

SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY REPORT 2023








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WEENER PLASTICS AT A GLANCE



 **4000+**  **12**  **20**

 **5** Excellence Centers  **2** Mold Shops



75% renewable energy
37% reduction of Scope 1&2 GHG emissions
(baseline year 2019)



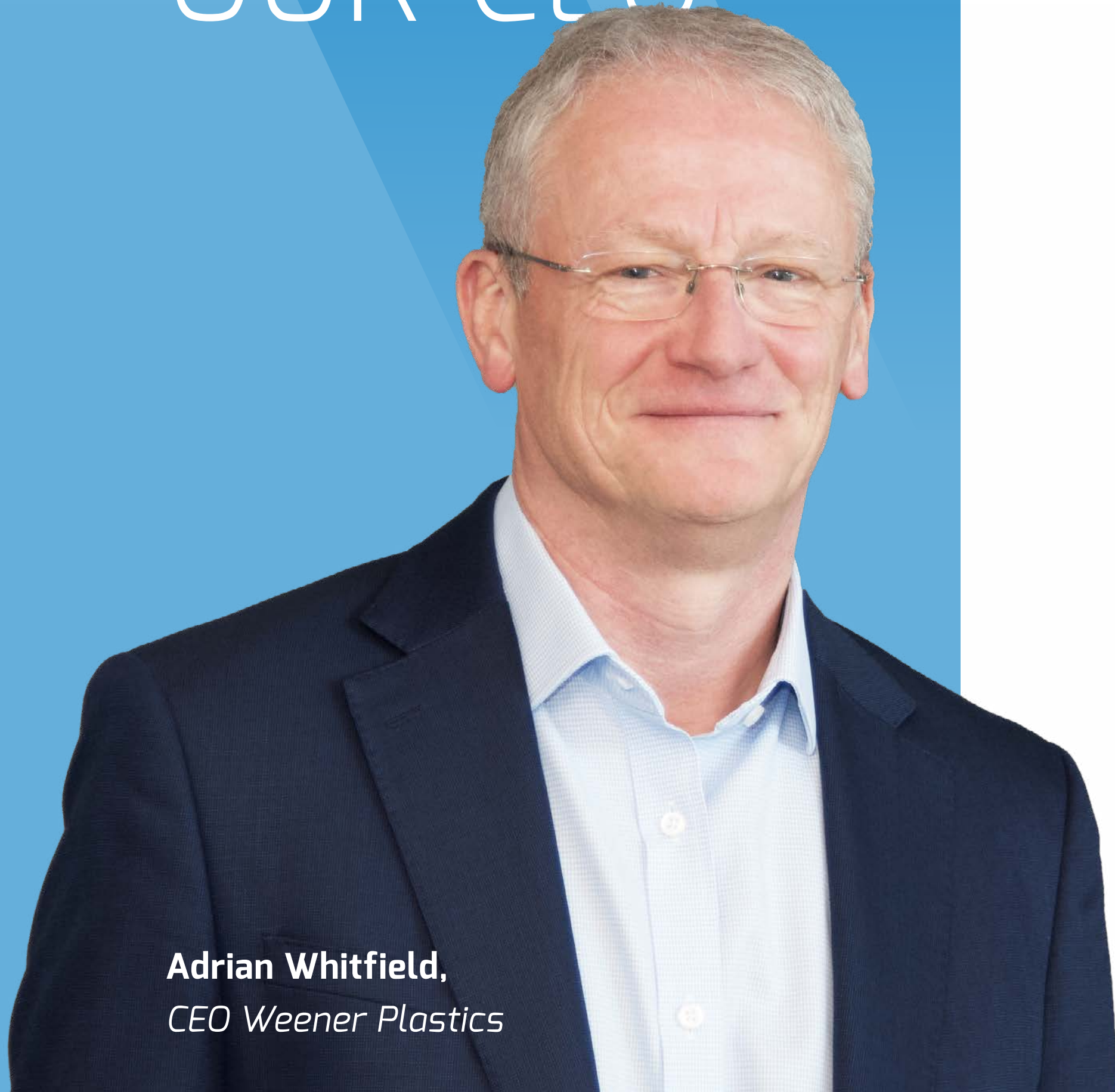
LTA Frequency Rate target for Safety realized one year early



Continued focus on sustainable innovations



MESSAGE FROM OUR CEO



Adrian Whitfield,
CEO Weener Plastics

We are excited to unveil the fourth edition of our Sustainability and Corporate Social Responsibility (CSR) report. This shares up-to-date insights into our objectives, aspirations, and accomplishments in the area of environmental and social impact, and governance.

First of all, I would like to reflect on our excellent achievements in 2023. Last year has been a testament to the collective strength, resilience, and unwavering dedication that defines our company. Our global employees' dedication, passion, and hard work are the driving force behind our success. We have maintained long-standing relationships with customers, suppliers, and stakeholders, for whom we have proven to be a reliable and trustworthy partner.

The report shows how our 'Design for Sustainability' approach delivers exciting product and material developments that reduce environmental impact. Leveraging our innovative mindset and cutting-edge technologies, we improved our

performance while managing to adapt to a changing environment. Our continued commitment to sustainability and CSR has resulted in EcoVadis Platinum certification, which places us in the top 1% of all rated companies.

We acknowledge the importance of Environmental, Social and Governance (ESG) reporting, which is vital in our journey towards transparency and accountability. Setting ambitious targets, aligned with our ESG goals, is key to driving progress and measuring our impact. We have successfully achieved our goal of reducing our Lost Time Accident Frequency Rate by 50% one year ahead of time, and we have set a new ambition to further enhance the safety and well-being of our employees. As we prepare for the Corporate Sustainability Reporting Directive (CSRD), it is crucial that we proactively embrace this opportunity to elevate reporting standards.

We are pleased to follow up on our participation in the Science-Based Targets initiative (SBTi). This is an

important step in our journey towards a sustainable future. We have collected the relevant data, and will submit our targets, aligning with SBTi criteria, to demonstrate our commitment in reducing emissions and combating climate change.

Worldwide, our factories are located in valuable surroundings. To emphasize the importance of a sustainable future, we invited colleagues to share photos of their own environment, which we are proud to feature in this report. They show the beauty of our planet and the natural treasures that we must preserve and cherish.

Our dedication to Sustainability and CSR will persist, and we are thankful for having stakeholders that share and support our ambitions. We are proud of our colleagues worldwide, some of whom you can meet in this report. I am filled with optimism and enthusiasm for what lies ahead.

Adrian Whitfield,
CEO Weener Plastics



A sustainable tomorrow requires a different mindset today.

For customers striving towards a better future, our packaging solutions are essential elements. WP is fully aware of the pivotal role we fulfill globally. With this in mind, we have ingrained Corporate Social Responsibility and a commitment to sustainability into our fundamental principles and daily operations.

WE CARE

Materiality Assessment

As a leading global supplier of packaging for a variety of industries including food, personal care, healthcare and home care, we recognize the critical impact of our operations. The integration of Sustainability and CSR in our daily operations is embedded in our company culture. When formulating our policies and ambitions, we continuously assess their alignment with our core values and the interests of our stakeholders. Regular reviews of our ESG strategy and activities are conducted, with the materiality assessment as a strategic tool for identifying key ESG topics relevant to our company and our stakeholders.

From an impact perspective, a topic is considered 'material' if a company has significant actual or potential impact on it, and if stakeholders consider the issue important to the company. We take the environmental and social impact of our own operations - upstream as well as downstream – into account, independent of

contractual relationships, in line with the definition of the Global Reporting Initiative (GRI).

The material topics are identified through a combination of expert assessment and internal and external interviews. This is done to capture the expert view as well as the stakeholders' view. The expert assessment is executed by SUSTY, an independent strategy consultancy company which specializes in sustainability. For the external interviews we worked with a selection of organizations representing the following stakeholders: customers, suppliers, NGOs, and our shareholder. We combined the outcome with internal department representative interviews. The outcomes have been evaluated and discussed with a broad internal Weener Plastics team. Based on this, the materiality report has been updated, and the potential financial impact of the identified topics included. The outcome is used to refine our ESG strategy and prioritize activities.

Material topics

A. Climate change

GHG emissions are considered both a challenge and an opportunity. Plastic packaging causes significant GHG emissions - in most cases, however, plastic packaging material has the lowest carbon footprint compared to other materials. WP's sustainable innovations can drive the move to more sustainable solutions.

B. Pollution of land and water

The amount of packaging that ends up in nature as waste is significant. The impact this has on the environment is clearly detrimental. Based on WP's product portfolio, the company's products are not a substantial source of waste in most regions, nonetheless, WP considers pollution a material topic. Plastic should not end up in nature.

C. Human health

As a global producer of packaging for food and personal care, WP is aware of the importance of potential direct or indirect impact of plastic packaging and microplastics for human health.

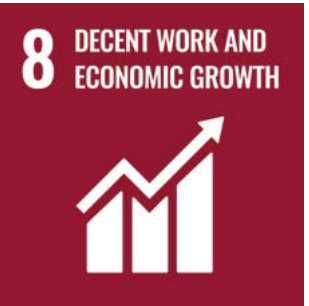
The direct impact of contact material for food packaging is highly regulated, due to the risk of food contamination (migration). However, with the global push for the use of recycled materials, the importance of migration risk is increasing, extending to non-food applications such as personal care.

D. Human rights

The human rights of WP's own workers as well as workers throughout the supply chain are regarded as 'very important' by WP and its stakeholders. A specific significant human rights risk was recognized for workers in the waste value chain in countries where human waste picking activities are carried out on a large scale.

E. Governance

In the supply chain in which WP operates good Corporate Governance is a highly important factor for clients. Non-compliance has reputational risk for WP clients and other stakeholders and may affect security of supply.

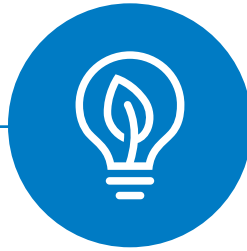


Goals and ambitions

Our material topics have been translated into five main ambitions. These ambitions, in turn, are translated into local goals and actions. Progress on our ambitions is discussed regularly and reported annually in our Sustainability and CSR report.

SBTi

Our goal is to lower our Greenhouse Gas emissions based on clear, well-defined targets. In addition to evaluating our Scope 1 and 2 emissions, we will also assess our Scope 3 emissions. SBTi provides companies with a clearly-defined path to reducing emissions in line with the Paris Agreement goal to limit global warming to 1.5°C. WP signed the SBTi letter of commitment in 2022 and plans to submit its targets for approval by SBTi in the first half of 2024.



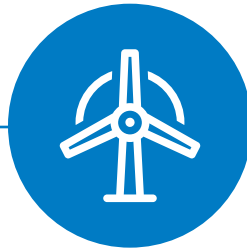
Sustainable Innovations

All products recyclable, reusable or refillable by 2025



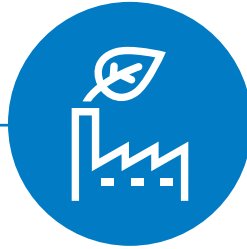
Health & Safety

Improving Lost Time Accident Frequency Rate by 50% by 2025



Renewable Energy

Increasing renewable energy from 52% to 90% by 2030



Greenhouse Gas Emissions

Reducing Scope 1 and 2 GHG emissions by 70% by 2030*



Waste to landfill

Zero waste to landfill by 2025

Baseline year 2019, *Market based



Local landscapes at our facilities

For this edition of the Sustainability and CSR report, colleagues from across the globe were invited to share images showcasing their local landscapes. Many colleagues graciously joined in, and the outcomes are truly astonishing. The photos capture breathtaking natural surroundings near our facilities. We take great pride in this, and we support the preservation and nurturing of these environments in every way possible.



Programs in which we participate



EcoVadis is a global Sustainability Ratings company. Since it was founded in 2007, assessment leader EcoVadis has become one of the world's largest providers of business sustainability ratings, creating a global network of more than 130,000 rated companies.

WP ranks among the top 1% of companies rated by EcoVadis worldwide. In 2023, WP achieved Platinum status in the EcoVadis Sustainability Rating, with an overall score of 79 out of 100 points - up from 74 points in 2022. This is the highest rating for sustainable leadership awarded by EcoVadis.



CDP is a not-for-profit charity which runs the global disclosure system that allows investors, companies, cities, states, and regions to manage their environmental impact. Each year, participants are asked to disclose their GHGs and climate change strategies in their CDP response by answering comprehensive questionnaires and providing substantiation.

WP has been engaged in the CDP Project since 2015. Our goal is to foster transparency within our markets and for our stakeholders. In 2023, WP has been able to consolidate the scores for Climate change (B) and for Water security (B). Our Supplier engagement rating moved to (B) from (A).



The UN Global Compact supports companies in conducting business responsibly by enabling them to align their strategies and operations with Ten Principles on human rights, labor standards, environment, and anti-corruption, and report on their implementation. This encourages companies to take strategic action to advance broader societal goals with an emphasis on collaboration and innovation.

WP respects and promotes human rights in accordance with the UN Guiding Principles on Business and Human Rights, as described in our Code of Conduct. This document will serve as Communication on Progress (CoP).



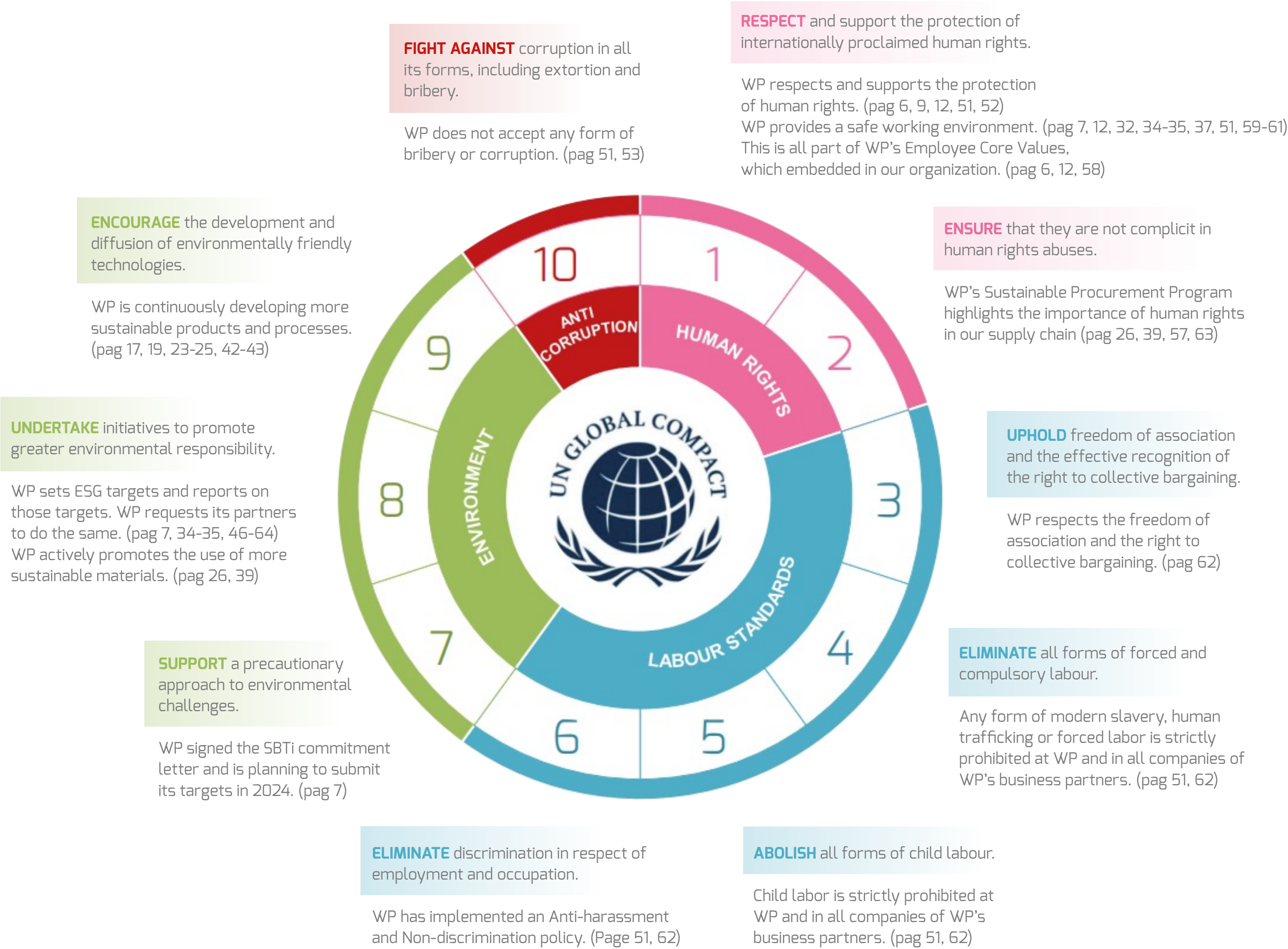
SEDEX' (Supplier Ethical Data Exchange) mission is to supply data-driven insights, tools, and services to help companies continuously improve environmental, social, and governance (ESG) outcomes. It supports members with Sedex Members Ethical Trade Audit (SMETA) audits and provides a secure online platform for sharing information on the results.

Our sites update their Self-Assessment Questionnaire (SAQ) on a regular basis and sites are periodically audited against Sedex SMETA 4 pillar. In 2023, five sites were audited. In a number of cases, non-conformities were detected and corrective action plans set up. The SMETA audits and feedback help us in our continuous improvement efforts to meet leadership standards.

