Sustainability strategy & report 2024

Efficient by design, circular by nature

Schoeller Allibert

Table of contents

Introduction

About this publication

This publication sets out how Schoeller Allibert works to fulfil its purpose of accelerating sustainable supply chains, through innovative, reusable solutions, which are efficient by design and circular by nature.

Sustainability has always been at the heart of Schoeller Allibert's business model, and our sustainability strategy has been designed to drive progress on the topics that are relevant to our business and most pressing for society and the environment.

The Schoeller Allibert sustainability strategy was developed in 2021, and the first results were published in 2022. In 2024, a new double materiality assessment was carried out, as a basis for our upcoming sustainability strategy review and for future reporting against the Corporate Sustainability Reporting Directive (CSRD).

All previous publications can be found at www.schoellerallibert.com/sustainability.

2024 at a glance

Efficient by design, circular by nature

- In 2024 we made progress across all three pillars of our sustainability strategy.
- We welcomed a new CEO, Alejandro Cabal, who is committed to our vision for a sustainable future.

Innovation for a circular economy

→ see page 34

We design and innovate reusable packaging to meet the world's need for sustainable and circular solutions.

100%
of our new products put on the market are **fully recyclable**.

Turnover increased to **€35 million** for our rental services, which promote a **circular economy.**

We achieved a CTI score of **60%** for our (material) circularity.

New products were made using **37%** **recycled polymers** in 2024.

Future proof planet

We enable the transition to a low-carbon economy and help shape a greener future.

→ see page 45

SCIENCE BASED TARGETS

Schoeller Allibert became the first reuseable packaging manufacturer to have **near-term Science Based Targets validated**.

80%
of the energy consumption in our operations is from **renewable energy**.

15,912
trees have been planted to date through the Tree Nation programme.

There was a **91%** **reduction in scope 1 and 2 greenhouse gas emissions**, compared to the 2020 base year.

There was a **39%** **reduction in scope 3 greenhouse gas emissions**, compared to the 2020 base year.

Integrity at heart

We respect and value our employees and all our stakeholders and live up to the highest standards of ethics and governance.

→ see page 62

35%
of management roles are now filled by **women**.

A **new Diversity, Equity, Inclusion and Belonging policy** was launched.

82%
of suppliers are committed to our supplier code of conduct.

A sustainable legacy

Alejandro Cabal, Chief Executive Officer

It is an honour to introduce my first sustainability report as CEO of Schoeller Allibert. We have set challenging targets across all areas of the business, and we took some important steps forward in the last year. We have met our targets to reduce scope 1 and 2 emissions by 90% from the 2020 base year, and to use at least 35% recycled materials, ahead of schedule. We are also well on track to reach our target of using 100% renewable energy by 2025, hitting 80% in 2024. I'm proud to present these results and look forward to many years of progress ahead.

I have always had a strong belief in the importance of leaving behind a positive legacy; in the companies that I work for, for our future generations and our own well-being. I encourage everyone I know to have a purpose in life and to aim to leave the world in a better place than we found it.

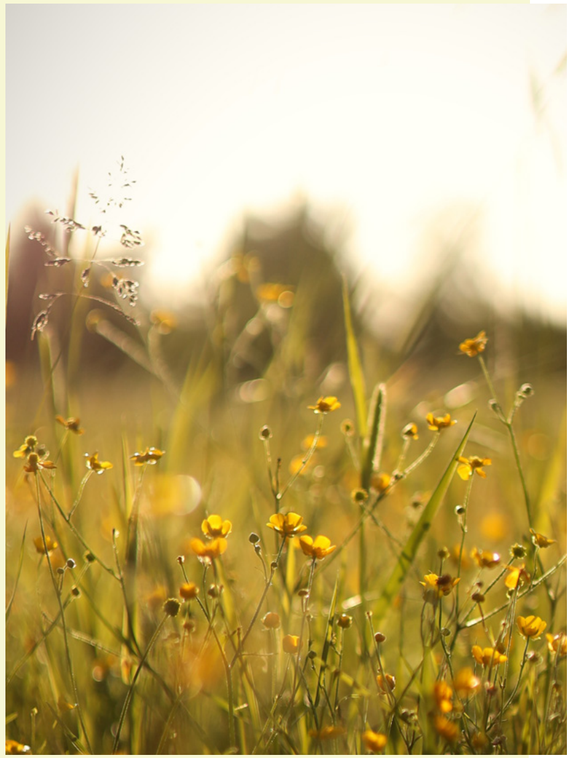
"I have always had a strong belief in the importance of leaving behind a positive legacy; in the companies that I work for, for our future generations and our own well-being."

To make that happen, you must be open to change. That was certainly the case for me personally in 2024, as I made the decision together with my family to move from Tokyo, Japan, to Amsterdam, the Netherlands, to take up my new position. Every change in life is difficult as we tend to like predictability and routines, but there's more opportunity to learn when we are outside our comfort zone.

What attracted me to work for Schoeller Allibert is the company's willingness to transform the world through more sustainable supply chains, delivering solutions that keep valuable resources in use and avoiding and reducing waste. Transforming logistics towards a waste free society sits at the core of everything we do at Schoeller Allibert, supporting our customers to reduce their total cost of ownership and improving their sustainability score cards.

By driving the shift to reusable packaging, we are helping to create the positive change we want to see in the world – helping to build better supply chains by cutting emissions, avoiding waste, increasing efficiencies and saving costs.

We are ready to grow and thrive in a world that is rapidly changing. Driven by legislation and consumer pressure on the one hand, and a push for resilience and efficiency on the other, businesses across the board are working hard to improve the value in their supply-



“We are ready to grow and thrive in a world that is rapidly changing.”

“Companies that embrace new ways of working through their logistics will improve their resilience and revenue, giving them a long-term competitive advantage.”

chains. Reusable packaging has a crucial role to play as no valuable resources go to waste and products remain in use in the economy for a long time.

The constant growth of the market for reusable packaging demonstrates the alignment between business interests, society and the environment. Schoeller Allibert is enabling thousands of customers to become more efficient and more sustainable with products designed for the needs of their industry. There is no conflict between profit and purpose as most investments that help reduce energy, water and material consumption are not only good for the environment but also help to reduce costs. Companies that embrace new ways of working through their logistics will improve their resilience and revenue, giving them a long term competitive advantage.

We live in a world that is defined by its volatility, uncertainty, complexity and ambiguity, and we need to learn to take decisions with the humbleness to accept that we can make mistakes and correct course. The era of certainty is over. We must travel our journey with a high moral compass, as doing business the right way will help you navigate in stormy seas. Embracing change, and driving the actions needed to build a better world, require new ways of working, courageous decisions and investments.

Let’s focus our minds and hearts on building a more sustainable world, which includes economic growth, a healthy environment and a fair society, so that we can thrive in this century and leave a better place for generations to come. The steps to a zero waste society are in our hands and we are committed to making it happen.

Let’s drive this change, together.

Celebrating how far we've come

Britta Wyss Bisang,
Vice President, Sustainability and Strategic Marketing Communications

Four years on from the launch of our sustainability strategy, many of the targets we set ourselves back in 2021 are now just around the corner. I'm pleased to say that Schoeller Allibert's hard work is paying off and we are well on track.

In 2024 we achieved our target to reduce scope 1 and 2 emissions by 90% from the 2020 base year, a year ahead of the 2025 target. We also exceeded 35% recycled plastic inputs two years ahead of the 2026 target.

Coming up next is the target for 100% renewable energy use. At 80% by the end of 2024, we are well on the way. This has been helped by the placement of 1,490 new solar panels

"In 2024 we achieved our target to reduce scope 1 and 2 emissions by 90% from the 2020 base year."

at our site in Murcia, Spain, which will make a good contribution to the needs of the site while also increasing our resilience against energy market shocks.

This almost makes it sound easy, but it's been a big effort to get this far and there is always more to learn and improve. We continue to refine our approach and 2024 brought opportunities to take a step back and refine important elements of the strategy, as we carried out a new double materiality assessment to prepare for reporting in line with the Corporate Sustainability Reporting Directive (CSRD).

There were some important changes and refinements to our targets and KPIs in 2024. As already reported last year, we were very pleased that in early 2024 the Science Based Targets initiative (SBTi) validated our emissions targets. This led us to split out scope 3 emissions into a separate target.

Another target that we looked at in 2024 is the long term aim to be 100% circular by 2050. While there is broad consensus on how to measure GHG emissions, that's not the case with circularity, and for several years we have been working and thinking about how to best measure progress and report on this topic. This year we used the Circular Transition Indicators (CTI) tool as a measure of material circularity. However, this does not give a full picture as it fails to account for the importance of reuse, which is the most important strategy to prevent packaging waste and make real progress towards a circular economy (→ see pages 18–32). Therefore, in 2025 we will work with internal and external stakeholders with the aim of defining a circularity measurement that credibly combines material circularity with reuse.

"Now more than ever, everyone at Schoeller Allibert is coming together and standing behind our sustainability strategy."

In the political sphere, we were pleased to see circularity and reuse remaining high on the agenda within the European Union. Just as we see how reuse can drive both sustainability and efficiency within an individual supply chain, the EU sees circularity as a major driver of competitiveness and innovation that is creating new business opportunities while reducing reliance on imported raw materials. The introduction of the Packaging and Packaging Waste Regulation (PPWR) was a major milestone in 2024, and it is now on us, the returnable transport packaging industry, to support our clients in the journey to meet the PPWR's reuse targets.

Now more than ever, everyone at Schoeller Allibert is coming together and standing behind our sustainability strategy – recognising the value it is bringing to our own business and to our customers. I want to thank the whole team and all our stakeholders for their support on this journey. I look forward to working together in the years to come.

About Schoeller Allibert

Efficient by design, circular by nature

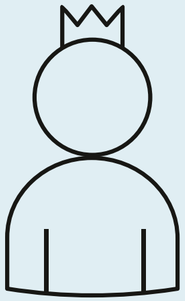
Since 1966 at Schoeller Allibert we have been creating solutions with our customers at the heart of everything we do, making their operations smoother.

Each detail is carefully crafted to reduce waste and drive innovation—without sacrificing performance—all while leaving a meaningful, positive impact on the world we share.

Headquartered in Hoofddorp, the Netherlands, we operate 10 factories and we have a global reach serving over 50 countries. Our purpose is to accelerate sustainable supply chains, through innovative, reusable solutions, which are efficient by design and circular by nature. We envision a world where circular, reusable solutions are not just the best choice but the smartest one. We bring this to life by serving nine key sectors: automotive, food & food processing, beverages, retail, chemicals, cosmetics & pharma, system integrators, industrial manufacturing and pooling.

We believe people are the key to our success, that's why we collaborate with our stakeholders to exceed expectations, respect our commitments and create a sustainable future for all.

Schoeller Allibert in numbers



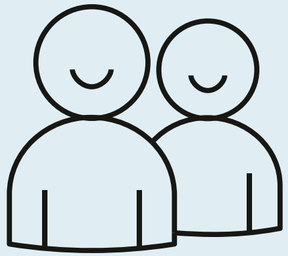
10,000+
customers
who value our efficient and circular solutions

€548
million
turnover
with innovative, reusable solutions

10
factories
that produce over 60 million products per year

Products used in
50+
countries

>1600
enthusiastic employees
with a passion for sustainability



Markets we serve, solutions we deliver

Our packaging, storage and logistics products are efficient by design and circular by nature.

Markets

- Cosmetics & pharma
- Chemicals
- Automotive
- Food & food processing
- System integrators
- Pooling
- Industrial manufacturing
- Retail
- Beverages

Product groups

Handheld

- Foldable small containers
- Stackable containers
- Stackable/ nestable containers
- Dollies
- Beverage crates
- Pails

Bulk

- Foldable large containers
- Rigid pallet containers
- Pallets
- Intermediate bulk containers
- Bulk accessories
- Rotationally moulded products

Always close to our customers

Locations

Production sites and sales offices

EUROPE
France
Germany
Netherlands (HQ)
Poland
Spain
Switzerland

NORTH AMERICA
United States

Sales offices

EUROPE
Austria
Czech Republic
Finland
Hungary
Italy
Latvia
Romenia
Serbia
Sweden
Slovakia

ASIA
China
Hong Kong
India
United Arab Emirates

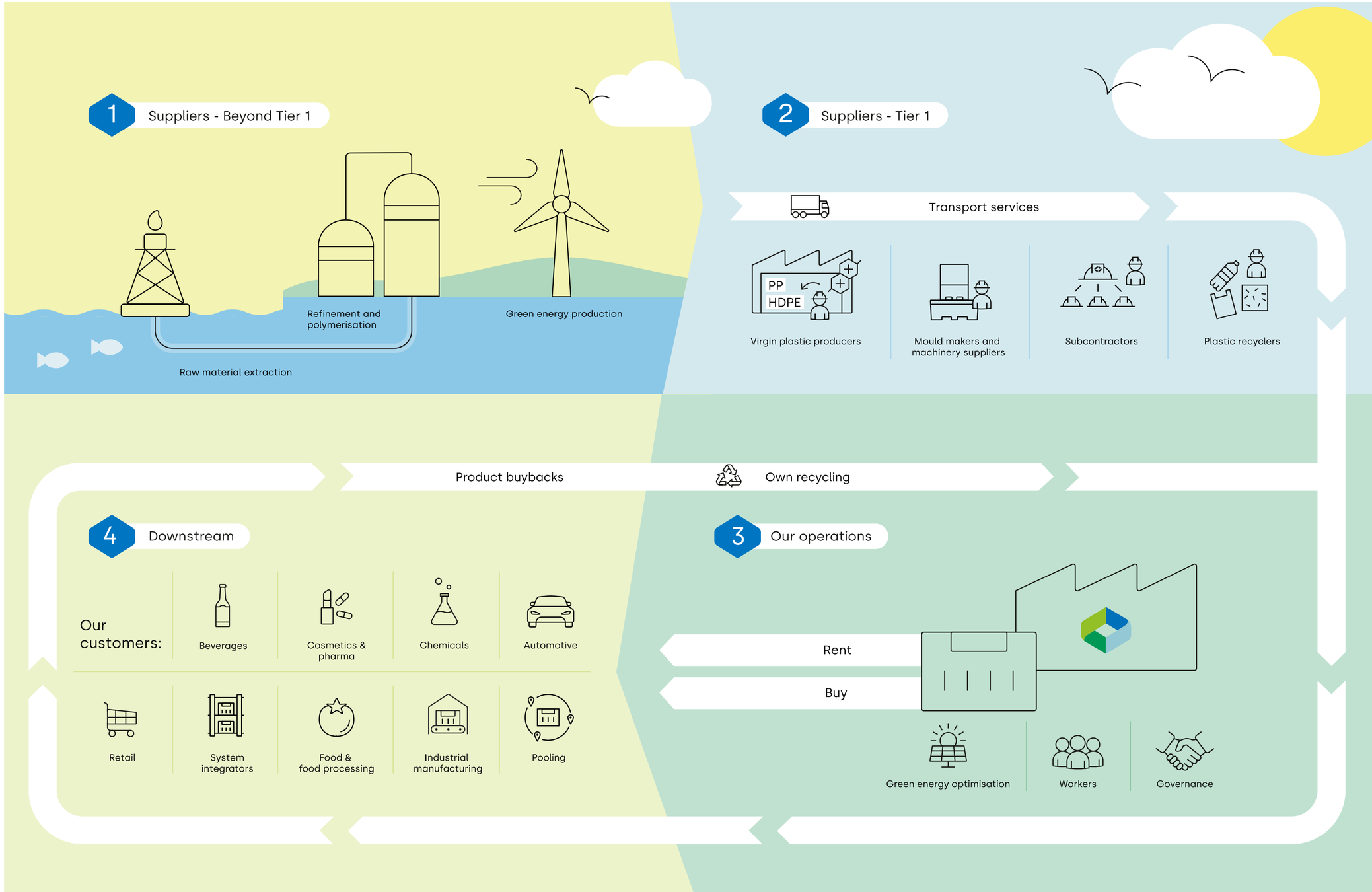
NORTH AMERICA
Mexico

AFRICA
South Africa

Schoeller Allibert's value chain

This illustration shows the value stream from raw materials to the products we make for our customers.

