., 3.3.

ENVIRONMENTAL

E1-4 Targets related to climate change mitigation and adaptation

SBTi targets	Unit	Base year (2020)	Target [%]	Target year (2030)
Scope 1+2 emissions (market-based approach)	tCO ₂ eq.	414,644	-25%	301,983
Scope 3 emissions, Category 1: Purchased goods and services base year emissions	tCO ₂ eq.	3,918,494	-12.30%	3,436,519

*Data in the table includes glassworks in Orzesze, PL, as the targets were approved in 2022 when this plant was under CANPACK's umbrella

E1-5 Energy consumption and mix

Indicator	Unit	2022	2023
Total energy consumption related to own operations	MWh	1,453,955	1,472,400
Total energy consumption from fossil sources	MWh	787,143	769,897
Total energy consumption from nuclear sources	MWh	0	0
Total energy consumption from renewable sources disaggregated by:	MWh	666,812	702,503
Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biological origin), biofuels, biogas, hydrogen from renewable sources, etc.	MWh	0	0
Consumption of self-generated, non-fuel renewable energy	MWh	4,277	4,119

Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	662,535	698,384
[For undertakings with operations in high climate impact sectors] disaggregation of total energy consumption from fossil sources	MWh	787,143	769,897
Fuel consumption from coal and coal products	MWh	0	0
Fuel consumption from crude oil and petroleum products	MWh	398,900	388,895
Fuel consumption from natural gas	MWh	345,455	359,406
Fuel consumption from other fossil sources	MWh	0	0
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	42,787	21,596
Non-renewable energy production and renewable energy production	MWh	5,514	5,203
Non-renewable energy production	MWh	1,237	1,085
Renewable energy production	MWh	4,277	4,119
Net revenue from activities in high climate impact sectors	USD	Not reported	Not reported
Energy intensity associated with activities in high climate impact sectors	MWh/million USD	Not reported	Not reported

E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions

Indicator	Unit	2022	2023
Gross Scope 1 GHG emissions	tCO ₂ eq.	299,765	306,272
Scope 1 emissions from the consolidated accounting group (the parent and subsidiaries)	tCO ₂ eq.	299,765	306,272
Scope 1 emissions from investees such as associates, joint ventures, or unconsolidated subsidiaries that are not fully consolidated in the financial statements of the consolidated accounting group, as well as contractual arrangements that are joint arrangements not structured through an entity (i.e., jointly controlled operations and assets), for which it has operational control	tCO ₂ eq.	0	0
Gross Scope 2 GHG emissions (market-based approach)	tCO ₂ eq.	10,128	6,812
Gross Scope 2 GHG emissions (location-based approach)	tCO ₂ eq.	386,584	379,260
Scope 2 emissions from the consolidated accounting group (the parent and subsidiaries) market-based approach	tCO ₂ eq.	10,128	6,812
Scope 2 emissions from the consolidated accounting group (the parent and subsidiaries) location-based approach	tCO ₂ eq.	386,584	379,260
Scope 2 emissions from investees such as associates, joint ventures, or unconsolidated subsidiaries that are not fully consolidated in the financial statements of the consolidated accounting group, as well as contractual arrangements that are joint arrangements not structured through an entity (i.e., jointly controlled operations and assets), for which it has operational control	tCO ₂ eq.	0	0
Gross Scope 3 GHG emissions	tCO ₂ eq.	4,580,775	3,181,626
Category 1: Purchased goods and services	tCO ₂ eq.	4,215,820	2,800,871

Category 2: Capital goods	tCO ₂ eq.	36,368	33,934
Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	tCO ₂ eq.	70,324	80,664
Category 4: Upstream transportation and distribution	tCO ₂ eq.	107,830	79,619
Category 5: Waste generated in operations	tCO ₂ eq.	34,102	30,281
Category 6: Business travel	tCO ₂ eq.	2,360	3,089
Category 7: Employee Commuting	tCO ₂ eq.	15,080	16,031
Category 9: Downstream transportation and distribution	tCO ₂ eq.	98,830	136,749
Category 13: Downstream leased assets	tCO ₂ eq.	61	388
Total GHG emissions (market-based approach)	tCO ₂ eq.	4,890,667	3,494,710
Total GHG emissions (location-based approach)	tCO ₂ eq.	5,267,124	3,867,158
Net revenue used to calculate GHG emissions intensity	USD	3,584,621,000	3,705,687,000
Net revenue (other)	USD	0	0
GHG intensity based on net revenue (market-based approach)	kgCO ₂ eq./USD	1.36	0.94