Ten principles of UN Global Compact

To meet fundamental responsibilities in the areas of human rights, labor, environment and anti-corruption, WP’s sustainability strategy, policies, and activities are based on the ten principles of the UN Global Compact.

This report informs you on the progress of various actions related to these principles.





Rogério Santiago,
WP Brazil

In the spotlight: Rogério Santiago, WP Brazil

Our highly professional and committed HR colleagues in Brazil roll out attractive campaigns and initiatives to create awareness on social topics and engage local employees, while supporting WP's corporate ambitions. Rogério Santiago, HR and Health and Safety manager in Brazil, plays an instrumental role in shaping our workplace culture and driving our organization's success.

How long have you been with the company?

I started at WP Brazil in December 2022. In March 2024, I had been with the company for one year and three months.

What does your job entail?

My work involves taking care of people, ensuring their health, safety, development, and well-being are aligned with the company's fundamental and corporate values, ensuring a healthy environment for all our employees in Brazil in every way.

What do you like about your job and what motivates you?

I love developing people! Helping our employees develop

through training, communication, activities, or events, is what I enjoy most! What motivates me is the feeling of engaging people to better themselves.

Which accomplishments are you most proud of?

Development of engagement actions focused on our employees over the past year, with an environmental, social or governance focus, and the visible beginning of a change in perception regarding the company's values makes me very proud!

What is your perspective on the importance of sustainability and CSR?

From my point of view, these themes have never been more relevant than now. Taking care of people means taking care of the planet and our impact on it, whether related to how we treat tangible topics, such as waste, or intangible topics such as diversity and ethical issues.

Our people

We care about our people and place great value on a pleasant working environment and the well-being of our employees. We promote equality, diversity, and inclusion, and challenge our people to develop their full potential. The six employee core values are embedded in our organization: Safety, Continuous Improvement, Accountability, Teamwork, Integrity, and Impact.

Our goal is to ensure a Zero Harm environment. Every employee, contractor or visitor should feel safe in our facilities. We prioritize identifying and addressing risks, ensuring everyone can work safely and go home unharmed. Health and Safety is a key agenda item in all company

meetings, involving everyone from the Supervisory Board to team leaders and operators. Issues are recorded, and actions taken to reduce risk and promote occupational health. We monitor engagement through surveys and ‘near miss’ reporting. Where necessary, we implement corrective actions. Executives actively engage in Safety Leadership, conducting safety walks and ensuring the Group Zero Harm program is effectively implemented across all facilities.

To ensure proper management of health and safety practices, we will implement ISO 45001, the occupational health and safety standard, at all our sites by mid-2024.



Raising the SDG Flag

25 September is designated as SDG Flag Day. Our colleagues Lenny Ellenkamp (Director Sustainability) and Rens Dekkers (Program manager Sustainability) raised the SDG flag at the WP headquarters in the Netherlands to create awareness for and show our support to the Sustainable Development Goals and the 2030 Agenda.

This initiative emphasizes the importance we assign to human rights and our commitment to making the UN Global Compact and its principles part of our company strategy, culture, and day-to-day operations.



International Women's Day

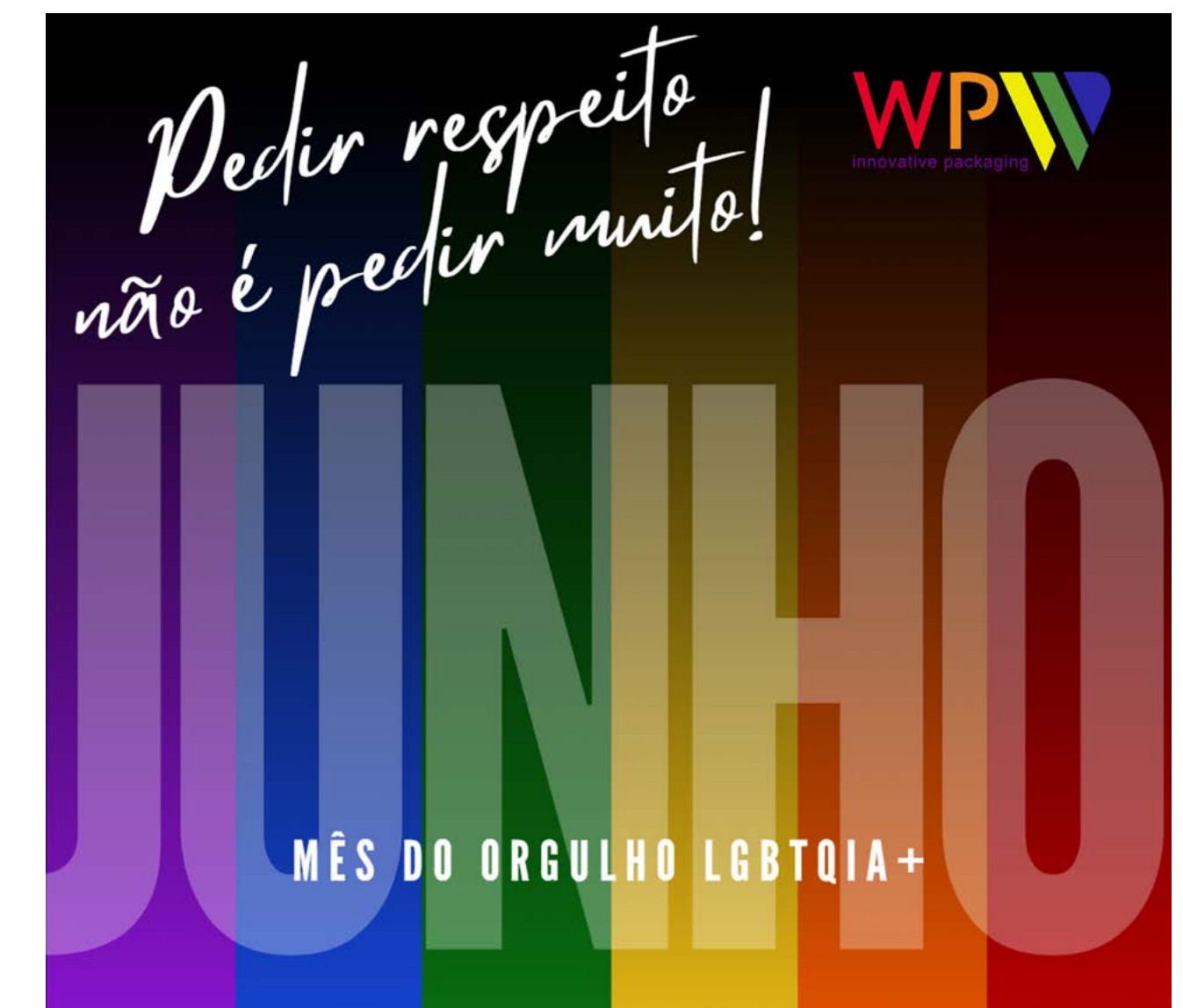
On 8 March we observed International Women's Day. Female colleagues were rewarded for all their accomplishments, and we asked for special attention to gender equality and discrimination against women. As we are a global company, this event is celebrated in a unique way at each facility, respecting local cultures and traditions. We are grateful for the diversity in our company!



Pride Month June

On 28 June, we celebrated the International LGBTQ+ Pride Day - an important reminder to advocate for the rights, equality and dignity of lesbian, gay, bisexual, transgender and queer people every day.

As part of Pride Month, our colleagues in Brazil discussed the topic during this week and raised awareness about the importance of combating homophobia.



Caring about sustainable packaging

In today's rapidly evolving landscape, we increasingly recognize the imperative to integrate sustainable practices throughout the entire value chain. To enable the transition to a more sustainable plastics industry, it is essential that all parties involved contribute to integrating sustainable practices and transparent communications.

By rethinking traditional, linear models and developing new approaches that prioritize resource efficiency and sustainability, embracing circularity fosters innovation. By optimizing resources in our operations, we aim to reduce reliance on finite resources and minimize environmental impact. Our sustainable procurement also contributes to this. We are actively encouraging our suppliers to minimize their footprint and maximize environmental conservation.

Embracing these principles aligns with our corporate social responsibility goals. Furthermore, it results in differentiation in the market and strengthens our position as industry leader.

Design for a Circular Economy





We find new ways and
amazing answers.

Our aim is to discover and promote sustainable solutions that matter. We continuously challenge ourselves, and encourage our business partners to actively take part in this endeavor. Through collaborative and innovative thinking, we can achieve optimal results. Crossing borders together is the only way to realize a circular economy and a better future for our children.

WE INSPIRE

Inspiration in Sustainable Innovations

Sustainability is at the core of all our product innovations and developments. Finding inspiration involves deep consideration of environmental impact. Depending on market demand and required specifications, we follow several approaches:

- Reduce
- Recycle
- Reuse
- Rethink

Embracing this ethos fosters a culture of responsible innovation, in which every design decision aims to maximize resource efficiency and enhance circularity.





William Ramon

Marcel Pater



Sustainable Innovation Days

Our 'Future of Packaging' team explores potential advancements in packaging. The team emphasizes innovation and sustainability as critical components in navigating future trends and developments. To steer and align our initiatives, William Ramon (Manager Future of Packaging) and Marcel Pater (Packaging Designer) organized the WP Sustainable Innovation Days on 11 – 12 October 2023, together with our Sustainability Team. The Innovation & Developments teams participated to exchange insights and share knowledge.

Workshops

Leading up to the workshops, guest speakers Lars van Zutphen of Morssinkhof, Jérôme Lerouge of Beiersdorf, Giovanni Benedetti of Borealis, and Yibo Su of TNO Brightlands Materials Center shared their perspectives and experience to inspire our teams. Of course, these discussions revolved around the central theme of circular economy.

One of the workshops was hosted by Siem Haffmans, Partner and Strategic Consultant at Partners for Innovation. He explained a number of strategies for developing new sustainability and circularity opportunities and evaluating their viability.

Key Insights

The second day was used to discuss several future scenarios of the sustainable innovation roadmaps.

One of the key insights: it is crucial to bring the circularity of packaging to a next level. On the one hand by increasing the quality of recyclates so that they can be effectively recycled in a closed loop. On the other hand by prioritizing the use of recycled materials. The latter is done by continuous promotion of sustainable materials, continuous testing of new materials and optimizing the processability of recycled materials.

In addition to circularity, we also need to find ways to reduce material usage in general in order to lower carbon emissions. Lightweighting our designs has been a goal for many years. Paying even more attention to refill and reuse designs is also beneficial.

To achieve and accelerate this, it is critical that we seek collaboration with all key stakeholders in the value chain. Both days were highly interesting days and empowered our creative thinking. With our smart plastic packaging developments, we see responsible opportunities for a sustainable future.

Strategic Session

Our company's management at Group level regularly reviews and fine-tunes our sustainability strategy. This is done to ensure we are making meaningful progress towards our environmental and social goals. These goals are passed on to local management teams, who can implement them in their factories.

One crucial aspect of this process is the materiality analysis, which is periodically updated. This analysis helps us identify and prioritize the most significant sustainability issues for our business.

In April 2023 all involved departments from our HQ, including the Executive Management Team, gathered to discuss the outcome of WP's materiality assessment and define actions to strengthen the sustainability strategy based on resulting insights.



Recyclability

To stimulate a circular plastics economy, it is important to focus on product recyclability. Unfortunately, multiple definitions of 'recyclable' exist. In our approach we study and compare various recyclability guidelines. We acknowledge regional differences, and the fact that a product should not only be recyclable in theory, but also in practice and at scale.

Our forward-thinking approach has been incorporated in our innovation practices. We train and support our teams around the world to identify opportunities in our product portfolio and developments, as well as in discussions with different stakeholders.

Recyclability is continuously evolving. Legislation is driving discussion and financial incentives are included in various Extended Producer Responsibility (EPR) schemes that incorporate recyclability.

To enhance recyclability, WP is continuously developing new fully recyclable products, in order to improve recycling rates as well as the quality of recycled materials.



USS: removable cap with recyclable POM insert



100% recyclable valve for dispensing closures



PE tube closures fully recyclable with HDPE tubes

WP teams up with Beiersdorf for a greener future

At WP we enjoy teaming up with partners that share our ambitions. One such long-standing partner is global skin care company Beiersdorf. For many years, we have been collaborating on the development of more sustainable packaging in an effort to deliver on Beiersdorf's CARE BEYOND SKIN Sustainability Agenda and its 'Plastic Pledge'.

We lightweight components and reduce the number of materials required for products, and redesign products to enhance recyclability. Over the past few years, we have collaborated to assess usage of more sustainable materials to reduce the use of fossil-based virgin plastic and lower the environmental impact of NIVEA products.

One of the routes we evaluated is the use of recycled plastics. These plastics have been previously used as packaging, and then collected, sorted, and cleaned to make them suitable for re-use as plastic packaging. To enable the use of recycled materials, it is important to understand the recycling process and how this impacts the injection molding process and the properties of the final product. We worked closely together with Beiersdorf, the material supplier, and other partners to reduce the environmental footprint while maintaining the high-quality standard of the packaging. This enabled us to introduce a number of caps produced from post-consumer recyclates.

Beiersdorf



Product Environmental footprint data

We prioritize work on the environmental implications of all our endeavors. We recognize the importance of minimizing our plastic packaging products' footprint. Moreover, we acknowledge that packaging alternatives frequently entail a larger footprint.

Measurement is vital to evaluating our products' environmental impact. In 2022 and 2023, we ran a pilot project to build up knowledge and collect the information required to perform Life Cycle Assessments (LCAs). This enabled us to define the hotspots in the carbon footprint of our products, and improve the evaluation of our concepts in the product development process. Additionally, this initiative made it possible to collect product footprint data and share it with our customers.

Value chain collaboration

To develop more sustainable products, it is important to cooperate with other parties in the value chain. Therefore, we joined an initiative of the Dutch Aerosol Association (NAV) and its members in 2023. The goal of this initiative is to study the environmental impact of different types of aerosol packaging: spray paint, deodorant, and insecticide.

LCA software company Ecochain supported data collection and LCA modelling. The outcome enables the NAV members to analyze the environmental leverage point for their own products.

Considering the aerosol body - not the content - the canister has the largest contribution to the environmental impact of the aerosol relative to the other components such as plastic (spray) caps.



**As designers, developers, and producers,
we should feel extra responsible and
accountable for making the right design and
implementation choices for plastic packaging.**

**In the spotlight:
Rik Nuijen, WP Group**

Meet Rik Nuijen, Director Innovation & Development for Aerosol Spray Caps and Infant Nutrition. He works for the Weener Group and is based in Tilburg, the Netherlands. With a passion for innovation and the unyielding pursuit of excellence, he inspires his team to stand out. Rik's commitment, experience, and enthusiasm are the driving forces behind our groundbreaking product developments.





In the spotlight: Rik Nuijen, WP Group

How long have you been with the company?

I worked for Plasticum between 1995-1999, left to gather broader experience and rejoined our company (which had become WP in the meantime) in 2008. So, all in all over 20 years.

What does your job entail?

I head the I&D team in the Infant Nutrition and Aerosol Centre of Excellence in Tilburg, The Netherlands.

What do you like about your job and what motivates you?

I like my job very much. Working together with my colleagues in an enthusiastic, positive, and creative environment gives me a great deal of energy! A key driver and motivation in our developments is taking care of our planet, the environment, and the consumer. Long before sustainability was on everybody's agenda, we were already targeting innovative and lightweighted products with smartly integrated functionalities. This often serves sustainable as well as economical purposes.

In terms of successes, which accomplishments are you most proud of?

Over the years, we have developed many good, attractive products for customers and consumers. Personally, I'm very proud of the Integrated Spray Technology (IST) product range that we developed some years ago (e.g., Jessica, Oscar and Jill). That made us – the new kid on the block in the Aerosol Industry – really stand out. It allowed us to develop the female deodorant header for NIVEA, an iconic product in the market. Now, we have utilized this experience to develop the new Ultimate Spray System (USS). You can expect a great market introduction from this innovation in the upcoming period!

What is your perspective on the importance of sustainability and CSR?

Implicitly most people are aware of sustainability and the relevance of taking care of our environment. As designers, developers, and producers, however, we should feel extra responsible and accountable for making the right design and

implementation choices for plastic packaging. We have a great and versatile material to work with, but we need to design and use plastics in the best way possible: lightweight, fit for purpose, with appealing, intuitive designs, and easy to use as well as recycle. I personally feel this as a huge responsibility, while actually realizing this approach is a great inspiration.



PET Roll-on

Anticipating the decarbonization trend, WP developed a PET roll-on for deodorants and anti-perspirants. This sustainable development offers several advantages compared to glass roll-ons. The new design reduces CO₂ footprint by 45%, depending on the weight of the glass roll-on. Additionally, the lightweight package can be made of recycled material to further enhance circularity. Another interesting advantage over glass is the fact that a plastic roll-on bottle facilitates recycling of the complete package, reducing the likelihood of incineration.

This cost-effective four-piece roll-on packaging concept provides advanced sealing properties and excellent pack tightness. The bottle can be easily customized and combined with a variety of lightweight caps. This roll-on pack features convenient opening and closing. The transparent PET bottle has a premium, high-quality glass look.

Market response has been excellent, and the roll-on will be commercialized in 2024.



“A perfect solution for replacing glass roll-ons.”

Sustainable Spray Systems

WP developed two sustainable spray systems for aerosols: Ultimate Spray System (USS) and Integrated Spray Technology (IST). Both systems are fully recyclable and can be used for different applications in personal care and home care. Customization to enhance brand identity is possible.