The bottom half of the illustration demonstrates circularity in action. When our products reach the end of their lives, after being used by our customers for five to 15 years, they can be returned to Schoeller Allibert for closed-loop recycling and used as inputs for new products. Over time, more reusable products will be made with recycled inputs, and the circularity of the value chain will grow.



Reuse is the future

From a linear to a circular economy

Over 100 billion tons of materials enter the global economy each year, with most ending up as waste or pollution.[1]

At Schoeller Allibert, we believe that we must move away from a linear economy, where raw materials are extracted, used and then discarded as waste.

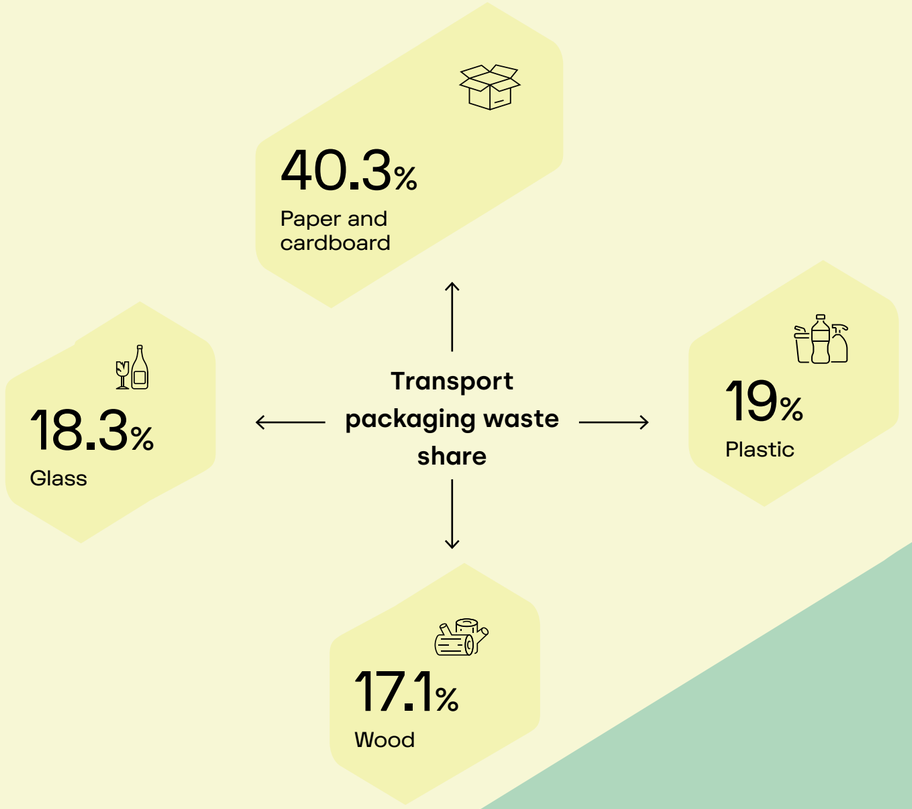
To protect the world's resources and ensure a liveable future on our planet, it is crucial that we work towards a circular economy – where waste is eliminated, and products and materials are kept in use.

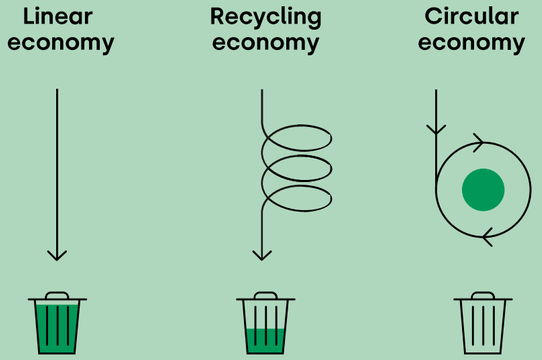
1 Circle Economy (2024). Circularity Gap Report.
2 Eurostat (2024). Packaging waste statistics.
3 NABU (2022). NABU-Studie zu Transportverpackungen.

A circular economy for packaging

Most packaging is a very clear representation of the linear economy in action. In 2022 the European Union alone generated an estimated 83.4 million tons of packaging waste, an average of 186.5 kg of packaging waste per inhabitant.[2]

Around a third of packaging waste is from transport packaging – the business-to-business packaging that drives supply chains, generally invisible to consumers but making a huge contribution to the waste problem. In Germany, a study found that highest share of transport packaging waste was from paper and cardboard (40.3%), followed by plastic (19%), glass (18.5%), and wood (17.1%).[3]





Reuseable packaging is the future

EU sustainability regulations require a massive shift to reusable packaging systems.

All our customers feel the growing regulatory pressure to reduce waste, decarbonise and promote the transition to a circular economy. EU sustainability regulations are evolving to address waste, with the new Packaging and Packaging Waste Regulation (PPWR) central to the Green Deal and Circular Economy Action Plan.

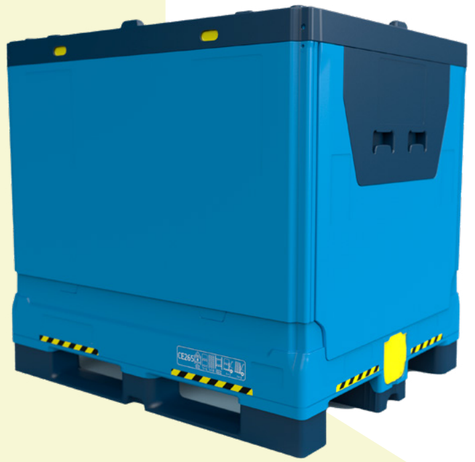
The PPWR is the first piece of European legislation to set tangible targets for reuse. By 2030, every company must make a significant transition to reusable packaging systems.

Transport packaging is the ideal starting point for change. It is standardised for efficiency yet adaptable to specific needs, making it easier to scale.

Reusable transport packaging helps businesses reduce waste, improve supply chain efficiency, reduce the total cost of ownership and contribute to a low-carbon, circular economy.

40%
Transport packaging **must** be reusable by 2030

70%
Transport packaging **should** be reusable by 2040



Nathan Dufour, Reuse Systems Manager at Zero Waste Europe

“Even with all the packaging recycling that is already taking place, the waste mountain continues to grow. If we do nothing, we will have 19% more waste in Europe by 2030. That is also why Europe has paid a lot of attention to reducing plastic waste in recent years. But we now know that replacing plastic with another single-use material – whether cardboard, paper, or glass – is also harmful for the environment.

In short, we should no longer use products just once and throw them away. The only solution to the waste problem is to drastically reduce the amount of packaging material altogether.

Reusable packaging is an important solution for this.”

“The only solution to the waste problem is to drastically reduce the amount of packaging material altogether.”

Reuseable packaging reduces waste

Keeping products and materials in use for as long as possible must be prioritised over systems based only on recycling. Why? Because it reduces waste overall, and leads to better outcomes for people and planet.

Every ton of reusable transport packaging prevents four tons of cardboard packaging waste.[4]

Recycling (alone) is not the solution

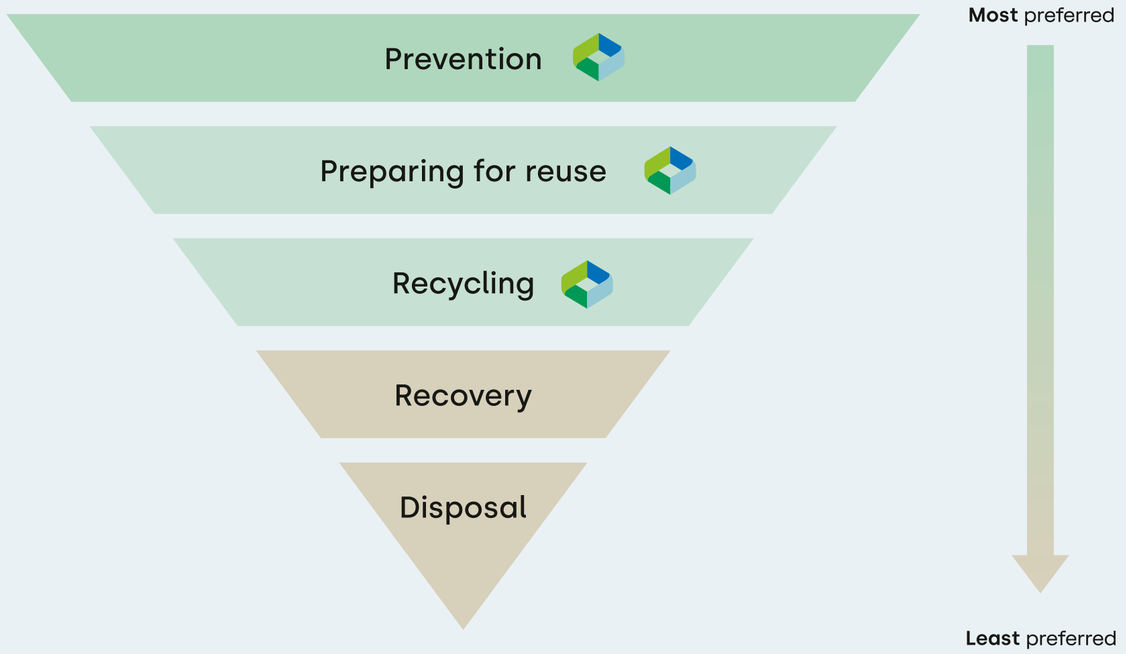
Recycling relies on systems being in place for collection. In reality, these are not always in place or readily used. In the European Union in 2020, only 64% of packaging waste and only 58% of waste in general was recycled.[5] Recycling processes are also very energy and resource intensive.[6]

Even those single use products that do get recycled will quickly end up as waste. Cardboard boxes can only by recycled five to seven times before the cardboard fibres are too damaged for further recycling.[7]

4 NABU (2022). NABU-Studie zu Transportverpackungen.
5 Eurostat (2022). Recycling rate of packaging waste by type of packaging.
6 CEPI (2022). Key Statistics 2022.
7 American Forest & Paper Association (2018). Here's how to recycle your cardboard boxes.

Waste Hierarchy

While recycling is vital, reuse cuts waste at the source and keeps materials in longer use

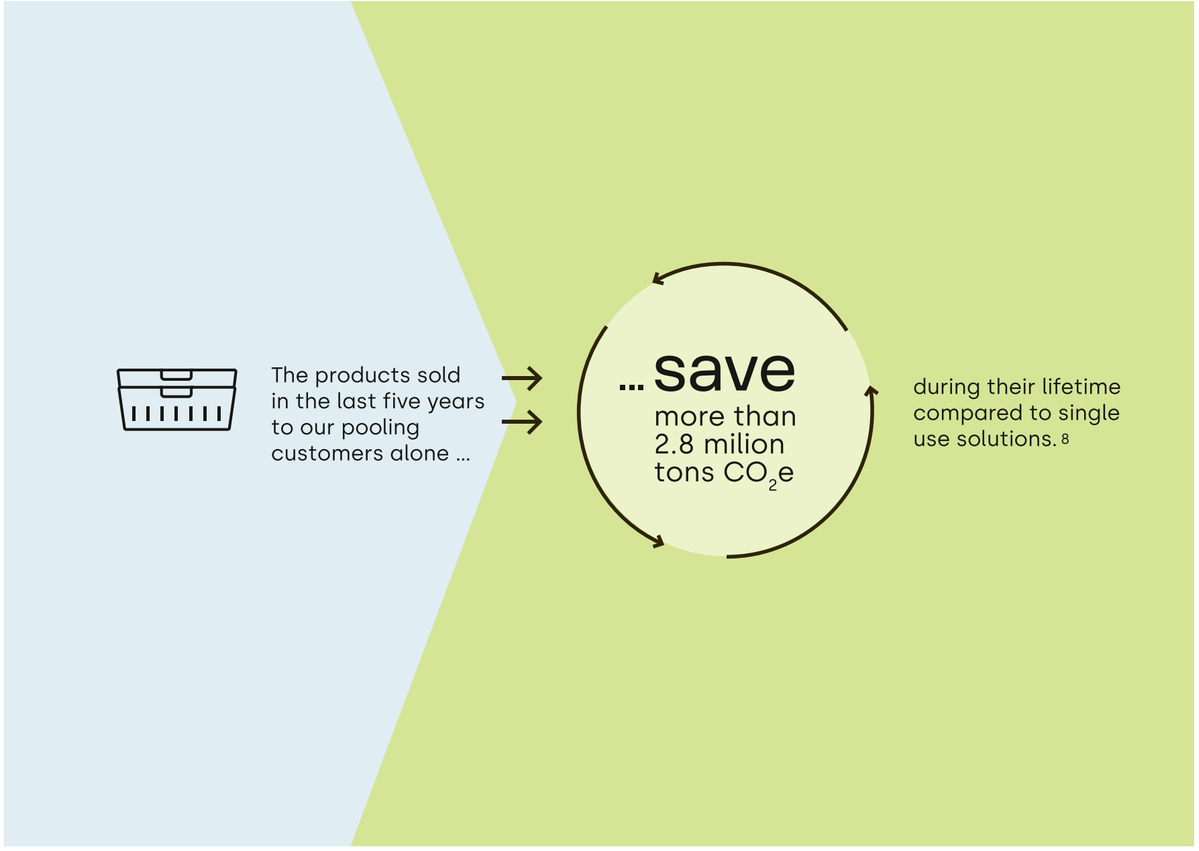


Reuseable packaging reduces emissions

Over their lifetime, reusable packaging systems produce significantly less emissions than the alternatives and help to reduce our customers' environmental footprint.

Why is the carbon footprint of reusable packaging so much lower than the alternatives? Largely because it stays in use for such a long time, generally five to 15 years.

This conclusion is also supported by research by civil society network organisation Zero Waste Europe. In a comparison of 32 life cycle assessment studies, 72% found positive results for the environmental impact of reusable packaging compared to single-use alternatives.[9]



Decarbonisation of transport

Reusable plastic packaging is also often lighter than alternatives such as wooden crates, and can be folded and unfolded repeatedly. This reduces storage space and the associated emissions from transportation. The emissions reduction associated with reusable packaging will only increase over time, as transportation is further decarbonised through the shift to electric vehicles.

8 The avoided emissions are calculated based on the difference in greenhouse gas emissions between reusable packaging (Schoeller Allibert's Foldable Small Container, sold from 2018 to 2022 to pooling customers) and single use solutions. We look at the calculation of avoided emissions per trip (in tons CO_2e) over the ten-year lifetime of a crate.