E3-4 Water consumption

Indicator	Unit	2022	2023
Total water consumption related to own operations	m ³	386,573	335,847
Total water withdrawals	m ³	3,000,242	3,042,084
Total water discharges	m ³	2,613,669	2,706,237
Total water consumption in areas at water risk, including areas of high-water stress	m ³	307,350	278,983
Total water recycled and reused	m ³	250,719	251,086
Water intensity (total water consumption in own operations in m3 per million EUR net revenue)	m ³	Not reported	Not reported

E5-4 Resource inflows

Recycled content	Unit	2022	2023
Aluminium can body	%	61%	70%
Aluminium can ends	%	28%	36%
Aluminium can tabs	%	41%	55%
Aluminium can – total	%	55%	66%
Glass bottles – flint	%	33%	29%
Glass bottles – green and amber	%	45%	51%
Glass bottles – total	%	40%	40%

E5-5 Resource outflows

Indicator	Unit	2022	2023
Total amount of waste generated	MT	136,676	130,642
Total amount of hazardous waste diverted from disposal	MT	2,214	2,970
preparation for reuse	MT	0	0
recycling	MT	2,214	2,968
other recovery operations (composting)	MT	0	2
Total amount of non-hazardous waste diverted from disposal	MT	123,949	117,242
preparation for reuse	MT	0	0
recycling	MT	123,704	116,752
other recovery operations (composting)	MT	245	490
Total amount of waste directed to disposal, with a breakdown by treatment types:	MT	10,513	10,430
incineration	MT	4,024	2,988
landfill	MT	5,674	5,651
other disposal operations	MT	815	1,791
Total amount of hazardous waste directed to disposal	MT	3,979	3,306
Total amount of non-hazardous waste directed to disposal	MT	6,534	7,124
Total amount of non-recycled waste	MT	10,757	10,922
Percentage of non-recycled waste	%	8%	8%
Total amount of hazardous waste and radioactive waste generated	MT	6,193	6,276

SOCIAL

S1-6 Characteristics of the undertaking's employees (based on headcount)

Indicator	2022	2023
The total number of employees by headcount, and breakdowns by gender	7,805	7,804
Women	1,227	1,236
Men	6,578	6,568
The total number of employees by headcount, and breakdowns by region	7,805	7,804
Africa	180	163
Asia	1,136	1,052
Europe	5,059	4,937
North America	541	863
South America	889	789
Number of permanent employees, and breakdown by gender	7,670	7,659
Women	1,185	1,186
Men	6,485	6,473
Number of temporary employees, and breakdown by gender	135	145
Women	42	50
Men	93	95
Number of non-guaranteed hours employees, and breakdown by gender	245	244
Women	44	43

Men	201	201
The total number of employees who have left the undertaking during the reporting period	1,292	1,261
The rate of employee turnover	17%	16%

S1-7 Characteristics of non-employee workers in the undertaking's own workforce (based on headcount)

Indicator	2022	2023
Total number of non-employees in the undertaking's own workforce, i.e., either people with contracts with the undertaking to supply labour ("self-employed people") or people provided by undertakings primarily engaged in "employment activities"	381	371

S1-8 Collective bargaining coverage and social dialogue

Indicator	Unit	2022	2023
For EEA countries – the overall percentage of its own employees covered by collective bargaining agreements for each country	%	12%	12%
Czech Republic	%	0%	0%
Finland	%	0%	0%
France	%	100%	100%
Netherlands	%	100%	100%
Poland	%	0%	0%
Romania	%	0%	0%
Slovakia	%	0%	0%