Ultimate Spray System (USS)

This latest development - an innovative spray system for next-generation aerosols - is the first ever 100% recyclable aerosol spray cap with an insert. The traditional POM insert has been replaced by a PP insert, making it an easy-to-recycle mono-material solution. In addition, the spray cap can be separated before disposal. Market response is exciting and initial commercial product launches are expected in 2024.



Spray Caps with USS

Integrated Spray Technology (IST)

In recent years, this technology has proven successful. Now, the range has been extended with new designs. The IST is a one-piece spray system offering a high-quality spray performance. The insert has been fully integrated into the housing, so there is no need for assembly. An economical alternative for WP's USS.



Spray Caps & Actuators with IST

Extreme lightweight Dispensing Closure: Maxi-Dose 55 Ultra

WP is always looking at possibilities to improve the environmental footprint of current designs and products. Additionally, brand owners and consumers are actively seeking ways to minimize their environmental footprint. Furthermore, e-commerce continues to grow and it is imperative that food closures adapt to this trend.

In response to these developments, WP has engineered the familiar 'Maxi-Dose 55' into an ultra-light dispensing closure, saving 17% weight. The

closure measures 55 mm in diameter and is offered with various openings (6 mm, 10 mm, and star) for dispensing sauces.

Extensive trials with test samples have shown highly promising results in terms of operational efficiency and product performance.



MD 55 Ultra

Advanced and sustainable Honey Closure

An increasing number of honey producers are prioritizing sustainable packaging solutions. Having transitioned from a silicon to a floating silicon valve, they are now looking for recyclable valve alternatives.

To address this need, we have developed a new mold for the familiar honey closure, featuring a 100% recyclable valve and incorporating a fixed Tamper Evident solution. This patented dispensing closure is offered with a PET or rPET bottle from our collection, providing a comprehensive eco-friendly packaging solution.

The production mold is being validated and the honey packaging solution will be commercially available in the second quarter of 2024.



Eco-friendly honey pack

Double Victories at FIPSA event in India

Weener Empire Plastics India has achieved remarkable success at the prestigious Foundation for Innovative Packaging and Sustainability (FIPSA) event, held in June 2023. Their commitment to delivering responsible packaging solutions has been recognized with two esteemed awards. It is an immense honor to be acknowledged in the 'Innovative Design' category for our roll-ons, and in the 'Sustainability' category for the 100% PET PCR bottles.

This recognition solidifies our position as leaders in the industry. It affirms our dedication to combining cutting-edge design with sustainable practices to create packaging solutions that make a positive impact on the environment and society.

We are honored to be recognized for our efforts and will continue to raise the bar for responsible packaging worldwide.



Our colleagues Akshansh Nahar (↑), General Manager Projects, and Gagan Gupta (↓), General Manager Sales & Marketing, receiving awards on behalf of WP India.



Sustainable procurement

Sustainable procurement integrates environmental, governance, and social factors of Corporate Responsibility into procurement processes and decision-making. At the same time, the process ensures stakeholder requirements are still met. WP's Sustainable Procurement Program consists of three pillars: Responsible Procurement, Supplier Engagement and Supplier Selection & Evaluation.

Responsible Procurement

In today's business landscape, this is a crucial factor. We educate procurement teams on making informed decisions. Our final products' environmental impact largely depends on our procurement activities. Raw materials play an important role in this. For this reason, we actively promote the use of sustainable plastic materials. We offer our customers (both mechanically and chemically) recycled materials as well as biobased materials.

Some sustainable materials are offered according to a 'mass balance' principle, meaning fossil and recycled or renewable materials are mixed in existing systems and processes, while quantities are carefully tracked by thorough administration. To guarantee traceability of these materials through the supply chain, we use the International Sustainability & Carbon Certification (ISCC) system. Several plants have been ISCC Plus-certified: Ede (NL), Tilburg (NL), Weener (DE) and Spain.

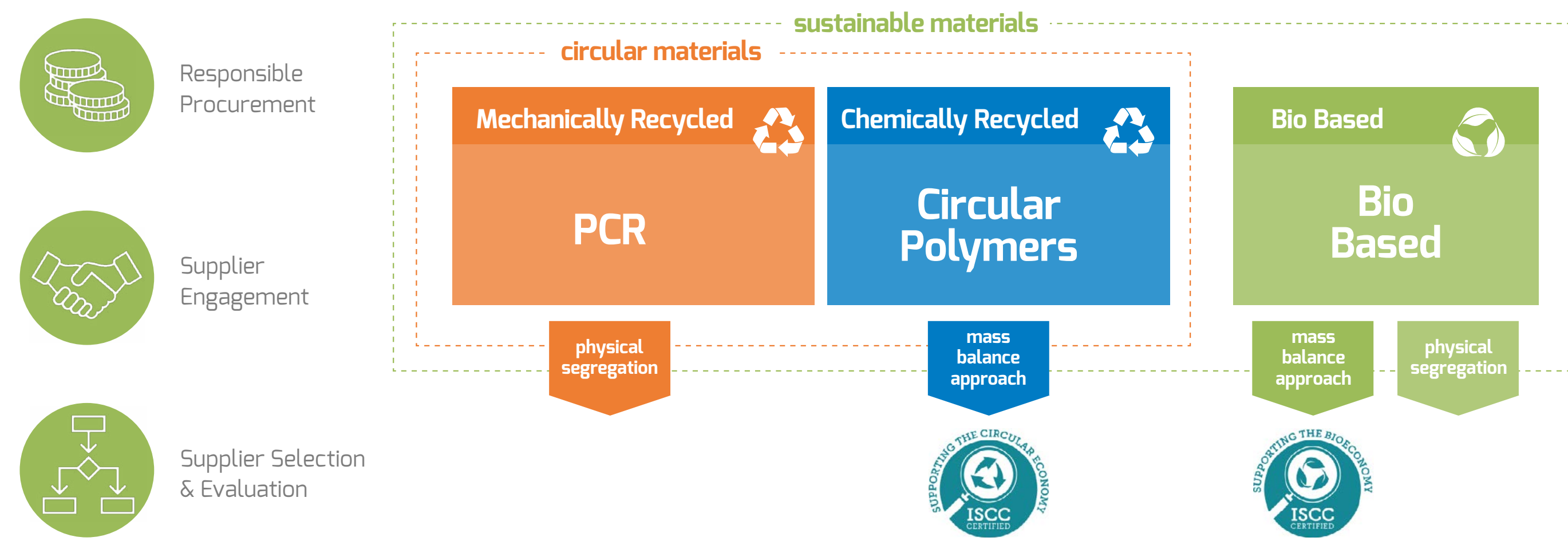
Supplier Engagement

This is the second pillar of our Sustainable Procurement Program. We share our ambitions and targets and encourage our suppliers to set and share their targets and commitments. Every year, our team in Colombia invites its suppliers to a supplier event, highlighting the importance of environmental and social issues in our supply chain.

Select and evaluate

To select and evaluate suppliers, we use a number of tools to validate whether their policies, activities and result reporting

includes environmental and social practices. First, we request all suppliers to agree with WP's Code of Conduct for business partners. We assess risks in our supply chain through due diligence information systems. We also encourage our suppliers to join the EcoVadis platform, as this gives other parties in the value chain very good insights into a company's sustainable performance. EcoVadis assesses suppliers on Environment, Labor and Human Rights, Ethics and Sustainable procurement. Supplier performance is tracked and monitored locally and reported to WP Group's Sustainability and Procurement teams.



Operational Excellence

Decarbonization

Essential steps must be taken to lower the impact of plastic packaging. Decarbonization starts with the design of our products and required processes. Plastic processing is all about heating up and cooling down resins in the most efficient way.

At WP, we are continuously challenging ourselves to find more efficient processes to reduce the impact of our operations. We evaluate the environmental impact of our machinery and include this information in our decision making when investing in new machines. We share best practices within our operations network and exchange insights with value chain partners to further develop our production systems with a focus on reduced energy consumption.

To further support our decarbonization agenda, we have implemented a renewable energy roadmap that aims to achieve our goal of using 90% renewable energy by 2030.

Weener Production System

In 2023, WP built the Weener Production System (WPS). This is a roadmap of practices to guide operational colleagues in delivering sustainable improved performance with focused effort. It also supports learning and sharing best practices.

The WPS approach is all about eliminating waste and non-value-adding activities to improve service and quality whilst reduce complexity and cost. It provides the foundation of operational excellence by standardizing processes, empowering workers on the factory floor, and embedding a culture of continuous improvement.

With this tool we provide insights, share knowledge, and exchange information to create value for our employees, organization, customers, suppliers, other stakeholders, and the environment.

The system was implemented in 2023 and will evolve as we learn. The goal is to engage other departments and colleagues and create a complete system that benefits the entire internal organization.



Some highlights

- In several locations, we reuse waste warmth from our production process to heat offices
- At all plants, we focus on checking, identifying, and repairing (compressed) air leakages
- We successfully tested isolation of injection molding machines
- We trained teams on efficient injection molding
- We introduced LED lighting in several locations

Unilever Climate Promise

We recognize the urgent need for collective action on climate change, and are committed to playing our part. For this reason, we signed the Unilever Climate Promise. Through our pledge to join the SBTi-aligned climate goals, publicly reporting our progress, and sharing transparent data with Unilever, we are intensifying our efforts to drive climate action on a broader, more profound scale. We are excited to collaborate with more partners in this endeavor and make a meaningful difference together.



In the spotlight: Günter Yzer and Klaas Nanninga, WP Germany

Our colleagues in Weener, Germany play an active role in the decarbonization program, reducing energy usage among other things. Who are the driving forces behind these improvements? Meet Günter Yzer, Technical Purchasing Manager and Klaas Nanninga, Quality Manager, both seasoned professionals who make significant contributions to technological advances and increasingly stringent standards and requirements.





Günter Yzer

How long have you been with the company?

I started in 1988 as a Tool Mechanic trainee. From 1991, WP supported me through my engineering studies, enabling me to start as Production Engineer.

What does your job entail?

I have worked in various positions, mainly in Production Management. I loved the period during which I traveled a lot and worked at different WP sites. I am currently responsible for Technical Purchasing at the Weener site in Germany.

What do you like about your job and what motivates you?

I like working with colleagues at the different locations. New activities, pushing boundaries, and the opportunity to change my job motivate me.

In terms of successes, which accomplishments are you most proud of?

Over the course of 35 years, I can speak of many successes and, of course, lessons learned. The learning curve for bottle production was very exciting. More and more machines were purchased and the factory in Weener was significantly expanded by building Plant2.

What is your perspective on the importance of sustainability and CSR?

I've watched the importance of sustainability as a topic grow. Fortunately, this has a great deal of attention within our company, in several areas. For example, we have almost completely stopped using gas. We have also significantly improved our cooling system's energy consumption.



Klaas Nanninga

How long have you been with the company?

I have been working at Weener Plastik for 23 years, and have been part of the Quality Management Team from the beginning.

What does your job entail?

A wide variety of tasks and responsibilities, such as quality planning, establishing, and maintaining quality standards, ensuring compliance with internal and external regulations and specifications, continuous improvement efforts and implementation of customer requirements.

What do you like about your job and what motivates you?

I like my work because there are

always new projects and tasks. It is very satisfying to realize these with our great team.

In terms of successes, which accomplishments are you most proud of?

I am proud of the introduction and maintenance of our certified integrated management system, which also includes energy, environmental, and - since last year - Occupational Health and Safety (OHS) management.

What is your perspective on the importance of sustainability and CSR?

CSR and sustainability are very important since there is only one earth and we must preserve it for future generations.

Zero Waste to Landfill

WP has set a clear target to minimize our waste impact: zero waste to landfill by 2025. This goal will remain unchanged in the coming years.

Minimizing production waste (scrap) is a top priority for all our production plants. We aim to reduce scrap generation and are exploring opportunities for internal or external reuse. If waste streams cannot be recycled, we look for external partners who can handle and process materials responsibly.

In 2023, we once again made significant steps to reduce our waste in general, which includes our waste to landfill. For the remainder, our sites have action plans in place that will be reviewed regularly.



Our US colleagues revived their focus on the OCS program by signing an Employee Pledge. The banner 'hangs' in their factory.

Operation Clean Sweep

We take proactive measures to prevent environmental pollution resulting from our operational activities. Our raw materials are typically delivered in small pellets or granules, which are stored in silos. There is always a risk of pellet spillage during delivery or changeovers.

To minimize this, we have implemented clear procedures for our operational teams. This includes specific agreements and protocols for unloading raw material deliveries. Additionally, we actively participate in the Operation Clean Sweep (OCS) industry initiative,

which focuses on preventing pellet spillage.

WP has adopted the principles of OCS across all our global operations. We utilize the OCS checklist, which is accessible on WP's internal auditing system. Regular audits are conducted at all our sites to identify areas for improvement and ensure compliance with OCS guidelines.

Our US colleagues revived their focus on the OCS program by signing an Employee Pledge. The banner hangs in their factory.



Health and safety

Prioritizing health and safety is paramount at our company. These critical aspects are integral to every level of our organization. We have implemented various actions and programs to enhance safety in the workplace. We monitor the KPIs to ensure continuous improvement in our safety practices.

Examples include:

- Additional Personal Protective Equipment
- Workshops to create awareness and involvement
- Safety competence trainings
- Last Minute Risk Analysis session

Safety competence training in Ede, The Netherlands

Safety is one of WP's Employee Core Values. Our facility in Ede has been creative during the ISO 45001 competence training. The team was asked to come up with catchy slogans. Three slogans were chosen to make banners:

1. Think before you act!
2. Did you work safely today, or have you been lucky?
3. Safety belongs to all of us!

Workshop psychological risk assessments in Weener, Germany

Mental health risk assessments are an important aspect of

occupational health management. They serve to identify mental stress in the workplace and develop measures to reduce this. Through this approach, the well-being of employees is improved and productivity increases.

Our workshops on mental health risk assessments were extremely productive and stimulating. They provided valuable insights and encouraged the exchange of ideas, which led to innovative solutions. Participants were highly engaged and benefited from the interactive and dynamic learning environment.

We continue to work on solutions to improve mental health in the workplace and appreciate everyone's engagement in this process. Every contribution is valuable and helps create a healthier, more productive work environment. We hope everyone will continue to participate actively to make positive changes together.



[Mental risk assessment workshop in Weener, Germany](#)



A global commitment to our promises
along with the values we hold.

We have set ourselves ambitious targets to reduce our footprint. Challenging environmental goals are translated into tangible actions in our daily operations. These goals are leading in WPs innovative product and process developments. This also includes minimization of natural resources we use, optimizing logistics, and pushing boundaries. This requires optimum collaboration across every link in the supply chain.

WE DELIVER

Progress on ambitions

To maintain pledges and commitments, we continuously monitor advancement of our goals. We assess the effectiveness of our initiatives and outcomes, adjusting our strategies if necessary.

In 2023, we introduced several new sustainable innovations, lowering the environmental impact of our products and improving recyclability. WP's 100% recyclable valve was introduced in new closure designs, further reducing the use of silicon valves in the market and enhancing recyclability. The successful introduction of the PET roll-on pack made it possible to recycle roll-on systems previously used on glass containers.

Since the definition of recyclability is constantly evolving worldwide, we re-evaluated the recyclability of the packs we supply to our customers. One of the important factors that affects recyclability is the choice of materials used. Based on that, our recyclability rate improved from >95% to >98%. However, other factors also affect recyclability. These factors strongly depend on the region in which a package is disposed of. The material composition of the final packaging plays a significant role, as well as the size and colors used. Taking this into account, we concluded that >92 % of our products were recyclable in 2023. For the improvement areas, we have a replacement plan, or will discuss the next steps with the respective customers. Our global teams have received training to ensure they

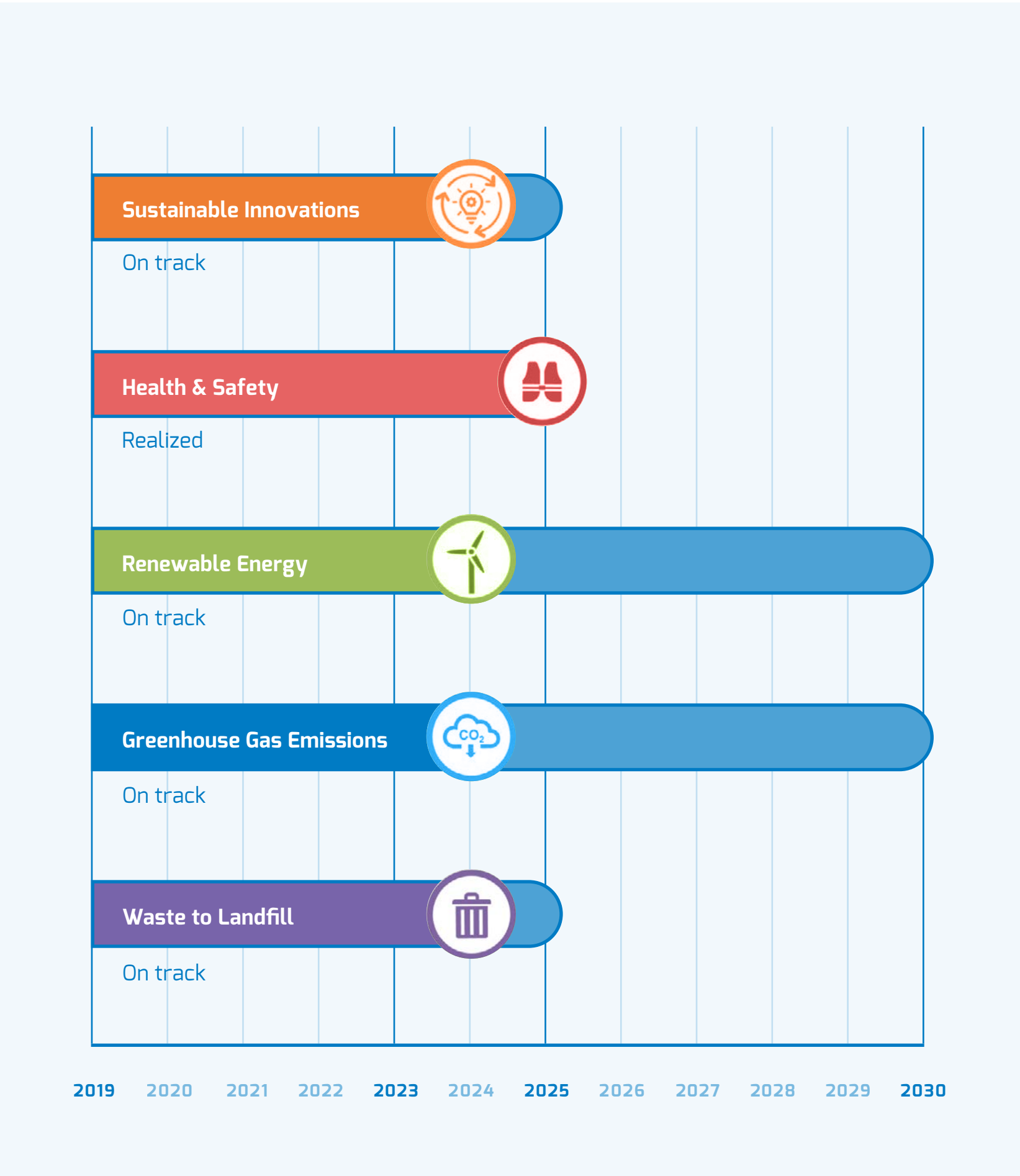
can also support our customers in the choices they make.