9 Zero Waste Europe (2020). Reusable packaging vs single-use packaging.

Lower life cycle emissions: the Magnum Optimum®

Life cycle assessment:
Comparing Schoeller Allibert's containers with single use alternatives

For full study details
→ see page 23

Researcher:
EcoChain

Time period:
Typical use case over a life cycle of ten years

Products:
Schoeller Allibert Magnum Optimum® foldable large container versus wooden pallets and cardboard boxes

Finding:
Reusable packaging has 25% lower emissions over ten years

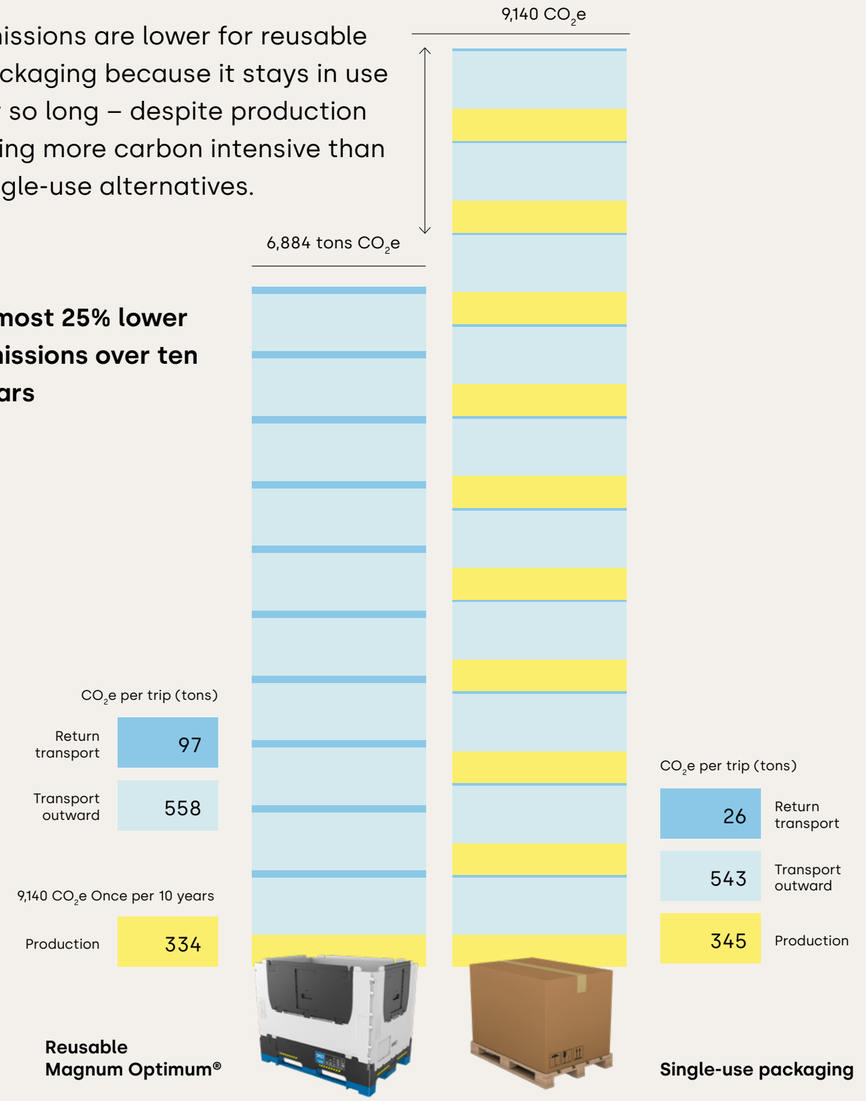
The Magnum Optimum® emits about 20% more carbon in year one (due to the more carbon intensive production of the reusable packaging), but it already performs better from year two onwards. Because the Magnum Optimum® is reusable it produces less carbon emissions than wooden pallets and cardboard.

Over a span of ten years, emissions were nearly 25% lower for the Magnum Optimum®.

When looking only at the carbon emissions over the life cycle of the packaging (excluding the freight), the carbon emissions were nearly 60% lower for the Magnum Optimum®.

Emissions are lower for reusable packaging because it stays in use for so long – despite production being more carbon intensive than single-use alternatives.

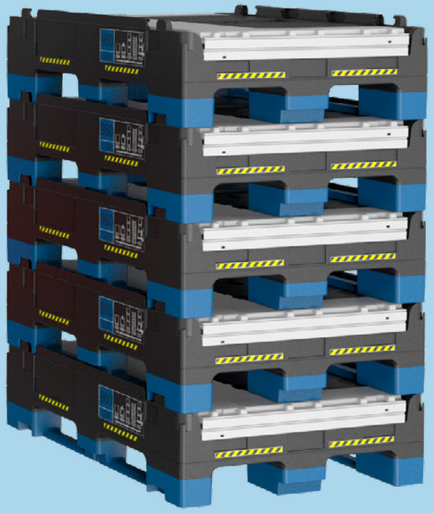
Almost 25% lower emissions over ten years



Lower life cycle emissions: in detail

The assessment summarised on the previous page is based on a use case in which a company transports goods from Romania to Poland (960km), doing 15.5 trips per year over a ten year time period. In scenario one the company uses 2,000 Magnum Optimum® foldable large containers, and in scenario two the company uses 2,000 cardboard boxes and 2,000 wooden pallets per year.

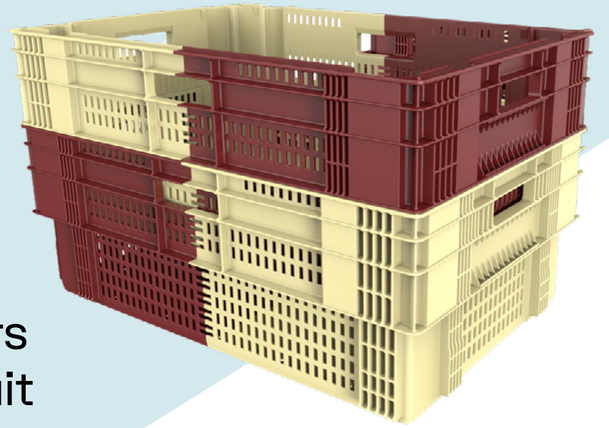
The Magnum Optimum® containers are produced in year one and stay in use for the entire ten year period, being transported back to Romania after each trip. In the alternative scenario, the wooden pallets are shredded and the cardboard boxes are recycled after each use, with new materials used for the following trip. The energy required for recycling cardboard and producing new wooden pallets means that the emissions accumulate over time and quickly outpace the emissions in the Magnum Optimum® scenario, despite the slightly higher emissions for the production of the Magnum Optimum® in year one and the ongoing transport emissions from returning the folded containers. Schoeller Allibert will increasingly produce foldable large containers with a percentage of recycled materials, bringing emissions down even more.



In addition, the shift to lower carbon transportation will reduce the relative impact of return transportation, helping reusable packaging further decrease its life cycle footprint.

In both scenarios, the analysis used a ‘fuel-based’ approach to estimate the impact of logistics. This means that the impact of the use of associated capital goods (for example, the vehicle itself and its maintenance, brake, road and tire wear emissions) are not considered. It has been assumed that the excluded capital goods will impact both scenarios in a similar way and therefore do not affect the outcome of the analysis.

Reusable packaging prevents food waste and lowers emissions



A new study published by the Fraunhofer Institute in 2025 found that reusable packaging is the most reliable choice for protecting fruit and vegetables.[10]

The study found that single use crates (made of cardboard or wood) have a warehouse breakage rate 20 times that of reusable plastic packaging. When it comes to in store use, this increases to a 26 times higher breakage rate for single use than for reusable packaging.

Single use crates break 20 times more often than reusable packaging.

Damage to single use packaging is also more likely to damage the contents than damage to reusable packaging.

Why is this so important?

Damage to transport packaging can damage the fruit and vegetables inside, and that's bad news for a company's bottom line. The study calculated that the value of fruit and vegetables lost if only single use crates were used would be more than €95 million per year, compared to just €1.73 million per year in a scenario where only reusable plastic packaging was used.[11]

Food waste caused by broken cardboard packaging also has an enormous negative climate impact. The carbon footprint of food is generally 16 – 30 times higher than the carbon footprint of its packaging.[12] Reusable packaging offers far better protection for fruit and vegetables, preventing the emissions associated with food waste.

Schoeller Allibert is one of the most important suppliers of reusable crates to the fruit and vegetable sector.

The study found that the most common reason for damage to single use packaging was a lack of stability in the packaging, meaning it could not withstand heavy loads when stacked. All of the damage observed to reusable packaging was due to incorrect handling.

The study was carried out in Germany on behalf of Stiftung Initiative Mehrweg. It looked at 60,555 transport packages in warehouses (44% single-use and 56% reusable packaging) and 2,497 transport packages in stores (61% single use and 39% reusable).

10 Fraunhofer Institute for Materialflow and Logistics (January 2025). Determining the breakage rate of single-use and reusable crates in the fruit and vegetable range.

11 This calculation is based on the German fruit and vegetable sector. The annual per capita consumption is approx. 64.9kg of fruit and 102.6kg of vegetables, corresponding to approximately 1.75 billion crates used fo distribution each year.

12 GVM, denkstatt (2020): Lebensmittelschutz ist Klimaschutz - Lebensmittelschutz durch Verpackungen: Auswirkungen auf den CO_2-Fußabdruck

Sustainability strategy

The Schoeller Allibert sustainability strategy

Innovation for a circular economy

We design and innovate reusable packaging systems to meet the world's need for sustainable and circular solutions.

- Circular economy
- Innovation of products and services
- Product safety and quality

Future proof planet

We enable the transition to a low-carbon economy and help shape a greener future.

- Carbon footprint
- Climate
- Waste management
- Water use

Integrity at heart

We respect and value our employees and all our stakeholders and live up to the highest standards of ethics and government.

- Corruption and bribery
- Diversity, equity, inclusion and belonging
- Sustainable supply chain management
- Wellbeing, health and safety

Timeline

What we've done

2021

Launched
Schoeller Allibert sustainability strategy

Target achieved
100% of products fully recyclable

2024 activities

2024

Target achieved
37% recycled polymer use

New double materiality assessment in preparation for the CSRD

80% renewable energy sourced

Target achieved
Scope 1 and 2 emissions reduced by 91% since 2020 [13]

Scope 3 emissions reduced by 39% since 2020

What's next

2025

Target
100% renewable energy

2033

Target
Scope 3 emissions reduced by 33% compared to 2020 base year

2050

Target
100% circular by 2050

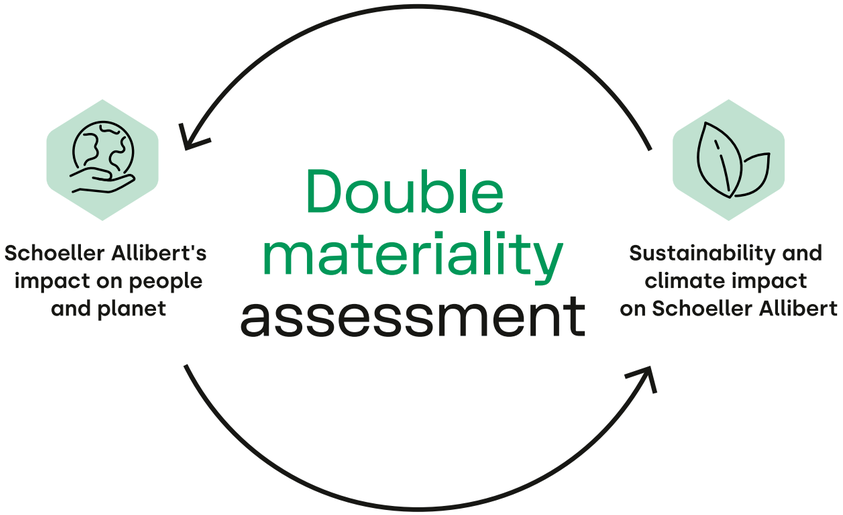
13 → See page 48 for the full text of the targets validated by the Science Based Targets initiative (SBTi) for scope 1 and 2 and scope 3 emissions.

2024: a new double materiality assessment

What are the most important topics that will impact Schoeller Allibert in the years to come, and how does our work affect the world around us? Based on four years of comprehensive sustainability reporting, and a double materiality assessment carried out in 2021, we already had a good understanding. But with the Corporate Sustainability Reporting Directive (CSRD) around the corner, it was time for a new analysis.

In 2024, Schoeller Allibert carried out a comprehensive new double materiality assessment, aligned with the finalised European Sustainability Reporting Standards (ESRS) and as required by the CSRD.

The new assessment led to the identification of an updated set of material topics that will allow for sustainability reporting in line with the new European standards from next year onwards.



We carried out the assessment based on our own interpretation of the standards as well as guidance from the European Financial Reporting Advisory Group (EFRAG). This allowed us to create a detailed process, scoring matrices, and a model for aggregation and prioritisation. As we are currently in a reporting transition phase, this publication reports on the existing targets and KPIs as defined by Schoeller Allibert in 2021. These targets and KPIs were developed based on the original double materiality assessment carried out in partnership with KPMG.

All Schoeller Allibert's sustainability targets and KPIs will be updated during 2025 to align with the material topics identified in the new double materiality assessment. The 2025 sustainability report will therefore report on updated targets and KPIs.

There is significant alignment between the previous and the new double materiality assessments, meaning that many of the targets and KPIs will be similar next year. Throughout this report we will highlight relevant information about our transition to this new reporting framework.

Double materiality assessment process

The double materiality assessment was carried out over the course of 2024. This was an extensive process designed to be in line with the requirements of the CSRD.

1 Contextual understanding	2 IRO identification	3 IRO identification	4 External consultation and results
Desk research to identify relevant sustainability topics	Series of workshops with various internal stakeholder groups to identify impacts, risks and opportunities (IROs)	IROs scored on severity, magnitude and likelihood	Results presented to external stakeholders for feedback
Mapping of stakeholders and activities through the entire value chain	List of IROs expanded through internal reports, resources and interviews	Values consolidated to identify material topics	Results presented to leadership for final input and sign off

Double materiality assessment process

1 Contextual understanding

We started by expanding the list of sustainability topics considered, incorporating insights from our previous materiality assessment, the ESRS-provided list, other relevant standards, and extensive desk research on peers, other industry players and market studies. At the same time, we mapped all the main actors and activities in our up- and down-stream value chain in collaboration with the teams that are most exposed to them. From the comprehensive list of topics, we selected the topics most relevant to us and our value chain.

2 IRO identification

Workshops were held with internal subject matter experts to discuss topics and identify impacts, risks and opportunities (IROs). Participants with external facing roles were requested to represent the views of the stakeholders they are closest to (for example, the sales team represented the views of customers and end users). Each workshop focused only on the sustainability topics closest to the expertise of the participants (for example, a workshop with the legal team focused on governance topics).

This process resulted in a long list of IROs, which we further expanded using internal resources such as SWOT analysis, ISO certification documentation and our Enterprise Risk Management framework and register.

A total of 41 impacts and 50 risks and opportunities were identified across environment, social and governance topics.

3 Assessment

IROs were then scored by an internal committee in line with the ESRS methodology, assigning values based on severity (scope, scale, irremediable character), magnitude and likelihood. We weighted these values and averaged the scores across the input collected from the members of the committee, and additional senior leadership input.

4 External consultation and results

Preliminary results were presented to key external stakeholders such as customers, financial institutions and shareholders. The aggregated results were subsequently discussed in internal interviews with leadership to finalise inputs and make decisions on IROs that were close to the materiality thresholds.

At the end of this process, 16 of 41 impacts were identified as material, and 15 of 50 risks and opportunities were identified as material. This led to the identification of four material topics: climate change (E1), circular economy (E5), own workforce (S1), and business conduct (G1).

Double materiality assessment outcome

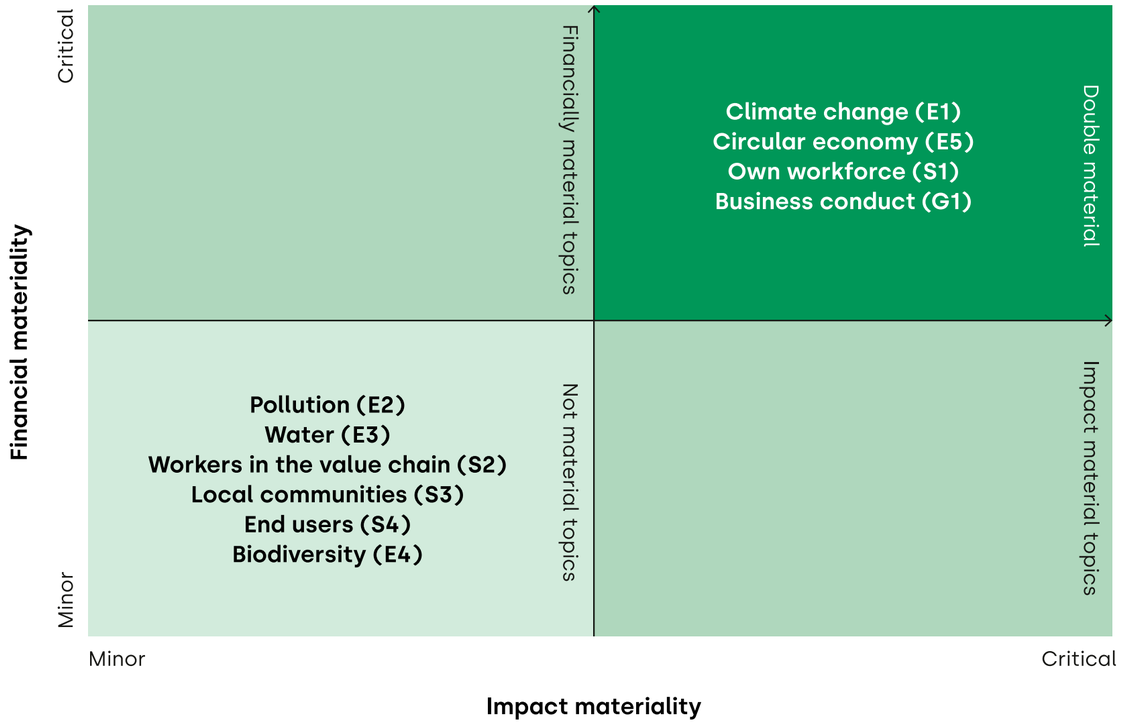
Our double materiality assessment confirmed that **four European Sustainability Reporting Standards (ESRS) topics** are material sustainability matters.[14]

- **Climate change**
- **Circular economy**
- **Own workforce**
- **Business conduct**

These four topics are strongly aligned with the material topics that are the foundation of Schoeller Allibert's current targets and KPIs. This means that the current targets and KPIs related to these topics will continue to be relevant for CSRD reporting.