UK	%	0%	0%
Outside the EEA countries: The percentage of its own employees covered by collective bargaining agreements by region	%	33%	29%
Africa	%	100%	100%
Asia	%	0%	0%
Europe	%	29%	29%
North America	%	0%	0%
South America	%	85%	83%
Global percentage of employees covered by workers' representatives, reported at the country level for each EEA country in which the undertaking has significant employment	%	83%	81%
Finland	%	100%	100%
France	%	100%	100%
Netherlands	%	100%	100%
Poland	%	75%	79%
Romania	%	97%	97%
Slovakia	%	100%	100%
UK	%	100%	100%

S1-9 Diversity metrics

Indicator	2022	2023
The gender distribution in number at top management level	Male: 2 Female: 1	Male: 2 Female: 1
The gender distribution in percentage at top management level	Male: 67% Female: 33%	Male: 67% Female: 33%
The distribution of employees by age group		
under 30 years old – men	1,198	1,047
under 30 years old – women	225	188
30-50 years old – men	4,332	4,367
30-50 years old – women	797	812
over 50 years old – men	1,048	1,154
over 50 years old – women	205	236
Total	7,805	7,804
Total women	1,227	1,236
Total men	6,578	6,568

S1-12 Persons with disabilities

Indicator	2022	2023
The percentage of persons with disabilities among the employees	1%	1%
[Non-Compulsory disclosure] The percentage of employees with disabilities – women	1%	2%
[Non-Compulsory disclosure] The percentage of employees with disabilities – men	1%	1%

S1-13 Training and skills development metrics

Indicator	2022	2023
The percentage of male employees who participated in regular performance and career development reviews	75%	80%
The percentage of female employees who participated in regular performance and career development reviews	85%	90%
The average number of training hours per employee	15.84	12.57
The average number of training hours per employee – women	6.08	10.55
The average number of training hours per employee – men	15.26	11.69

S1-14 Health and safety metrics

Indicator	2022	2023
The percentage of employees in the own workforce who are covered by the undertaking's health and safety management system	100%	100%
The percentage of people in the own workforce who are covered by the undertaking's health and safety management system based on legal requirements and/or recognised standards or guidelines	100%	100%
[Non-compulsory disclosure] The percentage of non-employees who are covered by the entity's occupational health and safety management system	100%	100%
The percentage of non-employees who are covered by the undertaking's health and safety management system based on legal requirements and/or recognised standards or guidelines	100%	100%
The number of fatalities as a result of work-related injuries and work-related ill health – employees	0	0
The number of fatalities as a result of work-related injuries and work-related ill health – non-employees	0	0

The number of fatalities as a result of work-related injuries and work-related ill health – other workers working on the undertaking's sites, such as value chain workers if they are working on the undertaking's sites	0	0
The number of recordable work-related accidents with regard to employees and non-employees in the undertaking's own workforce	63	54
The rate of recordable work-related accidents with regard to employees and non-employees in the undertaking's own workforce	0.31	0.38
With regard to the employees, the number of cases of recordable work-related ill health, subject to legal restrictions on the collection of data	ND	0
With regard to the employees, the number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	704	835

S1-17 Incidents, complaints and severe human rights impacts

Indicator	2022	2023
The total number of incidents of discrimination, including harassment, in the reporting period	0	0
The number of complaints filed through channels for people in the own workforce to raise concerns (including grievance mechanisms) and, where applicable, to the National Contact Points for OECD Multinational Enterprises related to the matters defined in paragraph 2 of this Standard, excluding those already reported in disclosure above	27	36
The total amount of fines, penalties, and compensation for damages as a result of the incidents and complaints disclosed above, and a reconciliation of such monetary amounts disclosed with the most relevant amount presented in the financial statements	0	0

The number of severe human rights incidents connected to the workforce in the reporting period, including an indication of how many of these are cases of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises. If no such incidents have occurred, the undertaking shall state this	0	0
Total amount of fines, penalties and compensation for damages for the incidents described above, and a reconciliation of the monetary amounts disclosed in the most relevant amount in the financial statements.	0	0