In the area of safety, we made very good progress at most of our sites, and realized our ambition to reduce our Lost Time Accident Frequency Rate by 50% one year ahead of planning. Very good news, but of course, incidents should be avoided altogether. Therefore, we launched a new ambition to further reduce our Lost Time Accident Frequency Rate with 30% by 2027.

As part of our continuous improvement programs, we further increased our renewable energy coverage to 75% in 2023. Neatly on track with our ambition to use 90% renewable energy by 2030.

Together with our operational efficiency programs, use of renewable energy further reduced our Scope 1 & 2 Greenhouse Gas (GHG) emissions. We realized a reduction of 37% compared to our base year, which is in line with our reduction path.

Our global teams strongly focused on minimizing waste at our plants. The total amount of waste was reduced significantly, and most teams found other solutions for waste that would have previously ended up in landfills. 'Waste to landfill' was reduced from 5.3% to 2.3% in 2023. Plans are in place to eliminate remaining waste to landfill.



Status WP ambitions 2023

Status 2023



Sustainable Innovations
All products **Recyclable, Re-usable**
or **Re-fillable by 2025**

>98% recyclable based on material composition
Up to 8% of our products can be improved based on the material composition of the final pack, size, or color



Health & Safety
Improving Lost Time Accident Frequency
Rate by **50% by 2025**

LTA (>3 days/million hours worked): 1.5
Realized our ambition one year early
New ambition: 30% reduction by 2027



Renewable Energy
Increasing renewable energy
from **52% to 90% by 2030**

On track, 75% energy we use is renewable



Greenhouse Gas Emissions
Reducing Scope 1 and 2 GHG emissions
by **70% by 2030***

On track, 37% reduced compared to baseline year



Waste to Landfill
Zero waste to landfill **by 2025**

On track, 2.3% waste to landfill
Plans in place for remaining waste to landfill

Baseline year 2019 *) Market based

Operations

Our products are produced in factories all over the world. Our operational teams focus on producing these products in the most efficient way to limit the environmental impact of our operations.

Our global operations support team encourages our plants to share best practices. We have set up an online platform to share information, wins, or challenges. The global Operation Managers meet regularly to exchange their latest learnings and to define actions together.

ISO 14001

To ensure that all plants have a structural Environmental Management System in place to manage environmental risks and opportunities, WP decided to roll out ISO 14001, the industry standard for environmental management, in 2022. Early 2024, the last plant within the Weener Group successfully completed the audit, leading to full coverage for ISO 14001.

This certification gives all our plants a stable foundation for further developing their sustainability actions.

Zero Waste to Landfill

In 2023 we further reduced our waste stream. Waste ending up in landfill has been reduced from 5.3 to 2.3%. Locations that still send part of their waste to landfill all have a plan in place to solve this in 2024.

More details about our waste reporting can be found on page 56 of this report's disclosure section.

Energy

Our production facilities' energy requirements are closely monitored. The number of kilowatt-hours required per kilogram of plastics converted is one of our most important performance indicators.

Our global sites are challenged to further reduce the amount of energy used.

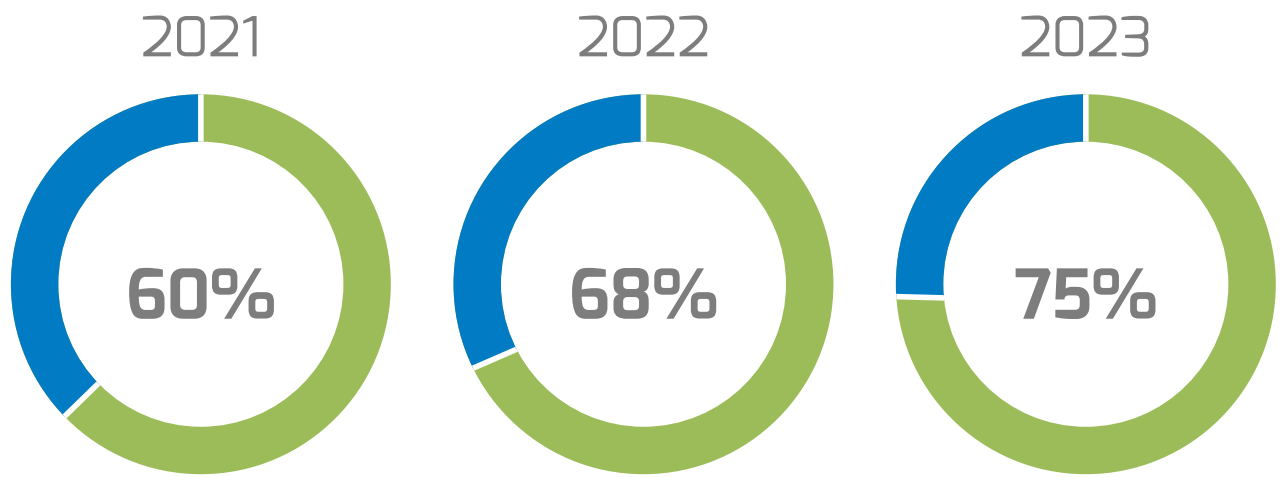
They report their monthly consumption, and define and monitor actions to lower this.

As a result of our reduction programs, the total amount of energy used decreased and, together with an increase in renewable energy, led to a 17% reduction in our Scope 1 and Scope 2 GHG emissions (market-based).

Water

The amount of water used within our facilities is very limited. Water is mainly used in our cooling systems, used to cool down the melted plastic in our tools. Those cooling systems are typically closed systems. Almost all water withdrawn is discharged again, limiting our water consumption.

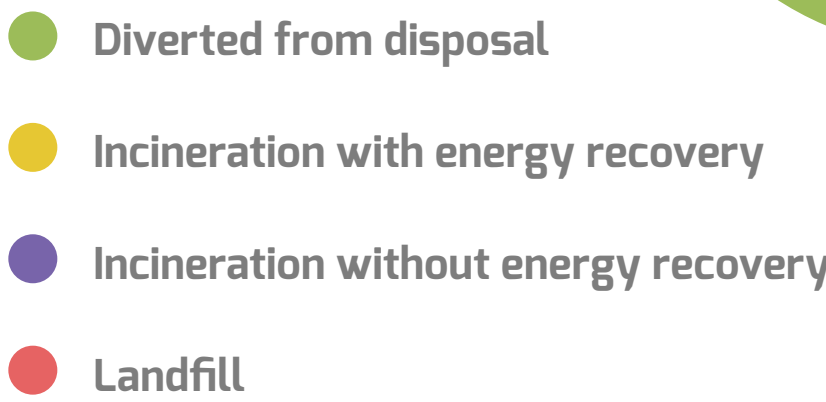
Nevertheless, we focus on responsible water usage. No incidents of water-related non-compliance were reported in 2023.



● **Non-renewable energy**
● **Renewable energy** * Solar generation and abatements via certificates

86.8% of our **waste streams** is diverted from disposal

2.3% of the materials is directed to landfill



● **Diverted from disposal**
● **Incineration with energy recovery**
● **Incineration without energy recovery**
● **Landfill**

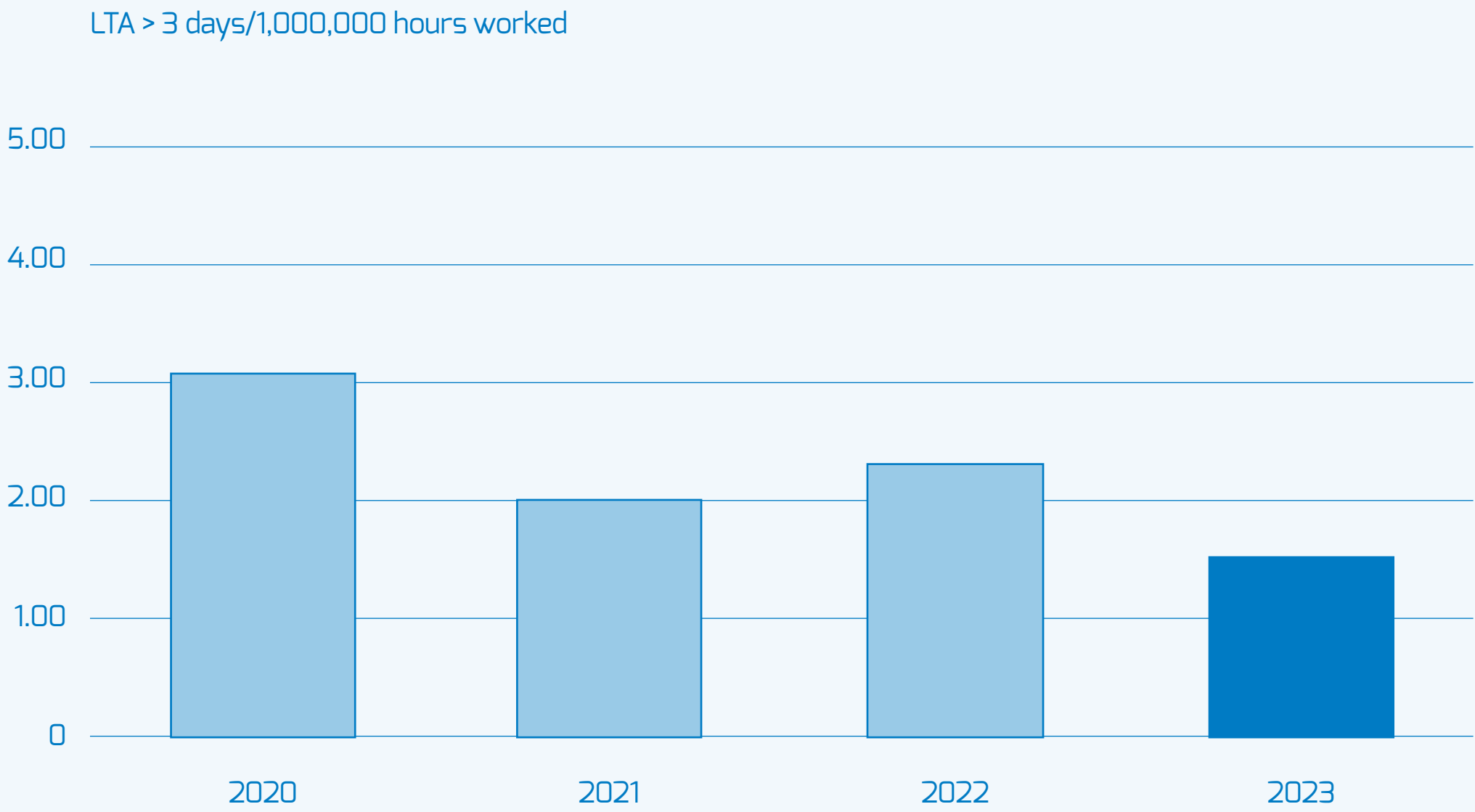
Health and Safety results 2023

In 2023, we made significant steps in prioritizing Health and Safety at our production facilities. This ongoing commitment is an integral part of our continuous improvement plan.

Highlights:

- Our target set in 2019 to reduce the Lost Time Accident Frequency Rate of more than 3 days by 50% has been achieved one year early.
- 76% of our sites achieved ISO 45001.
- Health and Safety policies have been issued on Guarding and Lock Out Tag Out (LOTO).
- Animations with safety instructions for Guarding, LOTO and Personal Protective Equipment (PPE) are being developed. These are to be implemented in 2024.
- The facilities in Germany, Netherlands, and Ireland celebrated successes in focused Health & Safety improvement plans.

To ensure the safety and well-being of our workforce, we are dedicated to sustaining and building upon the initiatives implemented in 2023. In 2024, a new target has been set: a 30% additional reduction of our Lost Time Accident Frequency Rate (> 3days/1,000,000 hours worked) by 2027.



	2020	2021	2022	2023
Lost Time Incident Frequency rate (>3 days / millions hours worked)	3.10	1.99	2.22	1.5

Table 403-10: Work-related ill health		2020	2021	2022	2023
Number of fatalities as a result of work-related ill health		0	0	0	0
Incidents of Work-related ill health (Illness that is caused or contributed by an event or exposure in the work environment)	Major	6	4	3	2
	> 3 days	22	15	17	13
	Total	28	19	20	15



Paola Thompson,
WP Ireland

In the spotlight: Paola Thompson, WP Ireland

Fostering a culture of health and safety is imperative in our organization. This can only be achieved thanks to the commitment of our employees. Paola Thompson, Health and Safety Officer at WP Ireland, plays a pivotal role in ensuring our colleagues' wellbeing, and she has realized excellent improvements in this field.

How long have you been with the company?

I started in October 2019, so over four years now.

What does your job entail?

Working with the Irish Team to promote employee health and wellbeing. Encouraging safe conduct of work in general and providing support, ensuring we comply with Health & Safety Regulations. I am committed to continuous learning and currently doing Level 6/Diploma on Occupational Health & Safety.

What do you like about your job and what motivates you?

General concern for workers' wellbeing. I want to make a meaningful impact by preventing accidents and promoting a safety-first culture.

In terms of successes, which accomplishments are you most proud of?

ISO 45001:2018 certification in September 2023.

What is your perspective on the importance of sustainability and CSR?

Using methods that do not harm the environment so that natural resources are still available in the future. Commitment to behaving ethically and contributing to economic development, improving the quality of life of our workforce and their families, local communities, and society.

Sustainable procurement

In 2023, we again actively engaged with our suppliers on environmental and social practices. We organized strategic meetings with suppliers. In many cases, the sustainability team also took part. We have included ESG requirements in tenders so that procurement teams can incorporate these topics in their decision making. In Colombia, we organized another supplier event to engage our suppliers in WP’s sustainability agenda and encourage them to set targets and develop improvement plans.

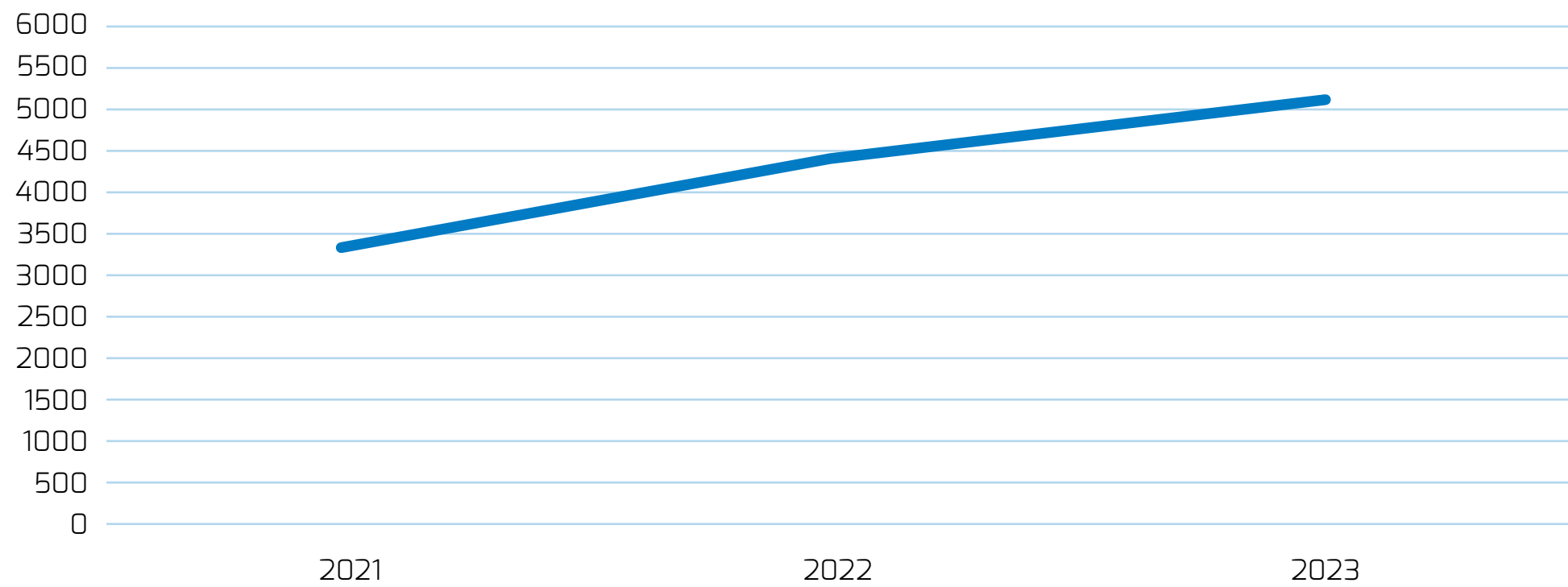
We invited a larger group of suppliers to the EcoVadis platform in 2023. This focused on our most strategic suppliers, including those in high-risk regions or industries. The number of suppliers assessed on the platform increased by 46% to 236. In total 62% of our strategic suppliers were assessed via EcoVadis or other methods. Our suppliers’ performance also improved on most pillars.