Two topics, own workforce and business conduct, are now considered material from an impact and a financial perspective, whereas the previous double materiality assessment only rated them as material from an impact perspective.

Two topics that Schoeller Allibert currently reports on did not meet the materiality threshold in the new double materiality assessment: water and biodiversity. However, we will continue to track these KPIs into the future on a voluntary basis.



14 For the purposes of this exercise Schoeller Allibert defined the topics according to their use in the legislation.

Focus on what matters most

Simone Norfo, Group Manager Sustainability Reporting, explains how the double materiality assessment helps to bring focus on what matters most.

"The new incoming reporting requirements mandate that companies develop a deep understanding of how every stakeholder is affected by what they do, not only within their own operations. This is an extensive and demanding exercise, but it's been a very rewarding process that will allow us to have a greater focus on what matters most.

This process was also a great way to bring in the perspectives of many different stakeholders and subject matter experts, gathering inputs from all departments and from external partners to get the full picture.

We were pleased to see strong alignment between the matters identified as material in 2024 and the company's existing sustainability strategy, targets and KPIs. This shows we're on the right track and that all the work we've done so far has put us in a good position for the work we will have to do in the coming years.

And of course, the work is never done. This year we will continue building on our double materiality assessment by bringing in additional external perspectives. As this is a new approach for everyone it will be interesting to see the reports published by other companies over the course of the coming year, and we will particularly look at our peers in the industry to see if there are any lessons we can learn.
A climate risk analysis has been conducted that we will use to further understand the IROs in our value chain and operations. We have also joined the UN Global Compact Business and Human Rights accelerator programme that will give us further insights on this topic in our value chain."

> "Companies need a deep understanding of how every stakeholder is affected by what they do."

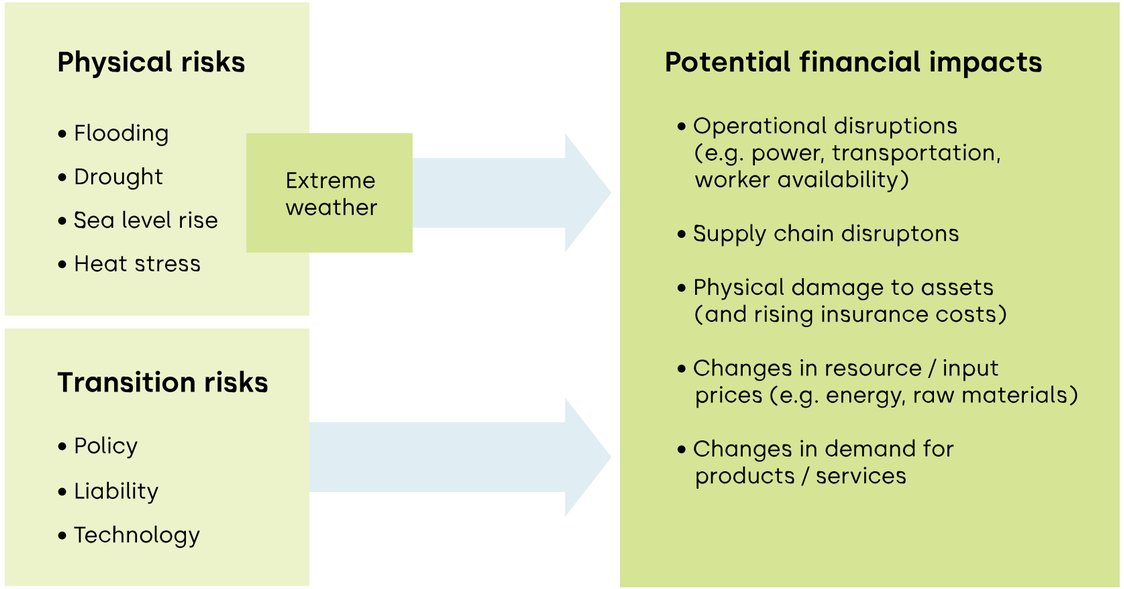
Climate risk assessment

One of the three pillars of Schoeller Allibert's sustainability strategy is focused on mitigating the company's impact on the climate – reducing our emissions by shifting to recycled inputs, renewable energy, and more efficient operations. But at the same time, understanding the implications of a changing climate for our business is essential to ensure long-term resilience.

This year Schoeller Allibert conducted a climate-scenario analysis to assess the potential financial effects of climate change on its business, in line with best practice and the reporting guidelines of the CSRD. This analysis covered multiple climate-related risks and opportunities, which were assessed over three future scenarios and time horizons, covering Schoeller Allibert's production locations and main markets.

Three climate scenarios were considered:

- The net-zero 2050 scenario: global warming is limited to 1.5°C through stringent policies and rapid innovation.
- The delayed transition scenario: in this scenario emissions do not decrease until 2030, after which radical policies are introduced to limit warming to below 2°C.
- The current policies scenario: the current trend of global warming continues, resulting in a 3°C temperature rise by 2100.



The analysis confirmed that Schoeller Allibert is already considering the key climate-related risks and opportunities in its strategic planning. No unexpected risks emerged, and the results reinforced the importance of ongoing efforts to adapt to changing market dynamics and regulatory landscapes. Factors such as raw material availability and energy costs were assessed as part of the analysis, among other transition and physical risks, as well as transition opportunities. We are integrating the most important climate-related risks into our enterprise risk management and sustainability strategy. The main climate-related risks and opportunities will be disclosed in the future, in line with mandatory reporting guidelines.

Innovation for a circular economy

We design and innovate reusable packaging systems to meet the world's need for sustainable and circular solutions.

Innovation for a circular economy

Targets and KPIs

	Targets	KPIs	2020 baseline	2021	2022	2023	2024	Progress
Circular economy → see pages 36 – 39	Increase use of recycled polymers to 35% by 2026	Total recycled polymer use	21%	29%	30%	33%	37%	On track ✓
	Drive the transition towards a circular economy in transport packaging	Number of high-level roundtable meetings	Approach introduced in 2021	10	10	6	8	On track ✓
	Long-term target: 100% circular in 2050 (including reuse, repair, recycled polymers used, recycling of materials)	Previous KPI: Circulytics score	-	-	A-	A-	-	On track ✓
		Interim KPI: Circular Transition Indicators[15]	-	-	-	59%	60%	
Innovation of Products and Services → see pages 40 – 44	100% of new products (SKUs) put on the market fully recyclable by 2023	New products (SKUs) sold that are fully recyclable	100%	100%	100%	100%	100%	On track ✓
	Grow closed loop system for rental services[16]	Turnover of rental services	€22 million	€25 million	€33 million	€31 million	€35 million	On track ✓
Product Safety and Quality → see page 40	The good quality and safety of our products will be reflected as a decrease in our cost of poor quality (year on year)	Cost of poor quality	€782,000	€465,000	€445,000	€440,000	€279,000	On track ✓

15 WBCSD, Circular Transition Indicators v4.0. A new KPI will be developed in 2025 (→ see page 39).

16 All rental services provided by Schoeller Allibert, including Rentabox and Logtek.

Circular economy

Target achieved: 37% recycled materials used

KPI: Total recycled polymer use

We are pleased to have exceeded our target to increase the use of recycled polymers, two years ahead of schedule. This achievement also positions us well to meet the 2030 recycled content targets in the Packaging and Packaging Waste Regulation.

This was a challenging target to meet, and will continue to be challenging in the future, since sourcing the required quality of recycled plastic to make new products is much more complex than sourcing virgin plastic. Our own products are the most suitable input, but since they are designed for reuse, it can be 15 years before they are ready for recycling. Needless to say, the longevity of our products is a good thing, but it means we need to source other recycled plastics of the right quality to produce more reusable packaging.

That's why we focus on building strong relationships with our customers, to ensure that we can take back as many of our products as possible at the end of their lifetime. We also invest in innovation and the inclusion of materials from different recycling streams such as used fishing gear.

RCTP
ROUNDTABLE FOR REUSABLE CONTAINERS TRAYS AND PALLETS
COMMITTED TO CIRCULAR PLASTICS

Leading advocacy for a circular economy

KPI: Number of high-level roundtable meetings

Companies, governments, civil society and consumers all have their own role to play in the transition towards a circular economy. Policy is crucial to provide incentives for business. That's why Schoeller Allibert invests in dialogue with key decision makers who can drive the transition.

The KPI on number of high-level roundtable meetings refers specifically to meetings of the Roundtable for Reusable Containers Trays and Pallets (RCTP), of which Schoeller Allibert is a founding member. Together, our mission is to promote the use of reusable packaging systems, resulting in an overall reduction of waste. We work to achieve this mission by advocating for a fair regulatory framework for secondary packaging. There were eight meetings in 2024.

In addition to these roundtable discussions Schoeller Allibert continues outreach to policymakers in Europe. Most noteworthy in 2024, for example, was a meeting with the Directorate General for the Environment at the European Commission. It is crucial to continue developing understanding of the benefits of reuse in policymaking circles to ensure that future legislation maximises the potential of the packaging industry to contribute to sustainability and a circular economy.

A crucial policy change in 2024 was the introduction of the Packaging and Packaging Waste Regulation (→ see page 37)

Circular economy

The Packaging and Packaging Waste Regulation

Britta Wyss Bisang, Vice President Sustainability and Strategic Marketing Communications, explains why the introduction of the Packaging and Packaging Waste Regulation (PPWR) in February 2025 is a crucial step towards a circular economy – and a more sustainable future.

Ambitious targets and regulations are crucial to set a level playing field and incentivise businesses in their shift towards more sustainable practices. That's why we are extremely pleased to see EU sustainability regulations evolving to address waste, with the new PPWR central to the Green Deal and Circular Economy Action Plan.

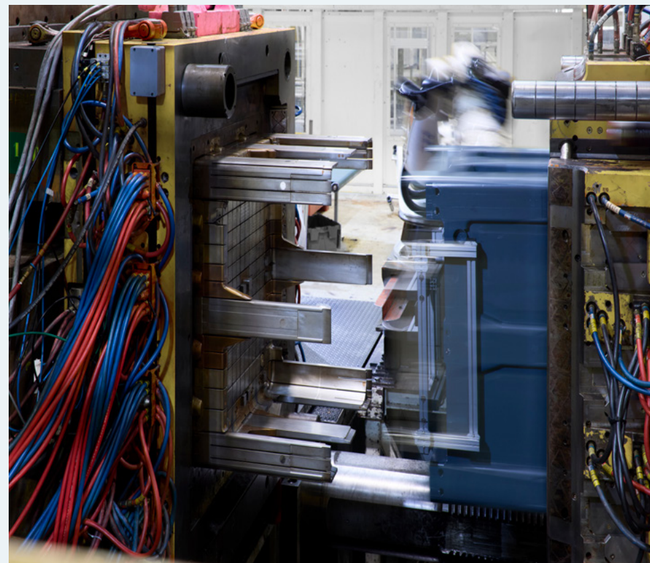
The PPWR is the first piece of European legislation to set tangible and legally binding targets for reuse and it is very clear: by 2030, every company must make a significant transition to reusable transport packaging solutions.

The PPWR also sets new packaging design targets to ensure effective recycling, minimise contamination, and increase recycled content at the factory level.

This piece of legislation was subject to a lot of lobbying and it's not perfect by any means. We have been actively monitoring and engaging with a variety of stakeholders for four years, and we have been involved in many discussions at every level along the way. Now that the regulation has been published, we consider the fact that reuse has so much im portance a big win for those fighting for a circular economy, and are confident it will make a huge difference over the coming years.

> “The fact that reuse has so much importance in the PPWR is a big win for those fighting for a circular economy.”

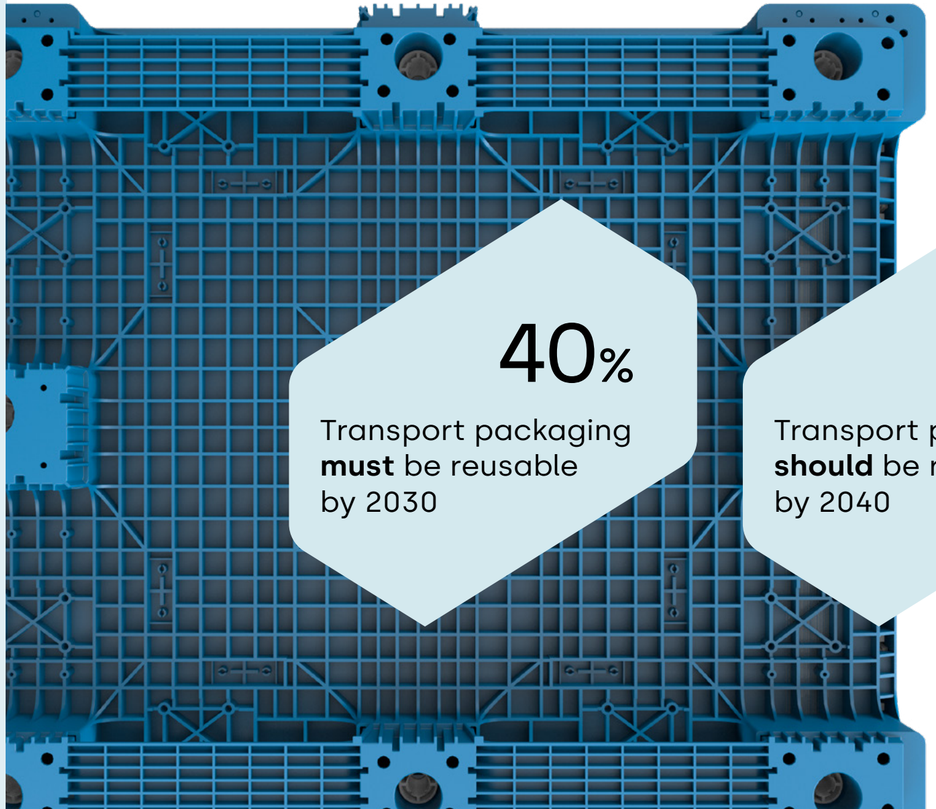
Through our work with the Roundtable for Reusable Containers Trays and Pallets (RCTP) we will continue to make the case for higher waste prevention measures and stronger reuse ambitions in the years to come.



Circular economy

Reuse and recycling targets in the Packaging and Packaging Waste Regulation (PPWR)

Reuse targets



40%
Transport packaging **must** be reusable by 2030

70%
Transport packaging **should** be reusable by 2040

Recylability and recycled content targets

Minimum **10%**
For contact-sensitive cases (e.g. food) by 2030

Minimum **35%**
For other cases by 2030

All packaging must be designed for easy recycling by 2030

Circular economy

Aiming to be 100% circular by 2050

KPI: Circular Transition Indicators, new KPI to be defined in 2025

Circularity continues to rise in importance as a measure of sustainability in the business world, but there is not yet a consensus on how to measure it. In 2025 we will be working with internal and external stakeholders to adopt or develop a new methodology to measure our total business circularity.