GOVERNANCE

Indicator	Unit	2022	2023
G1-3, Prevention and detection of corruption and bribery			
The percentage of functions-at-risk covered by training programmes;	%	100%	100%
G1-4, Confirmed incidents of corruption and bribery			
The number of convictions for violation of anti-corruption and anti-bribery laws	#	0	0
The amount of fines for violation of anti-corruption and anti-bribery laws	#	0	0
G1-6, Payment practice			
The average time to pay an invoice from the date when the contractual or statutory term of payment starts to be calculated, in number of days;	days	Not reported	4.08
The percentage of payments aligned with the standard terms.	%	Not reported	33.5%
The number of legal proceedings currently outstanding for late payments;	#	0	0

ECOVADIS

No	Question	Unit	2021	2022	2023
General					
1	Number of employees (Full time equivalents = FTE)	#	7,123.27	7,773.70	7,763.76
Environmental KPIs					
Energy consumption and greenhouse gas emissions					
2	Total energy consumption in MWh	MWh	1,333,104	1,453,955	1,472,400
3	Total Scope 1 GHG emissions in metric tons CO ₂ e	tCO ₂ eq.	292,207	299,765	306,272
4	Total Scope 2 GHG emissions in metric tons CO ₂ e – market-based approach	tCO ₂ eq.	185,213	10,128	6,812
5	Total Scope 2 GHG emissions in metric tons CO ₂ e – location-based approach	tCO ₂ eq.	379,800	386,584	379,260
6	Total greenhouse gas emissions (Scope 1 and 2) – market-based approach	tCO ₂ eq.	477,420	309,893	313,084
7	Total greenhouse gas emissions (Scope 1 and 2) – location-based approach	tCO ₂ eq.	672,007	686,349	685,532
8	Total Scope 3 GHG emissions in metric tons of CO ₂ e	tCO ₂ eq.	4,987,356	4,580,775	3,181,626
9	Total gross Scope 3 Upstream GHG emissions	tCO ₂ eq.	4,799,184	4,481,883	3,044,489
10	Total gross Scope 3 Downstream GHG emissions	tCO ₂ eq.	188,172	98,891	137,137
11	Total amount of electricity purchased	MWh	602,153	662,535	698,384
12	% of electricity purchased from renewable energy sources	%	40%	100%	100%

13	Total renewable energy consumption	MWh	245,654	666,812	702,503
14	Total renewable energy consumption	%	18%	46%	48%
Waste management					
15	Total weight of non-hazardous waste	MT	115,781	130,483	124,366
16	Total weight of waste recovered	MT	107,861	126,163	120,212
17	Total weight of hazardous waste	MT	4,505	6,193	6,276
Water management					
18	Total water withdrawals	m ³	2,398,051	3,000,242	3,042,084
19	Total water discharges	m ³	2,047,763	2,613,669	2,706,237
20	Total water consumption	m ³	350,288	386,573	335,847
21	Total amount of water recycled and reused	m ³	236,746	250,719	251,086
22	Total weight of water pollutants	kg	762,961	790,584	825,865
Customer health and safety					
23	# of callbacks	#	0	0	0
24	% of customers informed on product health and safety	%	100%	100%	100%
Air pollution					
25	Total weight of air pollutants	kg	607,836	597,223	860,587
26	Level of SOx	kg	129,646	69,300	68,509
27	Level of NOx	kg	180,479	221,101	257,099
28	Level of noise	dB	98	98	98

Product end-of-life

29	Total weight of recycled input materials	%	Cans: 52% Glass (AUG): 32%	Cans: 55% Glass (AUG): 40%	Cans: 66% Glass (AUG): 40%
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30	% of cardboard packaging used with recycling symbols	%	0%	0%	0%
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Other environmental KPIs

31	% of all operational sites for which an environmental risk assessment has been conducted	%	100%	100%	100%
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32	% of operational facilities certified ISO 14001, EMAS or against other environmental management standard	%	72%	77%	74%
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Labour and human rights KPIs**Employee health & safety**