In our supplier audits we included environmental, social and governance topics. We also defined actions and scheduled audits based on local supplier evaluation. More details about our sustainable procurement reporting can be found in the disclosure chapter, page 53.

Sustainable materials

The amount of sustainable material used increased again in 2023. All sustainable material categories showed growth. Mass balance materials (biobased and chemically recycled) are mainly used in our food categories, in which mechanically recycled materials are challenging to deploy due to strict food contact regulations. The total percentage of sustainable materials being used is now about 7 percent of which about 50 percent originates from recycled materials. With upcoming regulations and the ambition to further reduce the environmental impact of our products, we foresee a further increase of sustainable materials in the coming years.

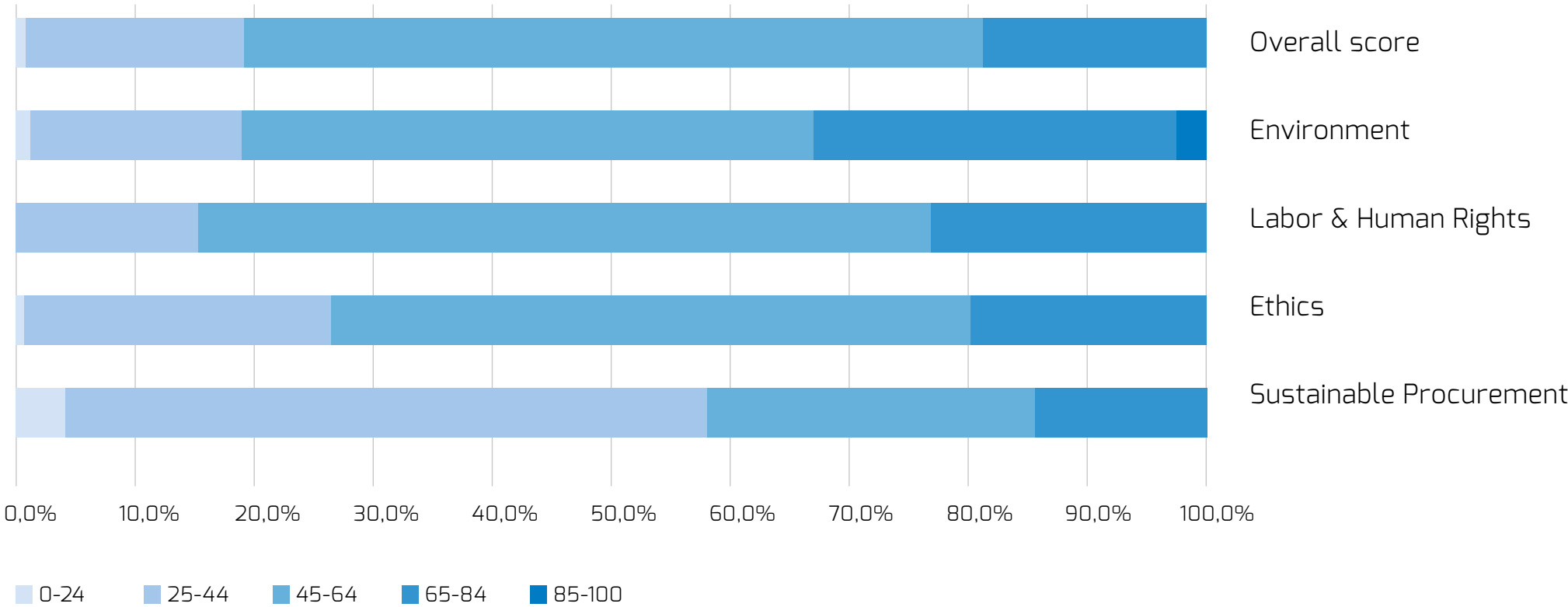
Sustainable material (metric tons)



Sustainable materials (metric tons)	2021	2022	2023
Post Consumer Recycled, Chemical Recycled and Bio-based	3,432	4,465	5,152

Sustainability and CSR performance of our suppliers

valuation 2023 according to EcoVadis (in points)



EcoVadis Platinum

WP has achieved Platinum status in the 2023 EcoVadis sustainability rating. This is the highest rating for sustainable leadership awarded by assessment leader EcoVadis. With an overall score of 79 out of 100 points - up from 74 points in 2022 - WP ranks among the top 1% of companies rated by EcoVadis worldwide in the 'Manufacture of Plastics Products' industry.

The Platinum medal affirms the company's ongoing commitment to a circular economy and a more sustainable future. Challenging environmental goals are translated into tangible actions in daily operations. These goals are resulting in innovative product and process developments at WP. The company's key motivation is to meet today's functional packaging requirements without compromising the environment for future generations.

EcoVadis Carbon Score Card

Our ongoing initiatives and developments are also reflected in the EcoVadis Carbon Score Card: our company's status has been upgraded from 'Advanced' to 'Leader', demonstrating the effectiveness of our strong GHG management systems and best-in-class decarbonization commitments, actions, and reporting capabilities.



In the spotlight: Jasson Hernandez, Proenfar Colombia

We are proud of colleagues who have been with us for a long time. With a background spanning various functions, Jasson Hernandez, Logistics Manager at our two sites in Colombia, enriches our company. His wealth of knowledge and extensive experience have been instrumental in shaping our success over the years. This has proven very useful to our Sustainable Procurement Program.

How long have you been with the company?

I've been in the company for 18 years, in different positions. At the beginning, I worked in Production, then Projects, and now I am leading the Logistics processes.

What does your job entail?

As Logistics Manager, I am in charge of operation resource planning, production scheduling, warehousing, deliveries/ distribution and purchasing processes. This leadership involves offering guidelines, support, knowledge, motivation, control, and other items, in order to reach company objectives.

What do you like about your job and what motivates you?

I like the challenges and learning experiences, and achieving our goals as a team really motivates me.

In terms of successes, which accomplishments are you most proud of?

Recently, the logistics department was consolidated, and processes were innovated, including the implemented purchasing approach including relationship methodologies with suppliers focused on sustainability, CSR, and cost optimization. Another key accomplishment was the construction of the Tocancipá factory under LEED approach (Leadership in Energy and Environmental Design).

What is your perspective on the importance of sustainability and CSR?

Sustainability represents a way of living in balance with our environment, which seeks to provide guidance and brings together everyone's efforts to protect and preserve our natural heritage and the productive capacity of the planet without affecting the economic and social development of human beings.



Jasson Hernandez,
Proenfar Colombia

Market introductions

SealPack

SealPack was launched in 2021. Designed with the environment in mind, this innovative three-piece deodorant pack has a patented sealing feature for optimal ball tightness. There is no need for a separate ball fitment, making it significantly lighter.

In the meantime, many brands have adopted this pack, demonstrating their commitment to a greener future. An added benefit for customers,

is easy customization. The bottle section's design is flexible, allowing customers to realize individual, appealing designs, thanks to an exchangeable tool part. The SealPack offers a very cost-effective way to create a customized design and enhance brand identity.

As a specialist in deo packaging, WP continues to develop new concepts and formats with sustainability and innovation as main priorities.

100% Recyclable valve

In 2021, WP introduced the first 100% recyclable valve for dispensing closures, developed to replace the traditional silicone valve. This new valve enables full recycling of the complete closure with polyolefin waste streams, regardless of the bottle material used.

Many brands and private labels immediately embraced this eco-friendly valve for the dispensing of sauces, dressings, and honey,

demonstrating their commitment to enhancing circularity. Consumers at home have not noticed the transition, as functionality and user-friendliness remain exactly the same.

WP has succeeded in fitting nearly all its standard MaxiDose dispensing valve closures with the recyclable valve. The transition will be continued in 2024.



Feather-Line

The development of the lightweight Feather-Line was primarily driven by the goals of reducing carbon footprint, enhancing overall sustainability, and improving haptics. This innovative product line features snap lids in two sizes: 99 mm and 127 mm in diameter.

The Feather-Line achieves sustainability goals in multiple ways while meeting customer needs. By reducing product weight by 20%, it conserves materials and lowers energy consumption. Additionally, the polyethylene (PE) lids offer greater flexibility compared to traditional polypropylene (PP). These lids are fully recyclable in dedicated waste streams.

The lids are highly versatile, as they fit on standard tinsplate cans and can be used for various products including nutritional powders, instant beverages, supplements, seeds, and nuts.



“Truly lightweight compared to regular Best-in-Class.”



PE CosmoTop

Last year we extended the lightweight PE CosmoTop tube closure line. In addition to 50 mm, 40 and 35 mm have also been developed. The entire range will be further commercialized in 2024.

The PE tube closures create a mono-material packaging with HDPE tubes, enabling 100% recyclability. They are available in virgin PE, but also in recycled PE and bio-based PE. Both options are ISCC certified.

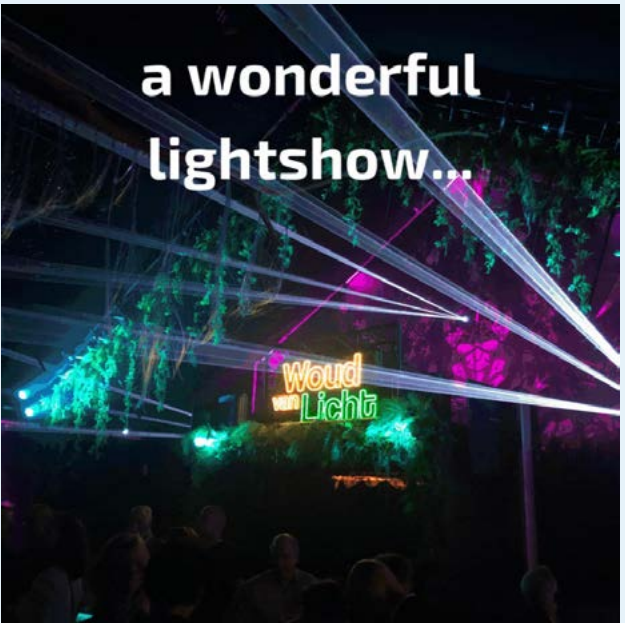


Our People

Recruitment initiatives

At present, recruiting skilled technical people is a challenge. To enthuse and inspire technically trained students, our colleagues in the Netherlands participated in several campus recruitment efforts.

Colleagues from the facility in Tilburg represented WP at the Regional Education Center (ROC). Representatives from the facility in Ede were present at an event in Barneveld, the goals of which is to connect students with companies in the region.



Celebrating anniversaries

2023 marks the Tilburg facility's 70th anniversary and the Ede facility's 65th anniversary.

WP takes great pride in reflecting on decades of growth, ground-breaking innovations, and successful developments. To toast to this remarkable milestone, a big celebration was held at a beautifully decorated winter venue, featuring excellent food, delightful music, and entertaining performances.



Local community activities

Sponsorship Safety Vests

Health and safety are essential themes at WP. Our UK colleagues funded safety vests for pupils at St Mary's, the local school in Roughton. The vests enhance children's visibility and safety, especially during the dark winter months.

This demonstrates our concern for safety of children who represent the future, protecting them and helping develop awareness at the same time! Congratulations to the UK team on this great initiative.

A unique look inside the factory (Dutch: Kiek in de Techniek Fabriek)

In Ede, Netherlands, many manufacturing companies are making beautiful products. This offers vast local employment opportunities.

Our facility in Ede joined forces with other local companies to raise awareness of product manufacturing and the technology behind it.

Students and people looking for a job, with an

interest in engineering, visited our facility to take a look behind the scenes.

Italian cycling challenge for KiKa

In 2023 our colleague Karel Zwarts, Controller at WP Netherlands, and his daughter Fleur participated in the ninth 'Giro di KiKa' tour. This annual cycling event raises money for a Dutch Children's Cancer Foundation.

For Karel and Fleur, Giro di KiKa 2023 was an unforgettable journey through the stunning landscapes of the Italian Dolomites, culminating in the epic challenge of cycling Passo dello Stelvio, with a height of 2758 meters. Crossing the finish line was not just a personal triumph, but a collective victory for hope and healing.

WP and several colleagues sponsored this charity cycling challenge. 235 cyclists raised a whopping €854,517, which KiKa uses to fund scientific research into childhood cancer. Every year, nearly 600 children in the Netherlands get cancer. One in five do not survive.



Disclosure

DISCLOSURE

GRI Content Index

Statement of use: Weener Plastics has reported the information cited in this GRI content index for the period 1-1-2023 and 31-12-2023 with reference to the GRI GRI 1 used: GRI 1: Foundation 2021

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GRI 2 General Disclosures

2-1 Organizational details

Weener Plastics Holding B.V. and its subsidiaries (collectively 'the Company' or 'WP') is a global full-service provider of innovative and sustainable plastic packaging solutions.

The Company has production facilities in Germany, the Netherlands, Hungary, Spain, UK, Ireland, USA, Mexico, Colombia, Brazil, Argentina, and India. Furthermore, the Company operates Joint Ventures in Thailand, Indonesia, and South Africa and has a 5% investment in a company in Egypt.

WP is headquartered in Ede, the Netherlands. In 2015, 3i and several co-investors invested in the Company. The investors have been supporting the management team in securing further sustainable growth. This has been achieved by leveraging the Company's existing innovation-led platform, investing in its successful international expansion strategy, focusing on sustainability and ESG, and continuing its operational improvement initiatives.

2-2 Entities

All WP entities under Operational control are included in WP's sustainability and CSR reporting:

Weener Plastics Netherlands BV, Ede, Tilburg - Netherlands
Weener Plastics Norwich Ltd - United Kingdom
Weener Plastic Kft. - Hungary
Weener Plastik GmbH - Germany
Weener Plastik Ilkenhans GmbH - Germany
Weener Plastics Ltd - Ireland
Weener Plastic Ibérica S.L.U. - Spain
Weener Plastics Inc - US
Weener Plastics SA de CV - Mexico
Proenfar - Colombia
BDS Plásticos - Argentina (Proenfar Group)
Weener Brasil Indústria e Comércio de Embalagens Plásticas Ltda - Brazil
Weener Indústria Plástica Ltda - Brazil
Weener Empire Plastics Pvt Ltd - India

2-3 Reporting period, frequency and contact point

The Sustainability and CSR report is published annually. This edition's reporting period is from 1 January 2023 to 31 December 2023, in sync with the WP financial report.

For questions about the report or reported information please contact group@wppg.com.

2-4 Restatements of information

The 2022 figures for 'Absolute GHG emissions' have

been corrected with the fugitive emission impacts of refrigerants. This results in an increase in total Scope 1+2 impacts (market-based) from 34,379 tons to 34,962 tons. (see Table 305-1, 305-2 Absolute GHG emissions on page 56)

2-6 Activities, value chain and other business relationships

WP is a global full-service provider of innovative and sustainable plastic packaging solutions, with a strong focus on dispensing, containing, and closing functionalities. The Company designs, develops, and manufactures added-value caps, closures, roll-on balls, jars and bottles for the personal care, food, healthcare, and home care markets.

Headquartered in Ede, the Netherlands, the Company employs over 4,000 people and owns and operates 20 facilities in 12 countries around the world. Since its foundation in 1960, the Company has developed into a highly specialized segment player. The company has a strong position in deo packaging and provides complete solutions for roll-on and deo stick packaging, as well as spray caps for the aerosol deo market. The Company is also a leading player in the attractive infant nutrition market.

WP manufactures a wide range of innovative

dispensing closures, caps, bottles and jars for the personal care, food, healthcare, and home care markets. The Company is a long-standing partner of choice for leading FMCGs as well as private label companies active in these segments. The global geographic footprint makes WP a partner of choice for its customers worldwide.