For the last two years, we measured total circularity using the Circulytics assessment tool from the Ellen MacArthur Foundation, securing a score of A-. However, this tool was discontinued in 2023.

This year, we have used the Circular Transitions Indicator (CTI) framework from the World Business Council on Sustainable Development (WBCSD) to measure our material circularity, resulting in a score of 60%. Based on a calculation of material inflows and outflows, the CTI is an effective tool for measuring a company's use of recycled materials and the recycling rate of its products.

However, the CTI does not give the full picture of circularity, as it fails to take into account reuse as the highest priority for packaging waste prevention. The CTI would give the same score to a company producing single use packaging (that is made from recycled inputs and recycled at the end of its life) as to a company like Schoeller Allibert, that makes packaging that has a life of more than ten years. Currently, about 97% (in volume) of the products we manufacture are designed for reuse.

For this reason, we believe that we must also define and consider a measurement for reuse to get a full picture Schoeller Allibert's overall circularity.

In 2025 we will explore ways to combine measurement of material circularity and reuse, to adopt or create a total circularity indicator.

Innovation of products and services

100% recyclable

KPI: New products sold that are fully recyclable

All of Schoeller Allibert's products have been 100% recyclable since 2020. Our products stay in use for up to 15 years, and can eventually be recycled at the end of their life.

€35 million turnover for our rental services

KPI: Turnover of rental services

Schoeller Allibert's rental service is making a growing contribution to the company's turnover. The rental service offers many benefits for customers. It offers an entry point for customers who want to make a fast shift to reusable packaging systems without an investment hurdle. Customers also benefit from greater control and insight in their supply chain thanks to digitalisation, as well as a smooth maintenance service that takes care of repairs. The rental service also ensures a closed loop, guaranteeing the return and recycling of crates at the end of their life. This provides an important source of recycled inputs for new products.

Product safety and quality

High quality products

KPI: Cost of poor quality

2024's sharp drop in the cost of poor quality reflects our investment in ensuring all products leaving our factories meet customer requirements and expectations. The drop was due to process improvements including an updated site performance monitoring system, improved communication between departments, and more structure added to the internal auditing process.

Innovation of products and services

Creating sustainable value

Shruti George, Vice President, Products and Solutions, shares her vision for reusable packaging.

Schoeller Allibert is defined by its spirit of innovation. I joined the company in 2024 and my team includes designers, engineers, project managers, materials scientists, and more – and together we bring a design ethos to the company.

Our focus as a team is on creating value. That means value for our customers, by improving the flow of their logistics, offering better protection for their products, and preventing waste in their supply chains.

You also see this focus on value in our approach to materials and the drive towards recycled inputs. Whether that's usual waste streams or something completely different, like old tulip nets or discarded fishing gear – there's a world of waste materials out there just waiting to be turned into gold.

And sustainability is at the heart of the value that we create, too. Schoeller Allibert creates products that are inherently reusable but also closed-loop recyclable. Our customers make their supply chains more sustainable from day one of using our products, and we're going to see an even bigger impact on carbon emissions in the years to come thanks to some of the material and technological innovations that are on the horizon. That helps our customers to be compliant with legislation before it hits.

> "There's a world of waste materials out there just waiting to be turned into gold."

Brewing to net zero

New keg pallets reduce costs, increase efficiency and promote sustainability.

The Royal Grolsch brewery in Enschede in the Netherlands combines centuries-old craftsmanship with a forward-thinking approach to innovation. Grolsch partnered with Schoeller Allibert when they realised their old keg pallets no longer met the company's needs.

Old pallets, new problems

The heavy weight of the old pallets drove up transportation costs and related CO_2 emissions, while outdated molds made them harder to source and less reliable. But it wasn't just about logistics and function – Grolsch also wanted to achieve its ambitious sustainability goals.

Solution for the circular economy

Schoeller Allibert developed a tailor-made keg pallet made of 100% recycled materials, combining post-consumer recycled plastic and old pallets. This reduces emissions by 83 percent[17] compared to pallets made from virgin materials.

The honeycomb structure makes the new pallets stronger than the old ones, as well as being 12 kilograms lighter. They are easier to pick up with forklift trucks and the stackable design reduced the space required for return transportation, which also reduces CO_2 emissions – as fewer trips are required. The new pallets are compatible with the old version, enabling a seamless transition. And when each pallet reaches the end of its life, Schoeller Allibert will take it back and recycle it into a new one.

Vincent Vos,
Head of Design at Schoeller Allibert

> Our intelligent solutions are tailored to the customer's needs. In partnership with Grolsch, we were able to develop a customized solution that not only saves costs but also reduces the environmental impact.

Joost Nawijn,
Packaging Material Development Specialist at Koninklijke Grolsch

> Replacing these pallets was an excellent occasion to consider their environmental implications. That's why we wanted a lighter pallet made from recycled material, thus a more sustainable solution.

17 Please note: This value is only an estimate which by no means can be interpreted as a representation, guarantee or warranty of any kind. Schoeller Allibert makes no representation or warranty (express or implied) as to the accuracy or completeness of such estimates and shall have no liability to you or any other party in relation to the use of such estimates (other than in case of fraud).

Once a beverage carton, now a long-lasting crate

In an innovative step towards a circular economy and as a result of close collaboration, Tetra Pak and Schoeller Allibert have launched a new transport crate made of polyAl from used beverage cartons.

By integrating up to 50% polyAl from used beverage cartons with raw materials from other recycled streams (without using any virgin materials), Schoeller Allibert has developed warehouse crates and other reusable logistics packaging that meet high industry standards for performance and durability, offering a more sustainable and cost-competitive alternative to conventional offerings.

The crates are currently undergoing rigorous quality and durability field tests. Once validated, Tetra Pak will gradually replace over 50,000 crates used at its global spare parts distribution centre in Lund, Sweden.

Beyond Tetra Pak, Schoeller Allibert is already engaging with other potential customers to adopt this material for their returnable transport packaging needs.

Britta Wyss Bisang,
VP Sustainability and Strategic MarCom, Schoeller Allibert

“For our customers, making supply chains more sustainable is a key priority, and material innovation is one of the main drivers in making that happen. That's why we are heavily investing in new ways to reduce the use of virgin plastic and use recycled materials such as polyAl. This project demonstrates how advanced recycling solutions can turn waste into durable, reusable packaging that supports circular logistics and thereby the transition to a circular economy.”

Kinga Sieradzon,
Vice President Sustainability Operations, Tetra Pak

> Aseptic cartons are crucial to providing food access and safe nutrition. And, at Tetra Pak, we know how important it is to also consider its end of life, keeping valuable materials in use.
>
> Over the years, we have been exploring viable applications for the recycled material polyAl, and we are pleased to see that our collaboration with Schoeller Allibert has resulted in a robust, competitive industrial product. We will continue to work with recyclers around the world to develop commercially viable products and expand their end market, thereby helping to reduce virgin plastic use and driving progress towards a circular economy.

Marie Sandin,
Managing Director of Tetra Pak Sweden

> At the Tetra Pak site in Lund, Sweden, we have actively worked over the past year to introduce sustainable and recycled materials in everything we do. For instance, we now have both indoor and outdoor furniture for our employees made from polyAl material. Our objective with this initiative, together with Schoeller Allibert, was to develop a sustainable and cost-efficient crate that delivers high performance. The results look very promising for our daily operations, using polyAl crates made from approximately 200 recycled beverage cartons each.

Aseptic beverage cartons are made up of, on average, 70% paperboard made from wood sourced from FSC™ certified forests and other controlled resources. The remainder is made up of an ultra-thin aluminium layer that shields food from light and oxygen and thin layers of polymers that block moisture and hold the layers together. Such multi-layered structures enable the package to protect the food inside and allow for distribution and storage at room temperature.

In recycling, the fibres in the cartons are extracted at paper mills. The remaining mixture of polymers and aluminium can be turned into polyAl pellets for products such as pallets, crates, logistics packaging and outdoor furniture.

Future proof planet

We enable the transition to alow-carbon economy and help shape a greener future.

Future proof planet

Targets and KPIs 1/2

	Targets	KPIs	2020 baseline	2021	2022	2023	2024	Progress
Carbon footprint → see pages 48–56	Scope 1 and 2 emissions reduced by 90% by 2025	Percentage change of tons CO_2e scope 1 and 2 emissions compared to 2020 base year	91,308 tons CO_2e	-8%	-54%	-79%	-91%	On track ✓
	Previous target: Reduce our carbon footprint (scope 1, 2 and 3) in tons CO_2e per production unit by 30% by 2035	Percentage reduced (or increased) compared to 2020 base year	4.08 tons CO_2e per ton produced	-2%	-10%	-25%	-	
	New target: Scope 3 emissions reduced by 33% by 2033[18]	Percentage change of tons CO_2e scope 3 emissions compared to 2020 base year	625,827 tons CO_2e	-	-	-	-39%	On track ✓
	100% of our electricity consumption will be from renewable energy sources by 2025	Purchased green energy plus self-generated solar energy (percentage of overall energy consumption)	2%	7%	43%	66%	80%	On track ✓
	Increase self-generated solar energy for production by 1 GWh a year (until full potential is reached)	Ability to produce 1 GWh of solar energy per year installed at own sites	0.5GWH	0.5GWH	0.5GWH	0.16GWH	1GWh	On track ✓
Climate → see pages 57–60	Factor climate change into very investment proposal	Number of investment proposals incorporating climate change	Approach introduced in 2022	-	29	12	25	Not on track ✗
	75% electric cars by 2025	% of electric cars of total company cars	1%	8%	10%	19%	28%	Not on track ✗
	25% hybrid cars by 2025	% of hybrid cars of total company cars	15%	42%	52%	60%	57%	On track ✓
	Reduce travel movements by 25% by 2025	% reduced (or increased) compared to 2019 baseline	2019 baseline 2,377	-72%	-72%	-35%	44%	Not on track ✗

18 This target is new in 2024, due to the introduction of Schoeller Allibert's Science Based Targets → See page 48.

Future proof planet

Targets and KPIs 2/2

	Targets	KPIs	2020 baseline	2021	2022	2023	2024	Progress
Waste management → see page 61	Reduce all waste categories and increase percentage of waste diverted from disposal year on year	Hazardous waste	1,388 tons	947 tons	745 tons	731 tons	826 tons	Not on track ✗
		Non-hazardous waste	992 tons	1,481 tons	2,252 tons	1,709 tons	2,019 tons	Not on track ✗
		Waste directed to landfill	176 tons	106 tons	95 tons	82 tons	74 tons	On track ✓
		Waste diverted from disposal	2,379 tons	2,322 tons	2,899 tons	2,358 tons	2,770 tons	On track ✓
	Every year initiate or support two projects that aim at protecting and restoring marine and terrestrial ecosystems	Biodiversity and marine ecosystem projects supported	0	1	2	2	2	On track ✓
Water usage → see page 60	Maintain low level of water use or reduce it further from 2022 baseline	Water consumption per ton produced	0.68	-	0.65m^3	0.63m^3	0.58m^3	On track ✓
		Water consumption per ton recycled	0.18	-	0.36m^3	0.15m^3	0.2m^3	On track ✓

Carbon footprint

Setting Science Based Targets

There is an urgent need for all industries to reduce carbon emissions to mitigate the climate crisis, and we are committed to doing our part. By reducing Schoeller Allibert's emissions we reduce our own contribution while also reducing the footprint of our products. This helps our customers to reduce their scope 3 emissions.

Scope 1:

Direct emissions from fuel burned in company cars and combustion and heat generation on site.

Scope 2:

Indirect emissions from purchased electricity, heating and cooling are associated with our choice of electricity supplier or product.

Scope 3:

Indirect emissions from all applicable up- and downstream emission categories such as purchased raw materials, packaging, CAPEX, transportation and waste processing.

Near-term Science Based Targets set

Schoeller Allibert has had ambitious emissions reductions targets in place since the launch of the sustainability strategy in 2021.

In 2024 we took a major step forward and became the first reuseable packaging company to align our emissions reduction targets with the Science Based Targets initiative (SBTi). Approved and validated by SBTi, our near-term targets are aligned with the Paris Agreement and the aim of limiting global warming to 1.5°.

This alignment means that from 2024 onwards we are reporting scope 3 emissions separately from scope 1 and 2.

The scope 1 and 2 target validated by SBTi is to reduce this type of emissions by 90% by 2033. However, we already met this target in 2024.

Schoeller Allibert's Science Based Targets in full:

Schoeller Allibert Services B.V. commits to reduce absolute scope 1 and 2 GHG emissions by 90% by 2033 from a 2020 base year. Schoeller Allibert Services B.V. also commits to reduce absolute scope 3 GHG emissions from purchased goods and services, fuel- and energy-related activities, upstream transportation and distribution, and business travel by 33% within the same timeframe.

Carbon footprint

Target achieved: scope 1 and 2 emissions reduced by 91%

KPI: Percentage change of tons CO2e scope 1 and 2 emissions compared to 2020 base year

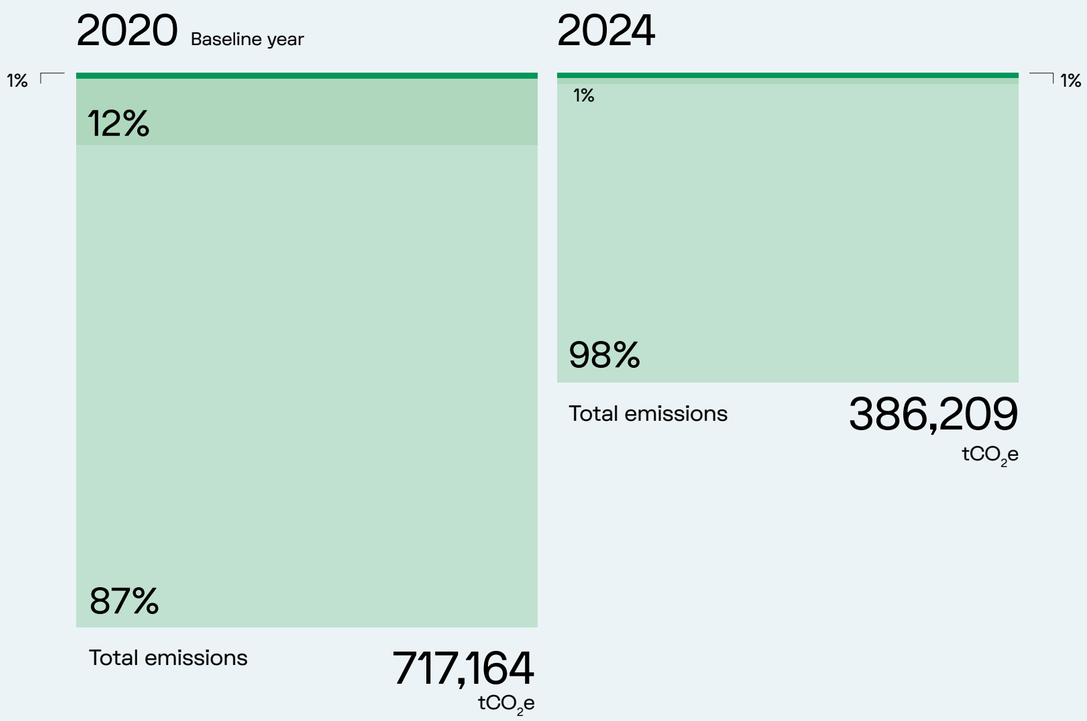
We are pleased to have achieved our target to reduce scope 1 and 2 emissions by 91% from the 2020 base year. This reduction has been achieved one year ahead of the 2025 target.

This drastic reduction in emissions was made possible by a combination of energy savings across all operations and the switch to 80% renewable energy, as well as the increase to 37% recycled material use in our products.