33	% of operational facilities with ISO 45001 certification	%	72%	77%	74%
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35	% of the total workforce across all locations represented in formal joint management-worker health & safety committees	%	91%	91%	91%
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36	% of sites for which a detailed health and safety risk analysis has been conducted	%	100%	100%	100%
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37	% of all employees who have access to personal protective equipment (PPE)	%	100%	100%	100%
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38	Number of lost time injuries, LTI	#	47	33	34
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39	Number of hours worked	#	11,837,152	15,910,740	16,701,623
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40	Number of days lost to work-related injuries, fatalities and ill health	#	1,154	704	835
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41	Lost time injury frequency rate, LTIR	#	3.97	2.07	2.04
42	Lost time injury severity rate, LTI	#	0.10	0.04	0.05
43	Number of work-related accidents	#	72	63	54
44	% of employees who have access to stress-relief program	%	16%	16%	24%
Working conditions					
45	Ratio of the annual total compensation for the highest-paid individual, to the median annual total compensation for all employees	Not reported	Not reported	Not reported	Not reported
47	% of all employees at all sites with access to company health check	%	100%	92%	92%
48	% of all employees at all sites with access to company pension scheme	Not reported	Not reported	Not reported	Not reported
50	% of all employees at all sites who completed a satisfaction survey	%	0%	6%	16%
52	% of all employees who make use of flexible working time models	%	16%	16%	16%
53	% of direct employees covered by a living wage benchmarking analysis	Not reported	Not reported	Not reported	Not reported
54	% of direct employees paid below living wage	Not reported	Not reported	Not reported	Not reported
55	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	Not reported	Not reported	Not reported	Not reported
56	% of internal employees and contract workers paid below living wage	Not reported	Not reported	Not reported	Not reported
57	% of average wage gap for direct employees paid below living wage against a living wage benchmark	Not reported	Not reported	Not reported	Not reported

Social dialogue

59	% of the total workforce at all sites represented by officially elected employee representatives	%	66%	69%	67%
61	% of all employees covered by a collective agreement	%	23%	21%	20%

Career management & training

62	Average training hours per employee per year	#	8.88	15.84	12.57
64	% of the total workforce across all locations who received regular performance and career development reviews	%	74%	77%	82%
66	% of total workforce across all sites who received career or skills-related training	%	45%	45%	48%
67	% of total workforce at all sites that have received training on preventing discrimination and human rights violations	%	0%	0%	0%
68	% of total workforce at all sites that have received training or education (internal or external) on environmental topics	%	67%	69%	80%
70	% of total workforce trained on business ethics issues	%	100%	100%	100%
72	% of all applicants at all sites to whom the transparent recruitment process concerning them is made available in writing	%	100%	100%	100%
74	% of the total workforce at all sites for whom and with whom an individual development and career plan has been drawn up	%	10%	11%	14%

Human rights

75	% of sites with human rights risk assessment	%	25%	21%	30%
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76	# of confirmed child labour cases	#	0	0	0
Prevention against discrimination and harassment					
78	% of employed workers who are from minority groups and / or vulnerable groups in relation to the total organisation	%	4%	6%	8%
80	% of employed workers who are from minority groups and / or vulnerable groups in management positions (excluding steering committee, board members)	%	4%	4%	8%
81	Number of women (headcount = HC)	#	1,053	1,227	1,236
82	% of women employed in relation to the entire company	%	15%	16%	16%
85	% share of women in management positions (excluding Steering Committee, Executive Board members)	%	25%	25%	25%
86	% of women within the organisation's board	%	33%	33%	33%
87	Average unadjusted gender pay gap	Not reported	Not reported	Not reported	Not reported
88	Number of reports on discrimination and harassment via whistleblower procedures	#	0	0	0
Compliance KPIs					
Business ethics					
89	Number of reports by means of whistleblower procedures	#	18	27	36
90	Number of confirmed corruption cases	#	0	0	0
91	Number of confirmed information security incidents	#	0	0	0
92	% of all operating sites for which an internal audit / risk assessment on business ethics issues was performed	%	0%	97%	97%