For more information, see: 'At a glance' (page 3)

Table 2-7 Total numbers of Employees

Region				2023
Europe	Male	Female	Total	Total
Payroll - Unlimited Term Contract	650	206	856	899
Payroll - Fixed Term Contract	22	21	43	
External - temporary (Agency)	65	28	93	93
	737	255		992
Americas				
Payroll - Unlimited Term Contract	872	555	1,427	1,829
Payroll - Fixed Term Contract	118	283	402	
External - temporary (Agency)	88	113	201	201
	1,079	951		2,030
Asia				
Payroll - Unlimited Term Contract	207	10	217	217
Payroll - Fixed Term Contract	-	-	-	
External - temporary (Agency)	633	291	924	924
	840	301		1,141
WP Total				
Payroll - Unlimited Term Contract	1,729	771	2,500	2,945
Payroll - Fixed Term Contract	141	305	445	
External - temporary (Agency)	878	431	1,218	1,218
	2,656	1,507		4,163
	Male	Female	Total	
Full time	2,529	1,416	3,946	4,163
Part time	127	91	217	
	2,656	1,507	4,163	

*In 2023 no persons made use of different legal gender registration models

2-7 Employees

Information on our Employees is displayed in table 2-7. As data fluctuates over the course of the year, represented data on our fixed and unlimited term contract employees has been compiled for December 2023. Data for temporary employees represents an average count over the course of the entire year. Our data is represented using a ‘full-time equivalent’ (40 working hours per week) approach.

2-9 Governance structure and composition

The Company has a dual management and supervisory structure. The Supervisory Board of Weener Plastics Holding B.V. consists of five members. The Supervisory Board appoints the Executive Board (EB) and advises it on the conduct of the Company’s business as laid down by legislation, Articles of Association, and bylaws.

The Executive Board has 33% female participation, the Supervisory Board has 100% male participation. This does not qualify as gender balanced, according to the Dutch “Wet Bestuur en Toezicht”. The target is to arrive at least a 30.0%

distribution of females in place, while efforts are made to improve gender balance by recruiting more female members as opportunities arise.

2-11 Chair of the highest governance body

The Company has a dual management and supervisory structure. The executive board consists of the CEO, CFO, and Group Head of Legal & Corporate Services of WP. No senior executives from the company are part of the Supervisory Board.

2-12 Role of the highest governance body in overseeing the management of impacts

The Executive Management Team develops the corporate goals and group strategy, agrees upon these with the Supervisory Board, ensures the implementation and regularly discusses the status of implementation with the Supervisory Board.

All KPIs related to safety, environmental, social, and economic topics are discussed with the businesses during the quarterly business review meetings with the Executive Management Team.

In 2023, the Supervisory Board met once a month. Every month, the Supervisory Board receives an extensive board pack which includes relevant Sustainability and CSR related business information.

2-13 Delegation of responsibility for managing impacts

The members of the Executive Management Team (EMT) are responsible for the implementation and execution of our corporate strategy, including environmental and social themes. The EMT works closely together with the relevant departments and local businesses. Results are discussed in monthly EMT meetings and quarterly business review meetings.

2-14 Role of the highest governance body in sustainability reporting

The WP Sustainability & CSR report 2023 is reviewed and approved by both the Executive Board and the Supervisory Board. The Executive Board and Executive Management Team actively take part in the materiality assessment process. The Executive Management Team (including EB) is responsible for final approval of the material topics.

Status WP ambitions 2023



Sustainable Innovations

All products **Recyclable, Re-usable** or **Re-fillable** by 2025

>98% recyclable based on material composition
Up to 8% of our products can be improved based on the material composition of the final pack, size, or color

Status 2023



Health & Safety

Improving Lost Time Accident Frequency Rate by **50% by 2025**

LTA (>3 days/million hours worked): 1.5
Realized our ambition one year early
New ambition: 30% reduction by 2027 (base year 2024)

Status 2023



Renewable Energy

Increasing renewable energy from **52% to 90% by 2030**

Status 2023

On track, 75% of energy we use is renewable



Greenhouse Gas Emissions

Reducing Scope 1 and 2 GHG emissions by **70% by 2030***

Status 2023

On track, 37% reduced compared to baseline year



Waste to Landfill

Zero waste to landfill by 2025

On track, 2.3% waste to landfill
Plans in place for remaining waste to landfill

Status 2023

Baseline year 2019 *) Market based

2-22 Statement on sustainable development strategy

Our company values are:

- WE CARE about our social responsibility as a global company and fully support a circular economy to minimize environmental impact.
- WE INSPIRE by challenging ourselves and our business partners to develop sustainable innovative solutions that matter.
- WE DELIVER on the promises made to our customers, our employees, and all other stakeholders worldwide.

Based on our material topics, we defined five main ambitions, as shown on the left.

2-23 Policy commitments

WP has set up a broad policy framework, including:

- Code of Conduct
- Code of Conduct for business partners
- Whistleblowing Policy
- Sustainability & Corporate Social Responsibility policy
- Human rights policy
- Equality, diversity, and inclusion policy
- Anti-harassment and non-discrimination policy
- Anti-slavery, human trafficking and (child) forced labor policy
- Anti-money laundering policy
- Anti-bribery and corruption policy

- Procurement policy
- Data privacy policy
- Confidentiality policy
- Antitrust policy

The WP Code of Conduct, as well as relevant policies, are included in the Company Manual, available to all employees. In addition, WP makes use of animations which have been specifically developed to train the team on the Code of Conduct and relevant policies.

2-24 Embedding policy commitments

WP's global ambitions are translated into objectives and actions for its local operations. WP employees are regularly trained on the company's policies, with the help of animated videos.

WP has set up a Code of Conduct for business partners, which was last revised January 2020. All business partners receive this Code of Conduct and are required to share and apply the principles described in the document. Business partners are also expected to share the topics included in the Code of Conduct with their employees as well as their own supply chain. All business partners are to sign Code of Conduct for business partners, confirming their compliance with its contents.

The Code of Conduct includes topics such as compliance with applicable law, human rights, product safety and quality, environmental protection and protection of resources, employee rights (including no forced or child labor, diversity and no discrimination, minimum wage and working hours, freedom of association, occupational health & safety, data privacy protection), dealing in a competitive environment, trade compliance, anti-bribery and corruption, anti-money-laundering, privacy, and Intellectual Property.

2-25 Processes to remediate negative impacts

Everyone working for and with WP is expected to comply with our Code of Conduct, policies and procedures. WP employees also have a responsibility to speak up whenever something is suspect or does not look or feel right.

WP is responsible for protecting its employees and external parties against retaliation for reporting misconduct and cooperating with an audit or investigation.

WP has set up several channels to report concerns to ensure accessibility in all languages, at all times and in any form.

Reported concerns are handled with care and confidentiality.

2-26 Mechanisms for seeking advice and raising concerns

At WP, we promote a culture of transparency in which we all feel comfortable raising questions, dilemmas, and concerns regarding the interpretation of, or adherence to, applicable laws and internal policies and guidelines. Therefore, if an employee observes violation of applicable laws and internal guidelines of any kind, or if an employee is uncertain about the legal situation, s/he shall contact her/his superior, the human resources department, management, or the legal department, or make use of the whistleblower procedure via one of the available channels.

2-27 Compliance with laws and regulations

Acting responsibly and in compliance with applicable laws is essential to WP's success. Taking our responsibilities seriously, we established the Weener Plastics Group Code of Conduct to ensure compliance with applicable laws. We consider the WP Code of Conduct a joint guideline for our activities as well as decision-making processes within WP. The Code applies to every WP employee worldwide. It is shared with all employees, customers, suppliers, and other interested persons via our corporate website www.wppg.com.

WP business partners are expected to accept the Weener Plastics Group Code of Conduct for Business Partners and act in line with it. The Code of Conduct for Business Partners is also available on the website www.wppg.com.

2-28 Membership associations

WP participates in several sustainability programs such as EcoVadis, CDP and UNGC. See page 8 of this report.

2-29 Approach to stakeholder engagement

We cooperate with different stakeholders to develop optimal solutions. Periodically, we update our materiality assessment to align and verify our strategies. See more on page 6 of this report.

2-30 Collective bargaining agreements

Percentage of total employees covered by collective bargaining agreements are shown in table 2-30.

Table 2-30 Collective bargaining agreements

Region	percentage
Europe	67.1%
Americas	69.2%
Asia	1.8%
WP Total	47.2%











GRI 3 Material topics




3-1 Process to determine material topics

The material topics are identified through a combination of expert assessment and internal and external interviews, designed to capture the expert view as well as the stakeholders' view. The expert assessment is executed by SUSTY, an independent strategy consultancy company specialized in sustainability. For the external interviews, we worked with a selection of organizations covering the following stakeholder categories: customers, suppliers, NGOs and our shareholder. We combined the outcome with internal department representative interviews.

3-2 List of material topics

Table 3-2 Material topics WP 2023

Material topic	Description	ESG Category
A Climate change	Greenhouse Gas (GHG) emissions	
B Pollution of water & land	Pollution of oceans and rivers from plastic waste	
	Pollution of land & water from plastic pellets	 
C Human health	Microplastics impact on (marine) ecosystems and human health	 
	Human health impact from migration from packaging	
D Human rights	Human rights at WP and in the plastic packaging production supply chain	
	Human rights in the waste recycling value chain	
E Governance	Weener plastics' governance	

 Environment  Social  Governance

201 Economic performance

More information on the Company’s economic performance can be found in the separately published Financial Report 2023.

204 Procurement

Management of material topics

Our procurement teams are organized locally, supported by the group procurement team in order to manage group contracts with larger suppliers. In addition to economic aspects, our procurement teams take environmental and social topics into consideration.

Our sustainable procurement program, which was renewed in 2022, is built on three pillars:

- Responsible procurement
- Supplier engagement
- Supplier selection & evaluation

Our local and global teams make accountable decisions, in which environmental impact and social responsibility are considered. Wherever possible, these decisions are evidence-based. Our teams also engage with our business partners around these topics. We share our targets and encourage our partners to set and share their targets and ambitions, too. We share best practices and are interested in learning from theirs. Environmental and social aspects are included in our selection criteria and evaluation processes. Actual or potential risks in our supply chain are evaluated continuously, and improvement

programs are defined where necessary.

204-1 Proportion of spending on local suppliers

Our procurement teams primarily work with local suppliers. This benefits our products’ economic and environmental impact.

205 Anti-corruption

Management of material topics

WP does not accept any bribery or corruption in any form. WP has a global Code of Conduct, an Anti-Bribery and Anti-Corruption Policy, an Anti-Money Laundering Policy and a global Code of Conduct for Business Partners that addresses principle 10 of the UN Global Compact. Before entering into employment with WP, prospective hires must confirm that they have read and fully understood the Code of Conduct.

All our business partners – such as distributors, consultants, and suppliers – must commit to complying with the principles underlying the Anti-Bribery policy. This also covers ethical standards, including compliance with all laws and regulations on bribery, corruption, and prohibited business practices. Code of Conduct trainings are given to our employees annually.

205-2 Communication and training about anti-corruption policies and procedures

Periodically, employees and governance body members receive training

on anti-corruption policies and procedures.

205-3 Confirmed incidents of corruption and actions taken

In the reporting period, there have been no known incidents of proven corruption involving our organization, employees or involving contracts with business partners.

Table 205-2 Communication and training about anti-corruption policies and procedures

Region		
Europe	Communication	Training
Governance body members	100%	33%
All other employees	85%	63%
Americas		
Governance body members	100%	98%
All other employees	95%	100%
Asia		
Governance body members	100%	100%
All other employees	98%	92%
WP Total		
Governance body members	100%	83%
All other employees	93%	86%

Percentage of Governance body members and employees who received communication / training on corruption policies and procedures

206 Anti-competitive Behavior

Management of material topics

At WP, business decisions are made on the basis of objective framework conditions, such as price, corresponding quality, and service standards, as well as integrity and reliability of business partners. We treat all of our business partners in a fair and respectful manner and expect our partners to treat their business partners in the same way.

All employees are held to making business decisions for the benefit of WP. Individual personal, professional, or financial interests that may affect business activity or disadvantage the company must be avoided. All decision-making processes must be based on factual considerations and without conflicts of interests.

The goal of antitrust laws is to ensure a competitive marketplace that allows efficient and innovative firms to succeed. Antitrust laws prohibit collusion among competitors, market practices that impair other parties' ability to compete, and mergers and acquisitions that are likely to harm competition. The EU and its Member States, the US and numerous other States have implemented far-reaching

antitrust rules which all employees are obliged to comply with, regardless of their location. WP is committed to comply with the Antitrust Laws and Regulations in all jurisdictions in which it operates. We expect all of our employees to report any instance of non-compliance with the law through the proper channels and to ask about any activity that might not comply with the law and avoid the appearance of unfair dealings. WP monitors the implementation and effectiveness of our compliance program and conducts regular audits to ensure all employees are adhering to this.

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

WP does not have legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which WP has been identified as a participant. A global risk assessment has been performed in 2022.

301 Materials

Management of material topics

Our local and global teams make accountable decisions, in which environmental impact and social responsibility are considered. Wherever possible, these

decisions are evidence-based. Our teams also engage with our business partners around these topics to support the reduction our products' impact. Our plants report on their materials usage, including the use of sustainable materials, on a monthly basis. Relevant information is reviewed in the quarterly business review meetings.

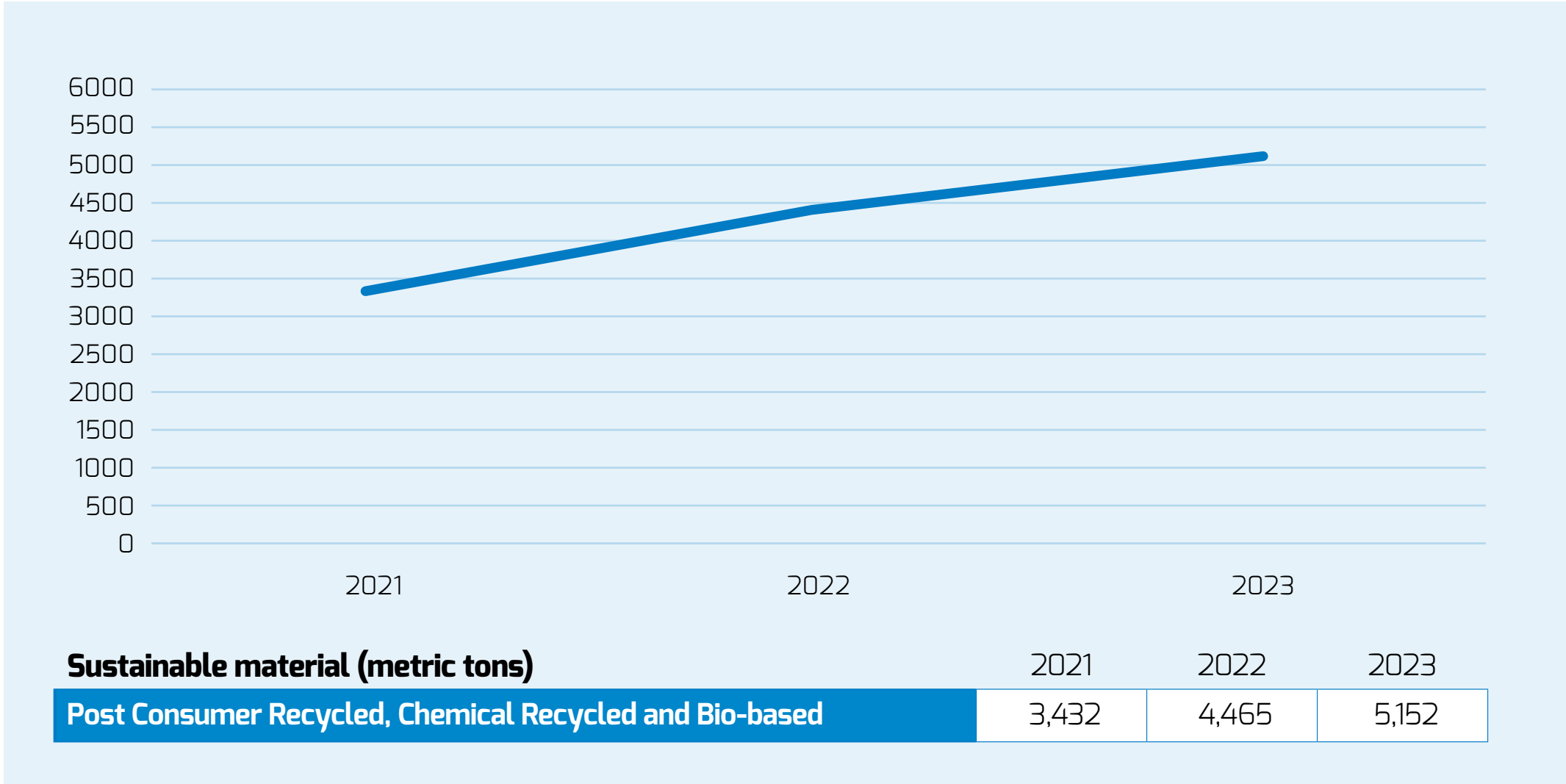
301-1 Materials used by weight or volume

In 2023, we have realized a marked increase in the use of sustainable plastic materials which is now at a total of 5.1 kilotons. We expect this to further increase in the coming years, partly driven by upcoming plastic

packaging tax legislations. We see growth in the use of recycled materials, mechanical as well as chemical, as well as in bio-based materials. We expect this growth to continue in the coming years, partly driven by upcoming plastic packaging tax legislations.

301-2 Percentage of recycled input materials

Recycled input materials such as PCR (Post Consumer Mechanical Recycled and Post Consumer Chemical Recycled) materials are used in our processes for specific customers and customer projects. For 2023, the percentage of recycled input (against our total input materials used) is about 4%.