As validated by SBTi, our target was to reach this goal in 2033. This would put us in line with the Paris Agreement goal to restrict warming to 1.5 degrees. However, we made the choice to continue working towards the more ambitious target set in our sustainability strategy as launched in 2021, to achieve this reduction by 2025.

The significant drop in scope 1 and 2 emissions means that this type of emissions make up a much smaller proportion of the company's overall carbon footprint than in 2020.

Our carbon footprint



Scope 1: direct emissions from fuel burned in company cars and combustion and heat generation on site.

Scope2: indirect emissions from purchased electricity, heating and cooling are associated with our choice of electricity supplier or product.

Scope 3: indirect emissions from all applicable up- and downstream emission categories such as purchased raw materials, packaging, CAPEX, transportation and waste processing.

Carbon footprint

Scope 3 emissions reductions on track

KPI: Percentage change of tons CO2e scope 3 emissions compared to 2020 base year

This is the first year that scope 3 emissions are being reported separately from scope 1 and 2, due to the adoption and validation of our Science Based Targets (→ see page 48).

We are pleased to see that there has been a significant drop in scope 3 emissions compared to the 2020 base year. This decrease in emissions is largely due to increasing the share of recycled materials in our products to 37%, as recycled materials have a significantly lower footprint than virgin plastics.

The 39% reduction shows that we are moving faster than foreseen in our decarbonisation roadmap (→ see page 52), already putting us in line with the 2033 target. However, given the expectation of future growth, and limited availability of recycled and low-carbon materials, maintaining these lower scope 3 emissions will be challenging, and there is considerable work to do to ensure they stay at this level until 2033.

Scope 1 and 2 emissions are within the company's control – as long as we are able to source renewable energy and continue the operational savings, we should stay below the current level of scope 1 and 2 emissions. Scope 3 emissions, however, depend more on external factors such as the activities of our suppliers and customers as well as the overall decarbonisation of transportation and the economies we operate in.

Emission factors

Over time, we continue to increase the granularity of our emissions accounting. To calculate our emissions we depend on externally defined emission factors, the representative values that quantify the environmental impact of different materials and processes. Volatility in these emission factors is one of the challenges in scope 3 emissions reporting. To make our reporting as accurate and transparent as possible we promote the use of supplier-specific emission factors, and where these are not available we make consistent use of credible databases, such as Ecoinvent.

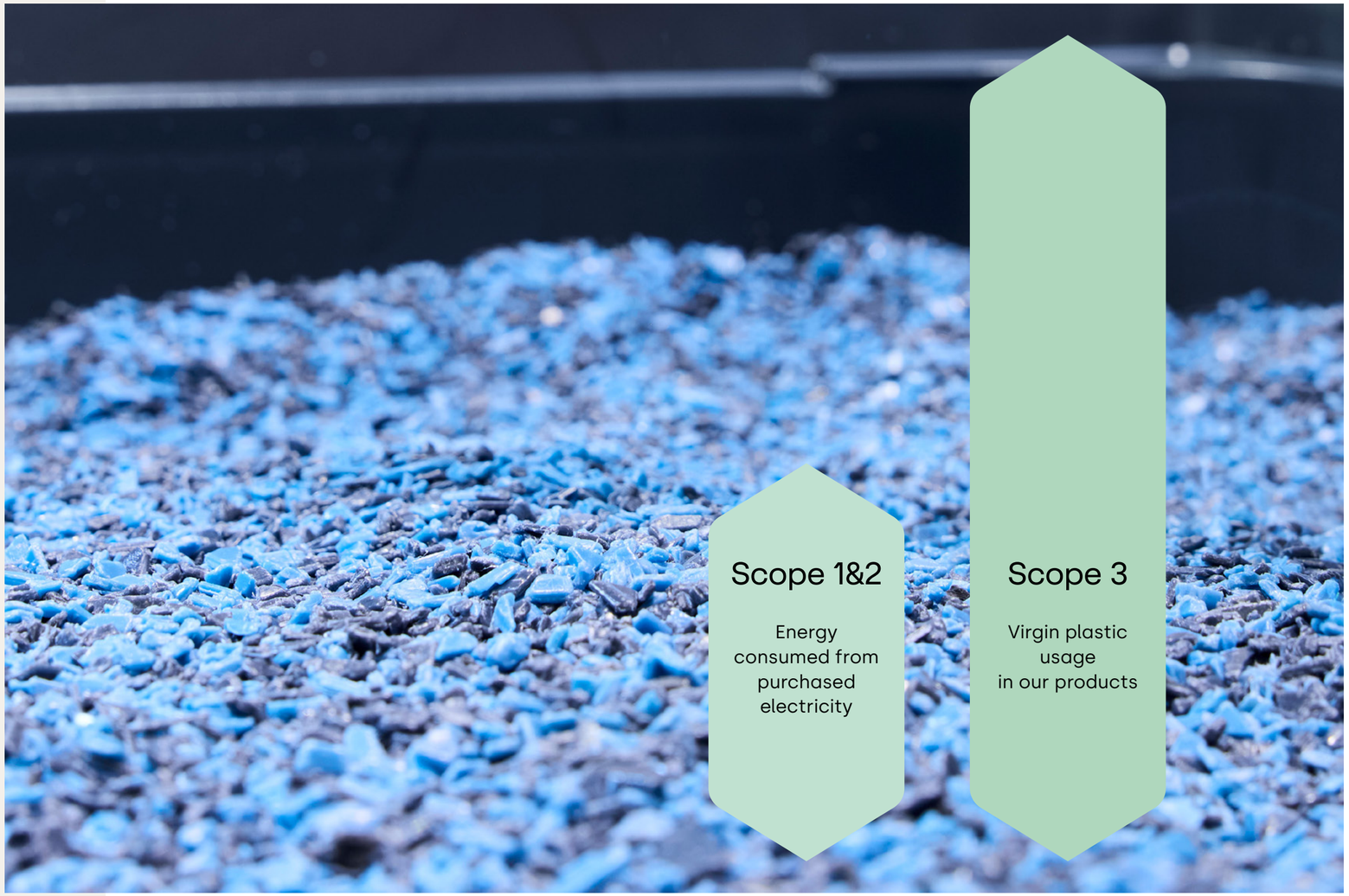
Carbon footprint

Where do our emissions come from?

We've been measuring our carbon footprint across scopes 1, 2 and 3 for the past four years, following the guidelines of the Greenhouse Gas (GHG) Protocol and improving our data quality over time. This approach has provided us with critical insights into the areas requiring the most urgent action.

The majority of our scope 1 and 2 emissions come from scope 2, the purchasing of electricity for our operations. For scope 3, the main source of emissions is the use of virgin plastics in our products (which have a carbon footprint many times higher than recycled polymers).

That's why our sustainability strategy is focused on saving energy, switching to renewable energy and increasing use of recycled and low carbon plastics.



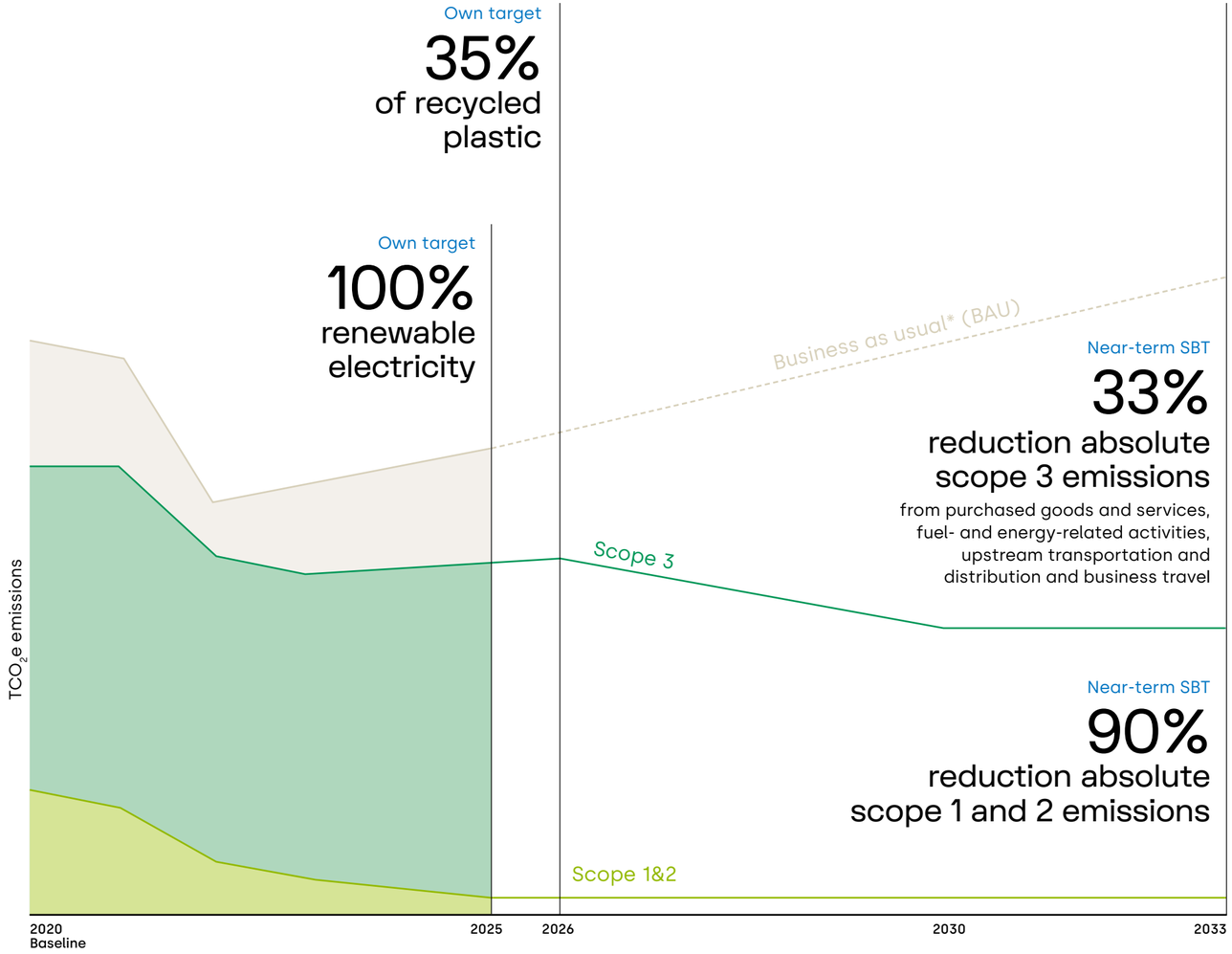
Carbon footprint

Schoeller Allibert's decarbonisation roadmap

This roadmap shows Schoeller Allibert's actual and projected emissions over time, compared with a business-as-usual scenario. This shows how we are aligning our actions with the global transition to a low-carbon economy.

Production continues to increase throughout the entire time period, ensuring more customers can reduce their emissions by making the switch to reusable packaging.

At the same time, our emissions are falling, mostly in line with our Science Based Targets trajectory, thanks to our efforts to save energy, switch to renewable energy and increase the use of recycled plastic inputs. Without these changes, emissions would have continued to increase along with the growth of the business.



*The BAU emissions for 2020-2022 are based on our actual emissions, as the base year (2020) and the most recent year (2022) were reported to the SBTi. From 2023 onwards, emissions are projected using a standard growth rate.

Carbon footprint

Reducing emissions step by step

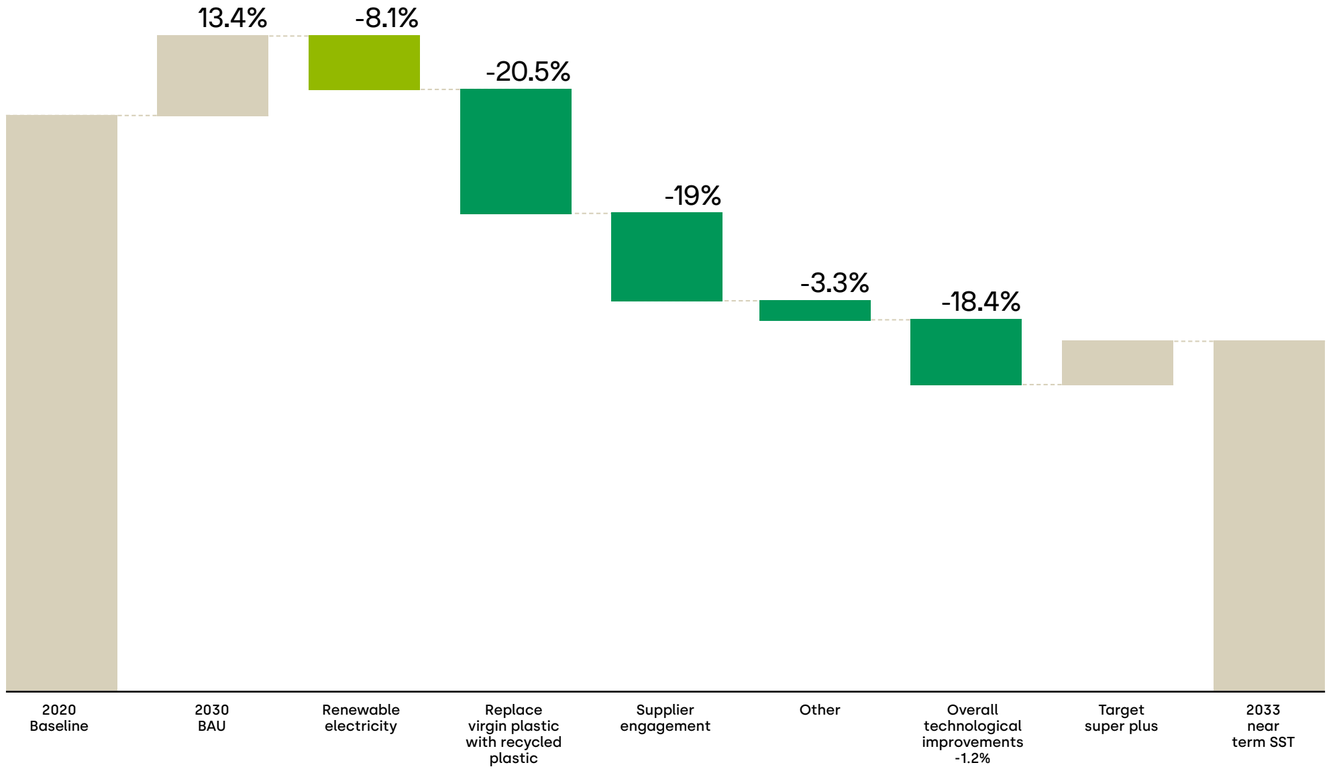
While we are already on our way to achieving our own ambitions, reaching our 2033 SBTs will require continued innovation and efficiency.

Our decarbonisation roadmap is based on the critical intervention measures that will help us do this across our value chain. Purchasing renewable energy and using more recycled plastic inputs will make a big contribution to the necessary emissions reductions in the coming years. Our suppliers are also working hard to reduce their emissions, which will have a positive impact for Schoeller Allibert. Technological improvements and the decarbonisation of transport will also be crucial. Success is dependent on smart solutions, unified action and sector-wide carbon reductions.

Scope 1&2

Scope 3

How Schoeller Allibert will reduce emissions further



Disclaimer: This visual combines scope 1, 2 & 3 emissions, which are separately reported under the Science Based Targets initiative (SBTi). The remaining emissions may differ from the individual targets under each SBT, as the figures have been harmonised for illustrative purposes into a single graph. While reductions shown are accurate, some calibrations were made due to the differing modelling approaches.

Carbon footprint

CDP climate score: B

Schoeller Allibert submitted a CDP assessment for the first time in 2024, and we were pleased to be awarded a score of B on climate and C on water.