93	% of all operating sites with certified anti-corruption management system	%	0%	0%	0%
94	% of all operating sites with an Information Security Management System (ISMS) certified to ISO 27000 (or other equivalent / similar standard)	%	0%	0%	0%
95	% of total workforce trained on information security issues	%	100%	100%	100%
96	Sites with sensitive transactions procedure	%	100%	100%	100%
97	Sites with data breach procedure	%	100%	100%	100%
Sustainable procurement					
Supplier environmental practices and supplier social practices					
1	% of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct	%	100%	100%	83%
2	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	%	0%	0%	0%
3	% of targeted suppliers that have gone through a CSR assessment (e.g. questionnaire)	%	100%	82%	64%
4	% of targeted suppliers that have gone through a CSR on-site audit	%	0%	0%	0%
5	% of targeted suppliers that have received training on sustainable procurement	%	100%	0%	100%
6	% of targeted diverse suppliers (minority-owned or minority-led, women, disabled people, ethnic minorities or members of other discriminated communities)	%	0%	0%	0%
7	% of targeted suppliers screened for environmental and social/human rights risks vs total number of targeted suppliers	%	100%	82%	64%

8	% of audited/assessed suppliers engaged in corrective actions or capacity building	%	0%	0%	0%
9	Information regarding conflict minerals (CMRT) available	%	100%	100%	100%
10	% of buyers at all sites trained in sustainable procurement	%	0%	0%	100%

Reference to the sustainable development goals

Target	Description	In the report
Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture.		
2.1.	By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round	2.5.2.
Goal 3: Ensure healthy lives and promote well-being for all at all ages.		
3.4.	By 2030, reduce by one-third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	2.5.1.
3.9.	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	2.5.1., 2.3.6. 2.3.7.
3.d.	Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks	2.5.2.
Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.		
4.2.	By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	2.5.2.
4.3.	By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	2.5.2.

4.4.	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	2.5.2.
4.7.	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.	2.5.1.
4.a	Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all	2.5.2.
Goal 5: Achieve gender equality and empower all women and girls.		
5.1.	End all forms of discrimination against all women and girls everywhere	2.5.1.
5.2.	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	2.5.1.
5.c	5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	2.5.1.
Goal 6: Ensure availability and sustainable management of water and sanitation for all.		
6.2.	By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations	2.5.2.
6.3.	By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	2.3.6.
6.4 .	By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	2.3.6. 2.5.2.
6.a.	By 2030, expand international cooperation and capacity-building support to developing countries in water- and sanitation-related activities and programmes, including water harvesting, desalination, water efficiency, wastewater treatment, recycling and reuse technologies	2.5.2.

6.b.	Support and strengthen the participation of local communities in improving water and sanitation management	2.5.2.
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Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all.

7.3.	By 2030, double the global rate of improvement in energy efficiency	2.3.1.
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Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

8.4.	Improve progressively, through 2030, global resource efficiency in consumption and production, and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year framework of programmes on sustainable consumption and production, with developed countries taking the lead	2.4.1.
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8.7.	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	3.3.
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Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation.

9.4.	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	2.4.2.
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Goal 10: Reduce inequality within and among countries.

10.2.	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	2.5.1, 2.5.2.
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10.4.	Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	2.5.1.
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Goal 12: Ensure sustainable consumption and production patterns.

12.4.	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment	3.1.
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12.5.	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	2.4.1., 2.4.3., 3.1.
12.6.	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	3.1.
12.8.	By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	2.3.1.
Goal 13: Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy.		
13.3.	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	2.3.1.
Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.		
16.2.	End abuse, exploitation, trafficking and all forms of violence against and torture of children	1.7.1.
16.5.	Substantially reduce corruption and bribery in all their forms	1.7.1.,1.7.3.
16.8.	Broaden and strengthen the participation of developing countries in the institutions of global governance	2.4.4.
Goal 17: Strengthen the means of implementation and revitalise the global partnership for sustainable development.		
17.16.	Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries	2.4.4.

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