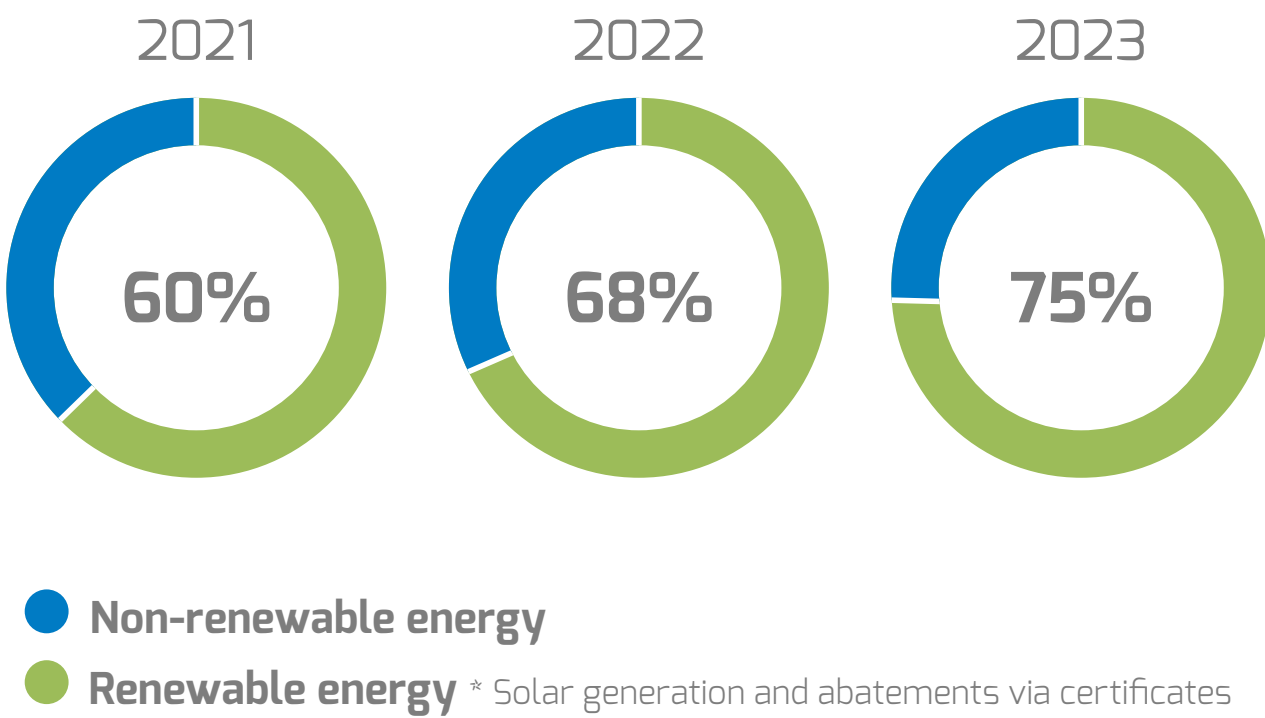
302 Energy

302-1 Energy consumption within the organization

Most energy is used for our production equipment, such as Injection Molding machines, IBM, ISBM, assembly machines, and cooling systems. Energy consumption is monitored monthly as part of the operations reporting systems.

The conversion factors used are standards from globally accepted datasets such as DEFRA and International Energy Agency Reports.

In 2023 we increased our purchases of renewable electrical energy. At year-end, renewable purchases accounted for ~75% percent of our total electricity consumption. Energy consumption is represented in table 302-1.



303 Water

303-1 Interactions with water as a shared resource

We make sure that natural resources, such as energy, water, and materials, are used in a responsible and economical manner in the production of our products.

303-2 Management of water discharge-related impacts

WP uses water (Direct water use) in the production process, primarily as coolant, and in the office area, for sanitary facilities. All sites provide Water, Sanitation and Hygiene (WASH) to their employees. For production processes, the water is cleaned and treated and confined to the process in question.

All plants report on the total volumes and source of their water withdrawals each quarter as part of the business review reporting. Total volumes are based on invoice data, of municipal withdrawals for example, and combined with measured volumes if applicable, such as from groundwater pump systems.

Our plants measure water quality on a regular basis to ensure longevity of our cooling systems, in accordance with local legislation and requirements. Some of our locations feature a water softening installation. Rejected water from these water softening installations is not discharged into

the storm water sewage system but used for gardening.

303-3 Water withdrawal

Overall total water withdrawals increased slightly in 2023. There have been no incidents of water-related non-compliance in the last three reporting years.

Table 302-1 Energy consumption (MWh)

	2021	2022	2023
Electrical Renewable	119,875	128,055	133,591
Electrical (non) Renewable	79,348	60,124	45,332
Total Electric Energy	199,223	188,269	178,923
Natural Gas	7,565	4,388	2,390
Fuels	899	993	2,222
Total Energy consumption	207,688	193,650	183,534

Table 303-3 Water withdrawal

2021	2022	2023
256	258	277

Total Water withdrawal in megaliters

305 Emissions

305-1 Direct (Scope 1) GHG emissions

Some of our sites use gas and fuels for office heating. In general, WP has low scope 1 emissions. Occasionally, sites make use of a generator. Energy consumption is represented in table 305-1.

305-2 Energy indirect (Scope 2) GHG emissions

Our GHG emissions dropped by ~17% to 28,388 tons CO₂ eq. As planned, the percentage of renewable energy and abatements grew to ~75%. Consumption of natural gas and fuels decreased slightly. Overall, we maintained our planned reduction glide path. GHG emissions are represented in table 305-1, 305-2.

Table 305-1, 305-2 Absolute GHG Emissions (tons CO ₂ eq)	2021	2022	2023
Sum of scope 2 location-based	80,099	76,948	72,729
Sum of Scope 2 market-based	38,088	33,225	27,296
Sum of Scope 1 gas	1,536	891	485
Sum of Scope 1 fuels	241	263	607
Sum of Scope 1 refrigerants		583*	547
Total Scope 1 gas + fuels + refrigerants	1,777	1,737	1,639
Total Scope 1+2 (market-based)	39,865	34,962*	28,935

* 2022 figures have been corrected with fugitive emission impacts of refrigerants

306 Waste

306-1 Waste generation and significant waste-related impacts

In 2023, all plants continued to participate in the WP global program towards Zero Waste to Landfill. The responsibility for our sustainability performance on waste is governed at the highest levels, in line with our company values. Each facility analyzed its own situation by means of a self-audit, supported by our internal audit system I-audit. Moreover, WP participates in Operation Clean Sweep, as prevention of waste or spillage of pellets has the utmost attention.

Waste is monitored as part of our daily operations. Compared to the previous year, we managed a ~13% reduction of total weight.

306-2 Management of significant waste-related impacts

In 2023, all sites continued to participate in our global Zero Waste to Landfill program. As part of the program, material and waste streams were plotted in line with the factory layout. External waste streams were also linked to rework and recycle partners. Areas for improvement were identified on the basis of this clear overview. The program raises awareness and helps focus on risk management and legal compliance while also introducing economic savings.

WP is continuing its Zero Waste to Landfill program to ensure delivery on the program and seek further opportunities, for instance to create closed-loop systems and extract the greatest possible value from waste materials through recycling and recovery.

306-3 Waste generated

WP has set a target to achieve a Zero Waste to

Landfill profile for all our plants by 2025, and aims to prevent waste disposal through dumping, landfill, or incineration without energy recovery. Figures for generated waste are represented in table 306-4, 306-5.

306-4 Waste diverted from disposal

In 2022, 86.8%. of our generated waste was diverted from disposal, an increase over previous years. This was realized by increased internal reuse and recycling, or the waste was reused, reworked, or recycled by external partners. Waste diverted from disposal is represented in table 306-4.

306-5 Waste directed to disposal

In 2023, we were able to further reduce the weight of waste directed to disposal. 2.3% of our generated waste is currently landfilled. Consequently, we still see room for improvement. There are no sites in our portfolio which operate their own landfill facilities. Waste directed to disposal is represented in table 306-5.

Table 306-4, 306-5 Waste	Hazardous		Non-Hazardous		Total	
	Quantity [Tons]	weighting %	Quantity [Tons]	weighting %	Quantity [Tons]	weighting %
Recovery Preparation for reuse	41.8	13.2%	453.1	9.2%	494.8	9.4%
Recovery Recycling	181.4	57.1%	3,547.5	72.0%	3,728.8	71.1%
Other recovery operations	12.0	3.8%	316.5	6.4%	328.4	6.3%
Disposal incineration with energy recovery	26.6	8.4%	508.8	10.3%	535.4	10.2%
Disposal incineration without energy recovery	34.6	10.9%	2.7	0.1%	37.3	70.0%
Disposal Landfill	11.8	3.7%	101.3	2.1%	113.1	2.2%
Other Disposal	9.4	3.0%	-	-	9.4	0.2%
On site Storage	-	-	-	-	-	-
Total	317.5	100.0%	4,929.7	100.0%	5,247.3	100.0%

308 Supplier Environmental Assessment

Management of material topics

In 2022, WP began using the EcoVadis platform to support selection and evaluation of our suppliers on environmental and social criteria. With the help of EcoVadis, we trained our local and global procurement teams. We invited our most strategic supply chain partners to share their scorecards or start an assessment. In 2023, we further increased the number of suppliers invited to the platform. The procurement teams were trained to focus on strategic suppliers and suppliers that are active in industries and/or regions that are imposed to elevated risk. The EcoVadis platform is part of a larger toolbox, which also includes questionnaires and audits, for instance. For more info, please check page 26.

In 2023 we implemented the following KPIs:

- % of suppliers that signed WP Code of conduct for business partners
- % of strategic suppliers with contracts referring to environmental and/or social topics
- % of strategic suppliers assessed on environmental and social topics

- % of strategic suppliers engaged in environmental and social topics
- % of planned audits realized

The first reporting on these KPIs can be found in Table 308-1a.

308-1 New suppliers that were screened using environmental criteria

Table 308-1a and 308-1b shows how our suppliers' Sustainability and CSR performance has been evaluated. The total number of suppliers assessed via the EcoVadis platform increased from 161 in 2022 to 236 in 2023. A total of 62% of our targetted suppliers were assessed in 2023 via EcoVadis or other means..

308-2 Negative environmental impacts in the supply chain and actions taken

See table 308-2.

Table 308-1a Sustainable procurement KPI's 2023

Suppliers that signed the WP Code of Conduct for business partners	30%
Strategic suppliers with contracts referring to environmental and/or social topics	16%
Strategic suppliers assessed on environmental and social topics	65%
Strategic suppliers engaged in environmental and social topics	22%
Planned audits realized	80%

Table 308-1b Sustainability and CSR performance of our suppliers valuation 2023 according to EcoVadis (in points)

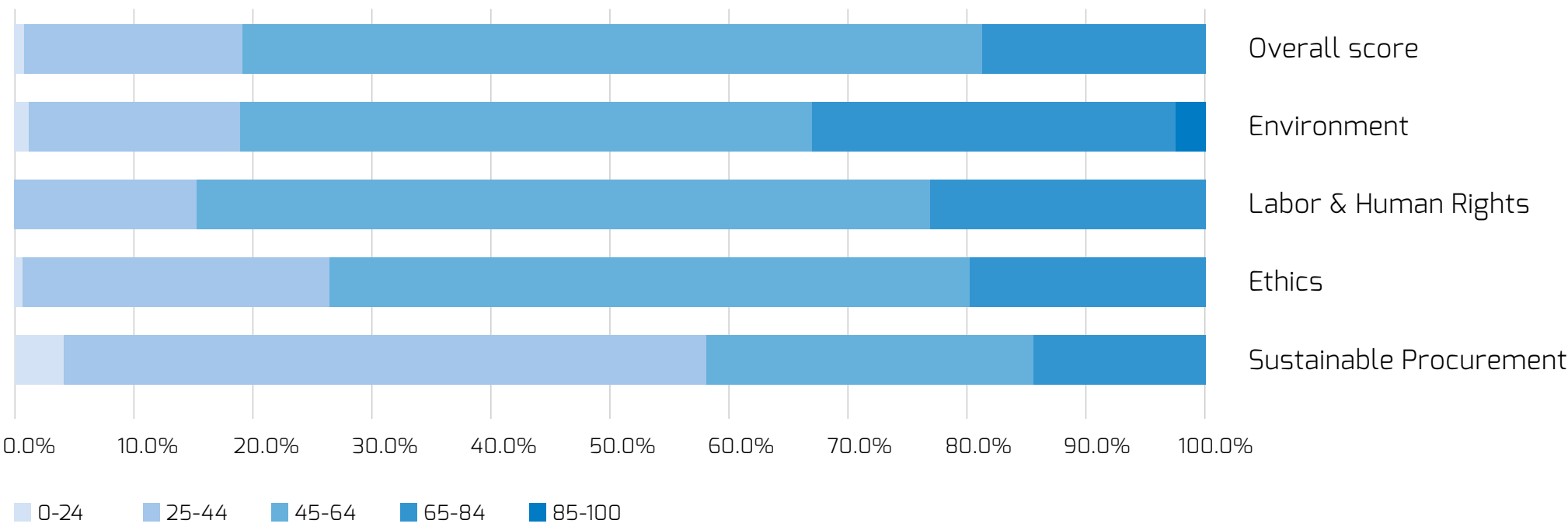


Table 308-2 Valuation according to EcoVadis (in points)

	0-24	25-44	45-64	65-84	85-100
Environment	1%	19%	51%	26%	3%
Labor & Human Rights	0%	13%	65%	22%	0%
Ethics	1%	26%	53%	19%	2%
Sustainable Procurement	3%	45%	39%	13%	1%
Overall score	1%	16%	61%	22%	0%

401 Employment

Management of material topics

Our corporate standards and values - We Care, We Inspire and We Deliver - are embedded in our employee standards. Our values - safety, continuous improvement, accountability, teamwork, integrity, and impact - are embedded in our organization and workplace. We challenge our people to develop their full potential and find new approaches and better solutions. In addition, we ensure our people have ample opportunity to interact with their colleagues around the world on a daily basis. To the greatest possible extent, our teams have the opportunity to develop their diverse talents and experiences, and share these with our colleagues worldwide. To ensure a decent standard of living for all our employees, we plan to identify the local living wage for the regions we operate in 2024, to define potential gaps. Based on the outcome, we will define the following steps.

WP employee data is measured locally at Human Resources and monitored from our headquarters.

401-1 New employee hires and employee turnover

Employment figures are shown in table 401-1.

External recruitment rate is calculated by the number of external hires divided by the average headcount.

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

As an employer, we do not want to make any unfair distinction between permanent, part-time, or temporary employees. All of these employees are part of the WP community and have been directly involved in the creation of our values. In the Netherlands, for example, legislation exists that ensures the same employment conditions for permanent, part-time, and temporary staff.

401-3 Parental leave

As an organization, we do not discriminate on the basis of pregnancy. That counts for all of the organization's employees, but also during any application process.

At WP we make use of maternity leave and partner leave constructions, and our employees have the right to retain a job after a pregnancy. This is entirely in line with the national laws of the countries in which our organizations operate.

Table 401-1: Employee New Hires and Turnover Rates

Region	Age category 's					
Europe	<26 yrs	26-34 yrs	35-44 yrs	45-54 yrs	>55 yrs	Total
New Employee Hires	71	62	74	60	27	296
External Recruitment rate	26,6%	13,2%	9,4%	7,4%	5,7%	9,9%
Terminations	32	29	43	53	34	193
Employee Turnover	31,5%	19,1%	22,5%	18,6%	10,7%	18,5%

Americas	<26 yrs	26-34 yrs	35-44 yrs	45-54 yrs	>55 yrs	
New Employee Hires	204	266	200	82	11	763
External Recruitment rate	26,0%	15,1%	9,6%	4,0%	0,5%	10,0%
Terminations	164	242	196	85	46	733
Employee Turnover	94,8%	61,0%	33,1%	17,8%	24,3%	40,1%

Asia	<26 yrs	26-34 yrs	35-44 yrs	45-54 yrs	>55 yrs	
New Employee Hires	80	87	49	8	4	227
External Recruitment rate	102,8%	82,0%	64,2%	52,0%	55,9%	84,4%
Terminations	17	37	20	8	1	83
Employee Turnover	2,4%	7,5%	5,4%	7,0%	6,3%	4,9%

WP Total	<26 yrs	26-34 yrs	35-44 yrs	45-54 yrs	>55 yrs	
New Employee Hires	355	415	323	150	41	1.286
External Recruitment rate	81,2%	46,4%	27,2%	11,3%	5,3%	37,5%
Terminations	213	308	259	146	81	1.009
Employee Turnover	21,9%	29,6%	22,4%	16,7%	15,5%	22,1%

403 Occupational Health and Safety

403-1 Occupational health and safety management system

WP operates a network of global and local Health and Safety professionals, managed by representation in the EMT by the EVP Operations. All accidents, near misses and behavioral safety incidents are reported into the EMT each month for review and definition of improvement actions, and subsequently discussed at Supervisory Board level. Any Lost Time Accident (LTA) is reported for review between the local business and the Executive within 1 day, and incident investigation for LTA >3 days is presented to the Executive by the local business team. The Executive is to review improvement actions both locally and globally. All businesses have targets for LTA and near miss/ behavioral safety identification, both reported and solved to root cause. Safety alerts are used to share Best Practice and highlight elevated risk. Group and local safety campaigns are run in order to focus on high-risk areas, along with a Group yearly Safety Assessment for every business. The Safety Management Systems cover all employees, permanent and temporary, agencies, contractors, and any visitors. Each of these groups are briefed

through induction processes, contractor control, and visitor sign-in.