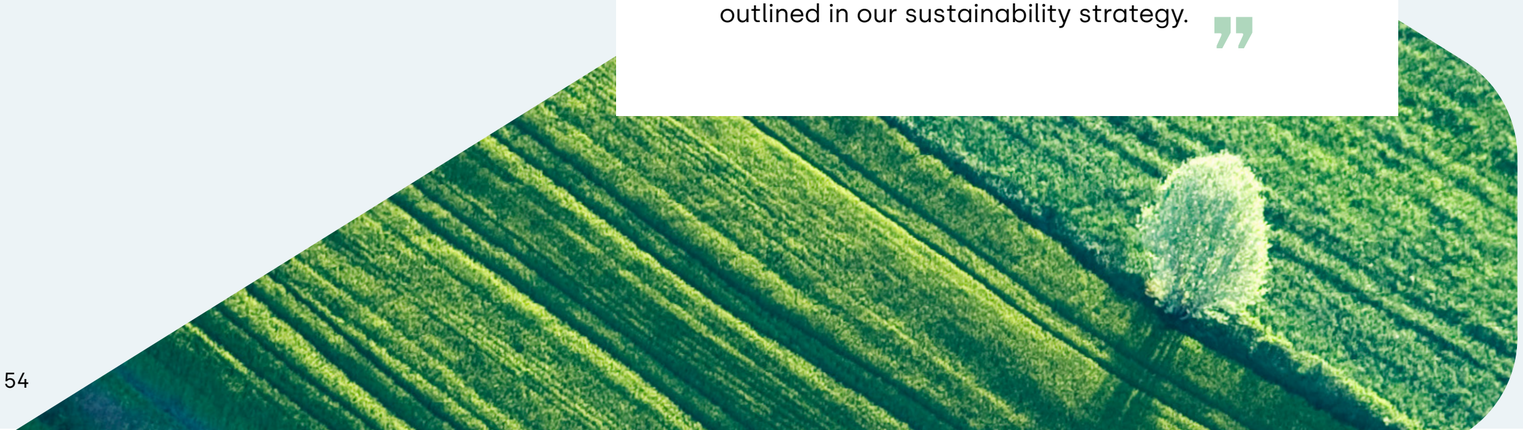
The CDP assessment tool will help us to evaluate our environmental performance, identify areas for development, and strengthen our approach to key topics such as climate change, water management, and plastics. The assessment was completed using data from 2023.

Britta Wyss Bisang,
Vice President, Sustainability and Strategic Marketing Communications

> We're pleased to have achieved a B in our first year of disclosing to the CDP. This underscores our commitment to transparency and continuous improvement – and we expect to see even higher scores in the years to come, thanks to the steps outlined in our sustainability strategy.

CDP Discloser 2024

More than 22,000 companies are assessed by CDP every year, representing two thirds of global market capitalisation.



Carbon footprint

Lower product carbon footprints thanks to renewable energy and recycled materials

Switching to renewable energy and recycled materials will reduce the carbon footprint of many Schoeller Allibert products by up to 85%. This is increasingly important information for our customers, who need to reduce and report on their own emissions.

That's why we have developed our own tool to assess product carbon footprints. This tool looks at the emissions generated during the manufacturing and delivery of an individual product or production order, helping our customers to better understand the environmental impacts of the solutions they use. It also makes it possible to calculate the emissions reductions when using renewable energy and recycled materials.

The illustrations below show the product carbon footprint of two Schoeller Allibert products, showing how the footprint will drop over ime due to the use of enewable energy and recycled plastic inputs.

In 2024 we supported Schoeller Allibert customers with 68 product carbon footprint assessments.

CO_2 **6.3*** **100%** virgin materials + grey energy

6.1* **100%** virgin materials + green energy

0.4* **98%** materials recycled by Schoeller Allibert + green energy

Schoeller Allibert bottle crate
Produced in Hardenberg, the Netherlands.

CO_2 **132.5*** **100%** virgin + grey energy

126.7* **100%** virgin + green energy

7.4* **98%** materials recycled by Schoeller Allibert + green energy

Schoeller Allibert BigBox
These large containers are produced in Murcia, Spain, and typically used in the agriculture sector.

*Unit of measurement: Kg Co_2e

Carbon footprint

Smart digital solutions

Efficiency and carbon savings go hand in hand with SmartLink, an exclusive logistics application offered by Schoeller Allibert.

With SmartLink, packaging systems with a variety of tracker technologies make it possible for companies to proactively track and manage their fleet and make data-driven decisions. The SmartLink team offer supply chain auditing, modelling and forecasting as well as other strategic advice, allowing customers to optimise for both efficiency and sustainability.

SmartLink®

How SmartLink and CarbonLink help drive more sustainable supply chains

- **Improve efficiency**
  Insights into temperature, fill level, folding status and location allow for data-driven decision-making.
- **Optimise fleet size**
  Tracking insights allow customers to ensure they only have as many crates as they need by ruling out anomalies.
- **Reduce carbon footprint**
  Travel distances can be tracked and optimised to keep carbon emissions to a minimum.
- **Closed loop system**
  SmartLink insights reduce loss, and ensure that 100% of crates can be returned at end of life for recycling into new products.
- **Future-proof**
  SmartLink is designed to meet the requirements of upcoming EU legislation on Digital Product Passports.

Frederik Dejans,
Global Product and Digital Director

Measuring carbon savings from foldable crates

“Foldable crates can significantly reduce supply chain emissions, because they take up so much less space when they are empty and being returned. This means less trips are needed, which reduces emissions.

2024 was the first full year that we offered the CarbonLink service. This takes data from SmartLink and generates precise insights into the carbon emissions savings from using foldable crates compared to crates that are not foldable or folded. Customers are already using this technology to report on their own sustainability improvements to their supply chain partners.”

Climate

80% of electricity consumption from renewable energy

KPI: Purchased green energy plus self-generated solar energy (percentage of overall energy consumption)

The transition to renewable energy is crucial to reduce Schoeller Allibert's scope 2 emissions. 2024 saw a strong increase, from 66% to 80% renewable energy used in our operations, putting us on track to meet the target to source 100% renewable energy by 2025. There is still work to be done to convert the last geographies to renewable energy. Over time there will also be a shift to reduce dependence on green energy certificates by increasing generation of solar power at production sites and other measures.

Solar capacity increased to 1 GWh per year

KPI: Ability to produce 1 GWh of solar energy per year installed at own sites

Solar panels have been installed at the site in Murcia, Spain, that will generate an expected 1 GWh per year from 2025 onwards. Small amounts of solar energy are also generated at other sites, such as our Rentabox facility, also in southern Spain.

Rose Malnou,
Category Commodity
Buyer Indirect & Energy

"The switch to renewable energy is crucial to reduce scope 1 and 2 GHG emissions. But while making this switch, it's very important that we work to generate as much of our own energy as possible and reduce our dependence on national grids. Installing projects like this at our production sites makes sure there is energy available for our operations, and makes us more resilient to external market shocks.

In late 2024, 1,490 solar photovoltaic panels were installed at our factory in Murcia, Spain. The installation is expected to generate at least 988,000 KWh per year – around 8% of the energy consumed at the site. This region of Spain enjoys more than 3,500 hours of sunlight per year, making it the ideal location for solar panels.

The panels were installed by a local company to ensure benefits for the regional economy."

Climate

Energy saving champion

One of the most important ways that Schoeller Allibert is lowering emissions is by reducing the amount of energy used to make its products. **Paul Winter**, **Group Energy Manager**, explains how.

Why is it so important to save energy?

"Saving energy is something that has become more and more important to Schoeller Allibert over the years. Part of that is driven by sustainability – because saving energy means reducing carbon emissions. But it is also about cost. Reducing energy use and optimising processing steps makes our products more competitive, benefitting customers.

In the end, everything we do to save energy helps us to meet both goals – making the business more efficient and more sustainable."

What's being done to save energy at Schoeller Allibert factories?

"It all starts with setting standards and putting measurements in place.

So for example, we've got standards in place now for barrel insulation, to minimise heat loss on the machines where the plastic is being melted. Another major one is detecting air leaks. Compressed air is used for robots and automation, and every leak means that a lot of energy is wasted.

"Everything we do to save energy helps us to meet two goals at once – making the business more efficient and more sustainable."

Climate

I joined Schoeller Allibert as an apprentice engineer straight after leaving school, so I've got a lot of experience in direct operations – setting up and working the machines. I completed my master's degree in mechanical engineering and energy technology together with Schoeller Allibert. That's helped me a lot in my current role as it's important to really understand the technical operations to identify opportunities to save energy.

Making these changes is a team effort. I work with a group of 'energy champions', one colleague from each factory who is responsible for driving change, and we meet regularly to share best practices and report on progress.

What do you find most interesting about your job?

"I have the chance to work with teams at factories all over the world. I love experiencing those different cultures, and the feeling that we're all working together to have a positive impact.

It's also a very fast paced job. We have to keep up with new regulations, new technologies – and new opportunities. I'm deeply involved in technical details while also contributing to one of the most important business targets for the company. For me, that's the best of both worlds."

"Reducing energy use and optimising processing steps makes our products more competitive, benefitting customers."

Climate

Climate-friendly investment

KPI: Number of investment proposals incorporating climate change

In 2024, there were 25 investment proposals for new products that included an assessment of the product's impact on climate change. Some proposals were excluded from this process, so we will be strengthening the approval process in future.

85% electric or hybrid cars

KPI: Percentage electric or hybrid of total company cars

Most of Schoeller Allibert's company cars are now either hybrid or electric. It has been encouraging to see steady progress, helped by improvements in charging infrastructure across many geographies.

Increase in travel movements

KPI: Percentage reduced (or increased) compared to 2019 baseline

2024 saw an increase in flights. This follows several years where an increase in virtual meetings and the ongoing effects of the COVID pandemic saw numbers below the 2019 baseline. The increase was partly due to a new organisational structure that required setting up and building relationships within new global teams. There was also a focus on intensifying relationships with key customer accounts. We will continue to invest in company-wide initiatives to encourage train travel and mainstream online meetings, in order to keep flights to a minimum.

Water use

Saving water

KPI: Water consumption per ton produced, and water consumption per ton recycled

Water usage continued to be very low in 2024. Use of water per ton of product produced went down slightly compared to the previous year, while the amount used per ton recycled increased slightly.

Compared to alternatives such as cardboard, a very limited amount of water is used to produced and recycle reusable plastic packaging systems. Water use was also found not to be a material topic in the new double materiality assessment carried out in 2024. However, we will continue to report on this on a voluntary basis.

Waste management

Stopping waste

Target: Reduce all waste categories and increase percentage of waste diverted from disposal year on year

The amount of waste reported has gone up this year due to changes in the way we measure and report. Internal audits have improved waste reporting and the granularity of waste data management.

Despite this, 2024 saw positive change in the form of more waste diverted from disposal, and less waste directed to landfill. Most geographies have entirely stopped sending waste to landfill. This has been more challenging in other locations due to a lack of state infrastructure, but progress has been made thanks to the introduction of on-site recycling systems.

Working towards zero pellet loss

KPI: Biodiversity and marine ecosystem projects supported

One of the causes of marine litter is plastic granules and pellets that make their way into the environment. Schoeller Allibert has been working on preventing pellet loss for some time, for instance with audits, new filters and cleaning stations, and by supporting Operation Clean Sweep, a campaign on this issue led by PlasticsEurope. In 2024 we aligned our activities with the new draft microplastics regulation that is being introduced by the European Union,[19] by updating risk assessments and exploring the certification process for the new regulation.

19 New Proposal for a Regulation of the European Parliament and the Council on preventing plastic pellet losses to reduce microplastic pollution.

15,912 trees planted

KPI: Biodiversity and marine ecosystem projects supported

In 2022 we set up an extra incentive for customers to return their crates to Schoeller Allibert for recycling: through a partnership with Tree Nation, one tree is planted for every ton of crates we buy back from our customers. This provides valuable recycled inputs for new Schoeller Allibert products. 15,912 trees have now been planted in countries including Bolivia, France, Spain and the USA, supporting social and environmental projects.

Integrity at heart

We respect and value our employees and all our stakeholders and live up to the highest standards of ethics and governance.

Integrity at heart

Targets and KPIs 1/2

	Targets	KPIs	2020 baseline	2021	2022	2023	2024	Progress
Corruption and bribery → see page 65	100% of our employees and contractors are aware of the Anti-Bribery and Corruption (ABC) policy at Schoeller Allibert	Employees who have attended a training about the ABC policy (general training and targeted training for specific groups)	ABC policy set in 2021	13%	26%	21%	51%	On track ✓
Diversity, equity, inclusion and belonging (DEIB) → see page 65 – 68	Year on year improvement in increasing diversity and inclusion by promoting and embracing a culture that supports people's different backgrounds, experiences, and qualities	Women in management roles	21%	22%	22%	25%	35%	On track ✓
		Score on DEIB	Staff survey introduced in 2021	4.2	4.1	4.1	4	Not on track ✗
Governance structure and accountability → see page 68	Our management practices underline the commitment to the sustainability/ ESG strategy by having a standing board agenda item on ESG and 15% of management incentive remuneration linked to sustainability/ESG performance	ESG topics on supervisory board agenda	Baseline set in 2021	2	2	3	5	On track ✓
		ESG management remuneration	Policy implemented from 2022	-	19%	27%	25%	On track ✓

Integrity at heart

Targets and KPIs 2/2

	Targets	KPIs	2020 baseline	2021	2022	2023	2024	Progress
Wellbeing, health and safety → see page 68	Strive for the highest safety standard (zero harm, i.e. LTIF = 0) by minimising the risk of incidents, injuries and exposure to health hazards for every employee and contractor	Lost Time Incident Frequency	11.3	9	11	10	8.5	On track ✓
	Year on year improvement of average score of 'feeling safe' and work-life balance aspects of staff survey	Score on feeling safe and healthy at work	Staff survey introduced in 2021	3.8	3.8	3.8	3.7	Not on track ✗
Sustainable supply chain management → see page 71–72	Year on year improvement of percentage of critical supplier base with an EcoVadis assessment and overall score above the minimum target	Percentage of critical suppliers with an EcoVadis assessment	EcoVadis supplier management system introduced in 2022	-	41%	50%	54%	On track ✓
	Direct and indirect suppliers are committed to our supplier code of conduct	Percentage of critical suppliers committed to supplier code of conduct	Suppliers code established in 2021	70%	85%	83%	82%	Neutral

Corruption and bribery

Preventing bribery and corruption

KPI: Employees who have attended a training about the ABC policy (general training and targeted training for specific groups)

2024 saw a significant increase in the percentage of staff trained on antibribery and corruption, from 21% to 51%. This progress is a result of rolling out a broader toolkit of training options that meet the needs of different groups of employees, beyond those that are most exposed to risks in this area.

Diversity, equity, inclusion and belonging

Equal opportunities for all

KPI: Women in management roles

Positive progress continues on female representation in management roles at Schoeller Allibert, across both leadership and middle management levels. This reflects a focus on attracting highly qualified candidates for roles as well as nurturing homegrown talent from within the business.

KPI: Score on DEIB

A staff survey was established in 2021 to set a baseline for staff satisfaction on diversity and inclusion. The survey asks staff whether they feel they can be their whole self at work, whether they feel that they are treated with dignity and respect, and to what extent the culture feels open and non-discriminatory. Questions could be rated from strongly agree (five) to strongly disagree (one). While the average score decreased by 0.1 in 2024, it continues to be high. We hope that the new Diversity, Equity, Inclusion and Belonging policy introduced in 2024 (→ see page 63) will lead to this score increasing in the future.

We were also pleased to see the rate of completion increased to 56%, demonstrating that we are reaching and engaging with a broader group of employees. Since 2023, the survey has been available via a scannable QR code in addition to the e-mail invitation, in order to better reach staff on the factory floor.

Diversity, equity, inclusion and belonging

Equal opportunities for all

In 2024, Schoeller Allibert developed a new Diversity, Equity, Inclusion and Belonging policy. **Ivan Cruz, HR Manager for Spain**, explains how the policy was developed and what impact it will have on the company.

Here in Spain we have very strong diversity laws compared to most other countries, particularly when it comes to gender diversity. There's a lot of requirements for example on checking there is no salary discrimination between men and women. So I've been very involved in this topic for quite a long time. That's why I was asked to get involved with developing a new policy for the whole of Schoeller Allibert. We were able to bring some of the lessons we have learnt here and apply them to the whole company.

We started by reviewing the legal requirements in every country, and we ran a survey to gather input across the company, before developing the policy.

The next step is to roll the policy out. We've got ambassadors in place in every country who can help us to put it in practice and make sure it's embedded in the company culture. There will be training for HR and line managers, promotion of inclusive communication, and a focus on internal mobility and interaction to create networks.

It was important for us to go further than diversity, equity and inclusion, and also to include belonging in the policy. For us, belonging

"This policy will help everyone to come together around our values."

Diversity, equity, inclusion and belonging

means making sure that every individual feels an integral part of the team, regardless of their background or identity, and that we all feel seen, heard and appreciated. So it's not just about hiring practices or salaries but also about how we work day to day.

I hope the new policy will have a big impact. This is the first time we have a DEIB policy written down. Of course, there have always been laws in each country where we operate and HR was always aware of the importance of fairness and inclusion, but this policy really makes it explicit as a company priority and will help everyone to come together around our values.

At Schoeller Allibert, diversity and inclusion are non-negotiable. Embracing different perspectives strengthens our company, fostering innovation and growth. While this topic is widely debated in some parts of the world, and some companies are rolling back elements of their DEI programs, our commitment remains firm—we are moving forward with confidence and purpose.

"Diversity and inclusion are non-negotiable. Embracing different perspectives strengthens our company, fostering innovation and growth."

Governance structure and accountability

ESG at the top of the governance agenda

KPI: ESG topics on supervisory board agenda

Sustainability is increasingly embedded in Schoeller Allibert's governance system.

Environment, social and governance topics were on the agenda at all five full supervisory board meetings in 2024 and were also of great importance on the programme of Schoeller Alliberts' main senior leadership event.

KPI: ESG management remuneration

In order to keep sustainability high on the company's agenda, ESG related topics are included in all personal targets for the Executive Team, and these targets are linked to the management incentive remuneration. An average of 25% of all targets are ESG related, relating to a wide range of ESG relevant aspects such as operational efficiency and energy reduction in production, the scaling of recycled materials, overall compliance, and employee wellbeing.

From this year onwards, the audit committee will take a more active role in sustainability by reviewing CSRD compliance. In addition, climate risks now have a more prominent place in the company's overall risk register following the climate risk assessment carried out following the new double materiality assessment.

Wellbeing, health and safety

Fewer accidents in 2024

KPI: Lost Time Incident Frequency

Safety is measured by calculating the Lost Time Incident Frequency (LTIF).

A Lost Time Incident refers to an injury or illness that leads to an employee being absent from work to recover.

In 2024 we were pleased to see that this rating was significantly lower than previous years, demonstrating the success of our approach to maintaining the highest safety standards. We continue to work hard to reduce this figure even further.

Safety first

KPI: Score on feeling safe and healthy at work

The annual staff survey is designed to look at health and safety and work-life balance, as well as diversity.

The 2024 survey produced a result of 3.7 out of five for employee health and safety and work-life balance, a slight decrease on 2023. However, we were pleased to see an increase in participation in the survey. There are ongoing initiatives to promote health and safety across the company (→ see page 69), and the new DEIB policy will bring a greater focus on personal wellbeing and belonging.

Wellbeing, health and safety

Safety by choice, not by chance

Valuing our employees starts with ensuring their safety. Schoeller Allibert has strong safety culture that has driven steady improvement in recent years. In 2024, these efforts culminated in the annual Safety Day events on 18 September. **Marta Mora, Plant Manager**, tells us about the day's events at the factory in Murcia, Spain.

“Here at the factory in Murcia we have about 70 people making food contact crates – crates for fruit and vegetables, for agriculture, for meat and fish.

When we announced that we would have a safety day, people weren't sure about it at first. They thought it might be boring, that we would be sitting down in a meeting room all day. But in fact it was a really fun day for everyone.

We did three workshops. One was on first aid, where we did lots of role play to make it interactive. Then we did a forklift awareness session. Our site has very high forklift traffic so we went out with our high visibility jackets on to look at the weak spots from the point of view of both drivers and pedestrians – putting ourselves in each others' shoes. We've never had an accident with forklifts here at our site but you can never be too careful.

Lastly we focused on the 'lock out, tag out' procedure, which makes sure any dangerous equipment is properly turned off during repairs. We did an exercise like a competition show on tv, with a trophy for the winning team. Then we wrapped it up with a picnic so we could eat and have fun together. Everyone had a great time as well as learning new things.

“We all have our own jobs to do but safety is something we all need to work on together.”

Wellbeing, health and safety

What I love about my job is working with different departments and different colleagues, and having the chance to bring people together. The Safety Day was a really great example of that. We all have our own jobs to do but safety is something we all need to work on together.”

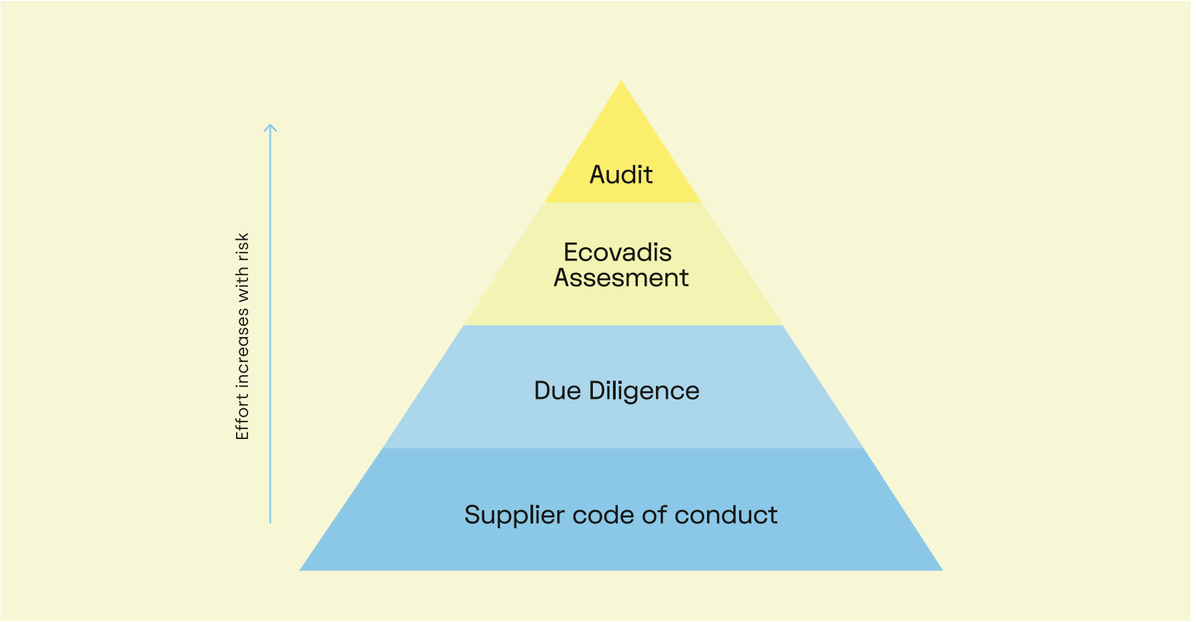
As part of the safety day events, staff competition was held to create a new tagline. The winner was Matthieu Muller, HSE Coordinator, who won with the tagline:

Safety By Choice, Not By Chance.

Sustainable supply chain management

Focus on business conduct

KPI: Percentage of critical suppliers with an EcoVadis assessment and committed to supplier code of conduct



Responsibility for sustainability extends far beyond a business's own operations. That's why sustainable supply chain management has always been a key part of our sustainability strategy, and we have a robust approach to ensuring our procurement practices help to drive positive change.

In 2024, 82% of our direct and indirect suppliers were committed to our critical supplier code of conduct, and the percentage of our critical spend base with an EcoVadis assessment increased to 54%.

The double materiality assessment carried out in 2024 placed increased importance on business conduct. Whereas the 2021 assessment rated business conduct as material only from an impact perspective, it is now also rated as material from a financial perspective (→ see page 31).

Risk-based approach
We take a risk-based approach to supply chain management and introduced a new sustainable procurement policy in 2024.

Suppliers are divided into three categories according to the amount spent and level of risk due to the region or nature of materials sourced. This defines the level of engagement and the requirements for the supplier. The supplier code of conduct covers topics including financial record-keeping and business integrity, environmental impact, human rights, safety, waste reduction and prevention of plastic pollution.

Our approach is also collaborative, and we maintain close contact and communication with suppliers. Assessing risks in the supply chain is the first step, after which improvements need to follow.

Sustainable supply chain management

UN Business & Human Rights Accelerator programme

In 2024 we made considerable investments in our sustainability reporting approach in line with the upcoming requirements of the Corporate Sustainability Reporting Directive. Across the full breadth of sustainability topics and along our entire value chain, we are building on our current strategy to develop a deeper understanding of our impacts. This includes human rights, despite the fact that our double materiality assessment did not highlight any human rights related risks in our value chain.

That's why Schoeller Allibert will be participating in the UN Business & Human Rights Accelerator programme, an initiative that helps companies to advance on their human rights journey. This programme will make it possible for us to strengthen our due diligence processes and understanding of human rights impacts across our value chain, as well as supporting the adoption of rigorous processes and tools to engage in meaningful action and communicate with our stakeholders.

Annex

Committed to UN goals

Schoeller Allibert is committed to the Sustainable Development Goals (SDGs) and the Ten Principles of the UN Global Compact.

When developing our sustainability strategy we carefully selected the SDGs where we can have the greatest impact, linked to each of the three pillars of the strategy. In this way, we can ensure that the SDGs are embedded, not only in our sustainability strategy, but in our day-to day operations and work.

By driving the shift from single use to returnable transport packaging, we contribute to SDG targets 12.2 and 12.5, as well as 9.4. In particular, our targets in the circular economy pillar focus on sustainable management, efficient use of resources, and waste prevention and reduction, including offering rental services. We contribute further to these targets as well as SDG 13 with our decarbonisation strategy set out in the future proof planet pillar. By supporting projects that protect and restore marine and terrestrial ecosystems, we contribute to target 14.2.

At Schoeller Allibert, we follow the principles covered by the Integrity at Heart pillar. As an employer we actively promote diversity and inclusion, and we aim to meet the highest standards of safety and well-being, contributing to SDG 3 and targets 8.5, 8.8 and 10.2.

Sustainable development goals

SDG 3 Ensure healthy lives and promote well-being

- **3.9** Reduce illnesses and deaths from hazardous chemicals and pollution

SDG 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- **8.5** Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- **8.8** Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

SDG 9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

- **9.4** 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

SDG 10 Reduce inequality within and among countries

- **10.2** 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

SDG 12 Ensure sustainable consumption and production patterns

- **12.2** Achieve the sustainable management and efficient use of natural resources
- **12.5** Substantially reduce waste generation through prevention, reduction, recycling and re-use

SDG 13 Take urgent action to combat climate change and its impacts

SDG 14 Conserve and sustainably use the oceans, seas and marine resources for sustainable development

- **14.2** Sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration

Partnerships and memberships

CDP Schoeller Allibert carried out the CDP assessment for the first time in 2024. This assessment helps us evaluate our environmental performance, identify areas for development, and strengthen our approach to key topics such as climate change, water management, and plastics.

Circular Transition Indicators (CTI) Schoeller Allibert uses the CTI framework, from the World Business Council on Sustainable Development (WBCSD), to calculate material circularity.

Operation Clean Sweep Schoeller Allibert is part of Operation Clean Sweep, a campaign led by PlasticsEurope, the Association of Plastics Manufacturers.

Roundtable for Reusable Containers Trays and Pallets (RCTP) Schoeller Allibert is a founding member of the RCTP. The RCTP's mission is to promote the use of reusable and returnable plastic packaging by advocating for a fair regulatory framework for secondary packaging, resulting in an overall reduction of plastic waste.

Science Based Targets Initiative (SBTi) The SBTi has approved Schoeller Allibert's near-term science-based emissions reduction target and has classified our scope 1 and 2 target as in line with the 1.5°C trajectory.

South Pole We worked with South Pole to assess our 2020 corporate carbon footprint and to develop our emission reduction strategy and targets.

Stiftung Mehrweg Schoeller Allibert is an active member of the Stiftung Mehrweg, which aims to provide support for the conservation of natural resources and the protection of the environment by increasing the amount of reusable packaging in all sectors.

Tree Nation Schoeller Allibert works with Tree Nation to implement a tree-planting programme. For every ton of old crates we buy back from our customers, Tree Nation plants one tree.

UN Global Compact Schoeller Allibert pledges to implement the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption throughout our operations.

Definitions of material topics

During the double materiality assessment carried out in 2021, we developed tailored definitions for the topics identified as material. These topics are listed here as we are in a reporting transition phase. In the next report, we will include definitions of the new material topics.

Carbon footprint
Efforts to reduce greenhouse gas emissions from own business operations (predominantly energy use), suppliers, and other value chain partners (predominantly the purchase of goods and services and downstream transportation and distribution).

Circular economy
Efforts to eliminate waste at all stages of the product life cycle, contribute and participate in the promotion and development of recycled plastics, and recover and regenerate resources and materials at the end of their useful life.

Climate
Factor climate change into decision-making and risk management processes to mitigate to manage the risks related to climate change and its physical and financial impacts on business operations, communities and the natural environment.

Corruption and bribery
Management of risks related to alleged or actual illicit payments, such as kickbacks, bribes, and facilitation payments to government officers, suppliers, or other business partners, as well as the receipt of those payments from suppliers or business partners.

Diversity, equal opportunity and inclusion
Promoting and upholding diversity that offers equal opportunities to all and building a representative workforce that is treated fair and with respect.

Governance structure and accountability
Implementing mechanisms, procedures, and rules concerning the internal control, supervision, reporting, and decision-making system of the organisation to ensure stakeholder expectations are met and those charged with governance are held accountable for (sustainability) performance of the organization.

Innovation of products and services
Embedding trends in product development and innovative business models, including innovative product design of products with reusable and returnable features, repairable and replaceable parts and service offerings that enable efficient transport and promote the transition to a low-carbon and circular economy.

Occupational health and safety
Ensuring safe and healthy working conditions for working men and women by setting and enforcing standards and by providing training, outreach, education, and assistance.

Product safety and quality
Ensuring safety and quality of our products throughout the value chain, including conducting business in compliance with all applicable laws, regulations, and standards (e.g. ISO standards).

Sustainable supply chain management
Working towards a sustainable supply chain by having a process in place to identify potential ESG risks along the supply chain, having a clear supplier code-of-conduct that specifies the environmental, social, and governance performance, and minimum standards required from suppliers and monitoring performance and adherence to these requirements.

Waste management
Management of waste from own operations to reduce the environmental impact of our collective waste footprint (e.g. minimise waste disposal, reduce impact of packaging, recycling management, handling of hazardous waste).

Water use
Efforts to minimise water footprint across the business by using water efficiently and limiting withdrawal from water-stressed areas to mitigate related risks (i.e. water scarcity).

ESRS-aligned disclosure requirements index

The following index serves as a reference to disclosure requirements with partial or full alignment with the European Sustainability Reporting Standards, for topics that we have identified as material. The complete disclosures will be included in our FY2025 sustainability statement.

Standard	Disclosure	Page
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	28 – 31
SBM-1	Strategy, business model and value chain	12 – 16
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	31
E1-1	Transition plan for climate change mitigation	48 – 53
E1-4	Targets related to climate change mitigation and adaptation	46 – 48
E1-5	Energy consumption and mix	57
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	46
E5-3	Targets related to resource use and circular economy	35 – 39
S1-9	Diversity metrics	65
S1-14	Health and safety metrics	68
G1-2	Management of relationships with suppliers	71
G1-3	Prevention and detection of corruption and bribery	65

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Efficient by design, circular by nature

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