403-2, 403-3 Hazard identification, risk assessment, and incident investigation, services

Our goal is to provide a Zero Harm environment, in which every employee, contractor or visitor can come to work at our facilities, or visit, and feel safe. In this environment, we highlight risks which are to be investigated and corrective actions that have been implemented. Every person has the right to come to work and go home safely and without injury. Health and Safety is obliged to start every meeting agenda with a discussion about this topic. This companywide approach includes everyone from the Supervisory Board (including shareholder representatives) to the Executive Management Team, local business teams and team leaders and operators discussing Health and Safety. Issues are recorded and actions generated to reduce risk and look after the health of our people. Monitoring is carried out through employee surveys and analyses of the near miss/ behavioral safety reporting to ensure every employee is engaged in Health and Safety activities and reporting. If gaps exist, corrective actions are implemented. The Executive visits the businesses and actively discusses Health and Safety. They carry out safety walks with employees, discussing Safety

Leadership and risk, and ensure the Group Zero Harm program is being implemented in the correct way at the facilities, support, and services in each business to achieve Zero Harm.

403-4 Worker participation, consultation, and communication

Our businesses operate through a formal Health and Safety committee. This is made up of workers' representatives that discuss improvements to our Health and Safety Practices, generated locally and at Group level. Employees are encouraged to participate through the formal meetings or during their day-to-day operations, to improve the Health and Safety for themselves and their colleagues.

403-5 Worker training on occupational health and safety

For anyone leading a team, Safety Leadership is prioritized. This includes developing knowledge about Health and Safety responsibilities as part of their job description, education through local and group programs and sharing of Best Practice and locally-focused safety initiatives. The entrance to all businesses must prominently display Health and Safety information. KPIs and risks should be clearly visible, to highlight the importance of Health and Safety. Each meeting must start with a very open discussion about Health and Safety in,

allowing people to share their views and be listened to. All employee, contractor, and visitor inductions incorporate Health and Safety information. Additional more detailed training is provided on the basis of specific risks. At higher-risk locations on specific sites, theme days are held with the teams. During these theme days, specific issues are highlighted, such as cuts and gloves, trips and falls, and bangs to the head. Senior Managers are required to actively promote Health and Safety practices and carry out safety walks.

403-6 Promotion of worker health

Our local organizations provide mandatory healthcare services in each country. However, our organization goes beyond the legislative requirements for this. The health and condition of our people is very important to us. In many countries we offer joint promotions and discount vouchers for sports club memberships, for example, and we create vitality budgets and programs for our people. A vitality program might include opportunities to anonymously participate in a health check in which, among other things, blood pressure, cholesterol, vision, and hearing are tested, and healthy lifestyle advice related to their profession is provided.

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Occupational Health and Safety is monitored by the use of risk assessment and Safety Alerts. Higher risks for Occupational safety are machine guarding slips/trips/falls. Procedures have been implemented and analysis carried out to reduce the Health and Safety risk in these areas through the implementation of Safety Alerts.

403-8 Workers covered by an occupational health and safety management system

All employees, agencies, contractors, and visitors are covered by the WP Safety Management system and induction. Compliance auditing is carried out accordingly, based on risk. Health and Safety as part of Employees and agencies' induction process and daily work audits. Contractors follow a contractor review process with monitoring and ownership by a WP representative. Visitors operate in low-risk areas and, where necessary, are issued with appropriate Personal Protective Equipment and be briefed on

the reasons for its use. This sometimes makes use of briefings and video screens. In our business, 76 % of our sites were covered by the externally recognized ISO 45001 Health and Safety Management system by the end of 2023.

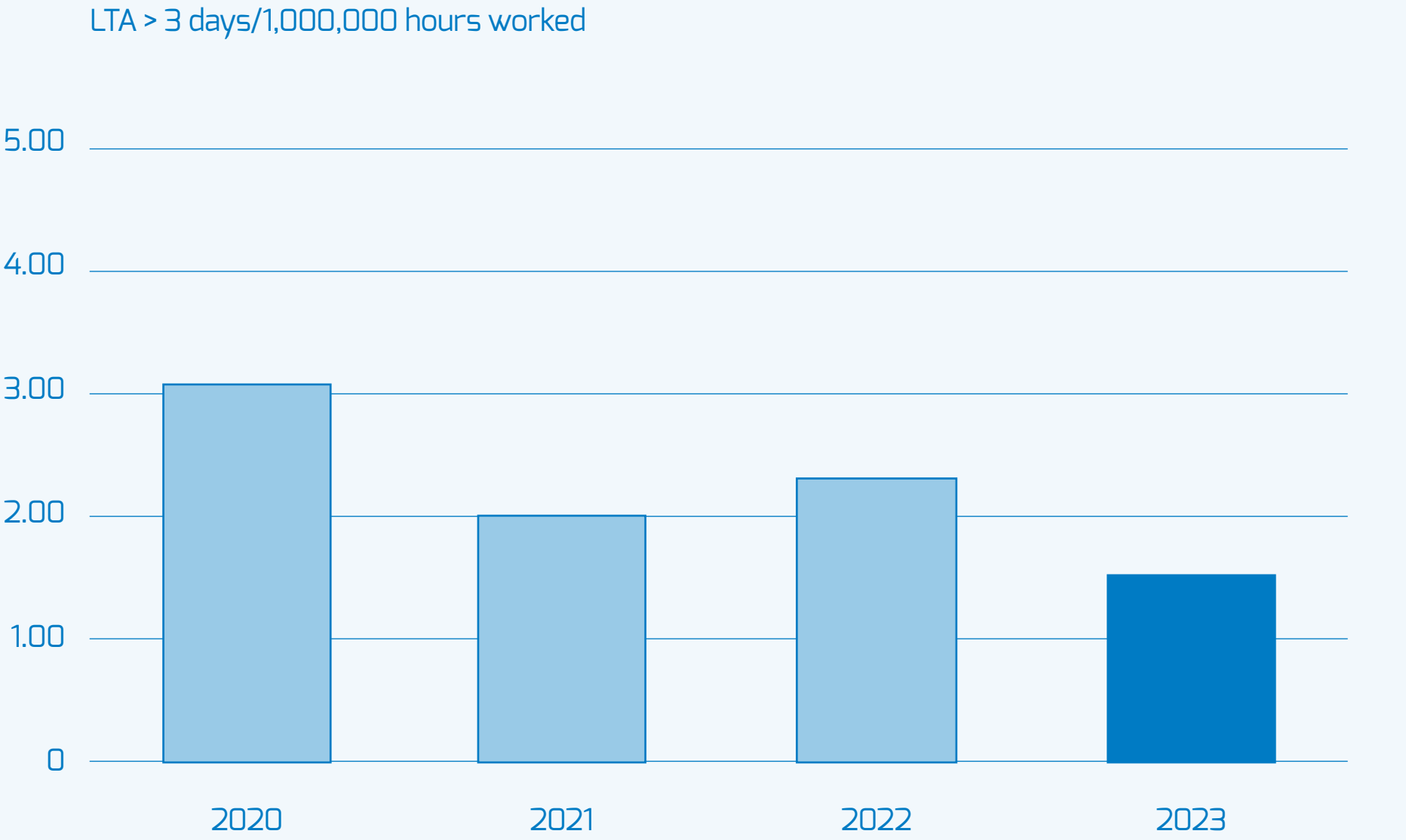
403-9 Work-related injuries

Our LTA figures for 2023 exceeded our targets and indicate that we have met our 2025 targets earlier than planned. The main reason for this is a stronger focus on the root causes and high risks along with continuous Safety Leadership engagement. Similar actions will continue in the coming years with applications details improving. The ambitions have now been extended into 2027, where an improvement of 30%, over 2023 actual, has been set. Work related injuries are shown in table 403-9.

403-10 Work-related ill health

We see room for improvement on the ill health figures and will continue our improvement program. We kept the number of fatalities at Zero. Figures of work-related ill health are shown in figure 403-10.

Table 403-9: Work-related Injuries



	2020	2021	2022	2023
Lost Time Incident Frequency rate (>3 days / millions hours worked)	3.10	1.99	2.22	1.5

Table 403-10: Work-related ill health

		2020	2021	2022	2023
Number of fatalities as a result of work-related ill health		0	0	0	0
Incidents of Work-related Ill health (Illness that is caused or contributed by an event or exposure in the work environment)	Major	6	4	3	2
	> 3 days	22	15	17	13
	Total	28	19	20	15

404 Training and Education

404-1 Average hours of training per year per employee

Information on training hours is displayed in table 404-1. WP makes no gender distinction with regard to working conditions and training. We want our people to be as well-equipped for their profession as possible, wherever they carry out that profession - at any place in the organization and any country or continent. Our training is, therefore, broadly delivered across the organization and accessible to all.

404-2 Programs for upgrading employee skills and transition assistance programs

Our people on the production floor receive training on injection molding and the process, and new developments or projects we are working on as an organization. Supervisors receive additional training related to leadership. Staff and middle management receive training specific to their technical skills or new developments in their field, as well as organizational training. In addition, individual wishes and possibilities are examined during personal development interviews.

Table 404-1 Average Training hours

	Europe	Americas	Asia	Total
Code of conduct	0.3	0.8	0.1	0.5
Health and safety	5.2	8.4	3.4	6.3
Quality & Operational excellence	3.4	4.2	4.2	4.0
Job Specific	4.5	2.0	0.1	2.1
Total	13.4	15.4	7.8	12.9
# Employees (head count)	992	2,030	1,141	4,163

404-3 Percentage of employees receiving regular performance and career development reviews

At WP, a performance and career development review should take place with each employee at least once a year. This process is managed by the local HR teams and checked by the Group HR Director.

405 Diversity and Equal Opportunity

405-1 Governance body Diversity

Table 405-1 shows the organization's governance bodies distributed to diversity categories: Gender and Age- categories and its percentages.

406 Non-discrimination

Management of material topics

WP does not tolerate discrimination of any kind. We expect all our business partners' employees to interact in a respectful way. WP's

business partners must comply with applicable laws and regulations regarding working conditions.

In particular, WP does not tolerate any discrimination based on of political party affiliation, race, skin color, gender, sexual orientation, marital status, pregnancy, religion, political opinion, nationality, ethnic background, social heritage, social status, disability, age, trade union membership, and all other attributes protected by applicable laws. Any personnel-related decisions, such as hiring or promotions, must be free of discrimination. It is strictly forbidden to violate a person's dignity, whether verbally or physically. Threatening employees who would like to report on misconduct in good faith with consequences, or browbeating them, is strictly forbidden and will not be tolerated.

WP has implemented an Anti-harassment and Non-discrimination policy to ensure all employees can work in an environment free from unlawful harassment, discrimination, and retaliation. WP will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately.

Table 405-1 Governance Body Diversity

	Male		Female		<26 yrs		26-34 yrs		35-44 yrs		45-54 yrs		>55 yrs	
Executive Board	2	67%	1*	33%	-	0%	-	0%	-	0%	2	50%	1	50%
Executive Management Team	7	88%	1	13%	-	0%	-	0%	-	0%	3	38%	5	63%
Management Teams	103	72%	40	39%	2	1%	7	5%	29	20%	65	46%	40	28%

*From April 2023 to February 2024, the board temporarily had only two (male) board members

407 Freedom of Association and Collective Bargaining

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

WP respects the freedom of association and the right to collective bargaining. Elections for participation in bodies such as unions are held periodically. WP is committed to respecting labor rights principles as laid down in the UN Global Compact and International Labor Organization's (ILO) fundamental conventions. We comply with applicable laws and regulations. In the event of differences between such laws and regulations and the standards set out in our Code of Conduct, WP will apply the highest standard consistent with applicable local laws. WP expects their business partners to respect the same.

408 Child Labor

Management of material topics

Child labor or forced labor is strictly prohibited at WP and in all companies of WP's business partners. The minimum age for permission to work (according to the applicable regulations) must be observed. Facilities cannot employ children to the extent that employment would interfere with the child's schooling. Moreover, children should not carry out hazardous work.

408-1 Operations and suppliers at significant risk for incidents of child labor

Child labor is prohibited at WP. Due to the nature of the business we are in, the risk of child labor is considered rather low. However, facilities must have effectively implemented age-verification procedures, so that every personnel file contains copies of identification documents (such as birth certificates, national ID cards or school certificates) submitted by applicants.

The prohibition of child labor is also part of the Code of Conduct for business partners, shared with and signed by our business partners.

In 2022, WP began using the EcoVadis Enterprise system. This platform helps identify any potential or actual environmental or CSR risks on different themes; forced and compulsory labor is one of the topics.

409 Forced or Compulsory Labor

Management of material topics

Any form of modern slavery, human trafficking and child labor or forced labor is strictly prohibited at WP and all companies of WP's business partners. We are committed to ensuring transparency in our own business and in our approach to tackling modern slavery throughout our supply chains.

We hold all of our contractors, suppliers, and other business partners to the same high standard. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labor, or holding anyone in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards. Management at all levels is responsible for ensuring those reporting to them understand and comply with this policy and that they are given adequate and regular training on this, as well as on the issue of modern slavery in supply chains. Employees and suppliers must report any incidence or suspicion of modern slavery at the earliest possible stage.

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

WP does not accept any form of forced or compulsory labor. This is included in our own policies and actions, and is also part of the Code of Conduct for business partners, shared with and signed by our business partners.

In 2022, WP started the use of the EcoVadis Enterprise system. This platform helps identify any potential or actual environmental or CSR risks on a variety of themes at our suppliers. Forced and compulsory labor is one of the topics included in the assessment. In 2023 WP extended the group of initially invited suppliers and included the suppliers that are exposed to high risks

based on their industry or region. (see pag 57)

413 Local Communities

Management of material topics

WP's ensures that we conduct business according to the highest ethical standards. In our dedication to operate as a socially responsible and sustainable company, we strive to maintain a safe, diverse, and inclusive environment for our employees. We aim to reduce the company's potential negative impact on local communities and, instead, make a positive impact on the communities in which we operate. Our local operations must comply with local regulations and guidelines.

Our plants worldwide maintain close contacts with their local communities. To create awareness and do good for society, our facilities have the opportunity to sponsor or donate to (local) charities. Some examples of activities with local communities can be found on page 45 of this report.

Furthermore, most of our personnel is locally sourced. We use our social media platforms and organize company tours, for example, to inform local communities about our activities and potential job opportunities.

413-1 Operations with local community engagement, impact assessments, and development programs

WP plants are actively involved in their local communities. Activities are based on local demands and opportunities. These range from promoting jobs and sponsoring local sports clubs to donating and helping local charities.

414 Supplier Social Assessment

Management of material topics

See chapter 308 on page 57.

414-1 New suppliers screened using social criteria

See chapter 308-1 on page 57.

414-2 Negative social impacts in the supply chain and actions taken

See chapter 308-1 on page 57.

415 Public Policy

Management of material topics

WP does not accept contributions to political parties or their representatives. No holder

of public office must be offered or granted any personal benefit of any kind.

415-1 Political contributions

Not applicable.

416 Customer Health and Safety

Management of material topics

All company products, including all components, manuals, and other directives as well as labelling and packaging must comply with all applicable laws and regulations as well as any applicable, mandatory internal and/or specific customer requirements. Since WP operates in numerous jurisdictions worldwide, consideration must be given to the fact that product compliance and safety requirements may differ significantly depending on the respective jurisdiction.

416-1 Assessment of the health and safety impacts of product and service categories

All WP's products are assessed for health and safety impacts and improvements.

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

In 2023, no incidents concerning the health and safety impacts of our products or services have been reported.

417 Marketing and Labeling

Management of material topics

WP does not provide products to end-users directly. WP's business-to-business marketing and communication is focused on its customers and, indirectly, other stakeholders in the value chain.

To avoid 'greenwashing', WP is very cautious about any claims made about the environmental and/or social impact of its products and services. The company uses evidence-based arguments and refers to the information source. WP's Sustainability team regularly trains its marketing, sales, and I&D teams about the impact of our packaging and the communication about this topic.

417-1 Requirements for product and service information and labeling

Not applicable.

417-2 Incidents of non-compliance concerning product and service information and labeling

WP experienced no incidents of non-compliance.

417-3 Incidents of non-compliance concerning marketing communications

WP experienced no incidents of non-compliance.

418 Customer Privacy

Management of material topics

Weener Plastics Group is committed to meeting all obligations under the regulatory system and in accordance with the GDPR. We uphold a robust structured compliance adherence and monitoring program. We carry out frequent risk assessments and gap analysis reports to ensure that our compliance processes, functions, and procedures are fit for purpose and that mitigating actions are in place where necessary.

Although we understand that not all risks can be mitigated, we operate a robust and structured system of controls, measures, and processes to help protect data subjects and their personal information from risks associated with processing data. The protection and security of personal data is of paramount importance to us, and we have developed data specific controls and protocols for any breaches relating to the GDPR and data protection laws.

WP performed a CyberVadis assessment in 2022. We achieved a score of 774 out of 1000, which underlines the effectivity of our cybersecurity activities. CyberVadis is a third-party cybersecurity assessment company. In 2023 WP updated its Cybersecurity improvement plan.

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

There have been no substantiated complaints concerning breaches of customer privacy or loss of customer data during the reporting year.

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