



Among the first three companies to have Net-Zero targets approved by the Science Based Targets Initiative (SBTI)



Updated near-term emission reduction targets approved by SBTi



Participant members of UN Global Compact



Sustainability report in accordance with the GRI Standards



Gold rating by Ecovadis in 2023



CDP disclosure annually since 2010

# Sustainability highlights 2023

- ▶ 33% reduction in scope 1 and 2 GHG emissions
- ▶ 100% renewable electricity since 2016
- ▶ 30% of fresh milk cartons in Europe fully renewable
- ▶ 45% reduction in Total Recordable Injuries rate since 2020
- ▶ 86% of employees have completed performance dialogues
- ▶ 94% of employees completed code of conduct training
- ▶ 100% of fibers from verified and controlled sources in line with the standards of FSC™\*
- ▶ This year, Elopak received an A+ score for its ESG reporting, placing it in the top 5% of companies prepared for the introduction of European Sustainability Reporting Standards

Read our fully sustainability report (in accordance with the GRI Framework) here: [www.elopak.com/app/uploads/2024/04/Elopak-Combined-report-2023.pdf](http://www.elopak.com/app/uploads/2024/04/Elopak-Combined-report-2023.pdf)

Forest Stewardship Council™. FSC™ C081801. \*Look for FSC certified products – the mark of responsible forestry. [www.fsc.org](http://www.fsc.org)

## Our material topics:



### People

- Safety
- Employee life cycle
- Diversity, equity and inclusion
- Ethics and compliance
- Human rights
- Responsible supply chains



### Planet

- Environmental impact
- Bio-circularity
- Certification of raw materials
- Recyclability and recycling



### Profit

- Financial stability and growth



Material topic	Target	KPI	Status 2023	Development 2020-2023
 Safety	Elopak makes no compromises on safety and aims for zero work-related injuries	Total Recordable Injuries (TRI) rate	3,8	-45%
 Employee life cycle	Elopak has an engaged workforce and is ranked as a good workplace	Employee Net Promoter Score (eNPS)	9,6	New KPI
	85% of employees have individual targets and documented competence development plans	% of employees completing performance dialogues	86%	291%
 Diversity and inclusion	Target the same distribution in gender diversity across all hierarchical levels	% female in various levels of the organization	21%	-5%
 Ethics and compliance	All Elopak employees to understand overall compliance risks and requirements for expected behavior	Employees completing Code of Conduct training	94%	68%
 Human rights	Strive towards decent working conditions and no gross violations of human rights throughout our operations and supply chain	Employees completing Code of Conduct training	94%	New KPI
		Human Rights risk assessment in own operations and of business partners	Completed	New KPI
 Responsible supply chains	Ensure all key suppliers accept our Supplier Code of Conduct and are assessed against social responsibility and environmental criteria by 2025	% of raw material suppliers (by spend) signed, accepted or demonstrated conformance to Elopak Global Supplier Code of Conduct	97%	1%
		% of all suppliers (by spend) signed, accepted or demonstrated conformance to Elopak Global Supplier Code of Conduct	75%	-6%
		% of suppliers (by spend) assessed for environmental and social impact	77%	28%
 Environmental impact 	42% reduction of Elopak's direct emissions (scope 1 and residual scope 2) by 2030	Scope 1 and residual scope 2 emissions	5 718 (tons)	-33%
	25% reduction of value chain emissions (scope 3) by 2030	Scope 3 emissions	545 085 (tons)	0,6 %
 Bio-circularity	100% renewable or recycled content materials in all beverage cartons on the European market, and available in other markets, by 2030	% Renewable or recycled content materials used, by weight, European market	81%	-2%
	50% of all fresh milk cartons in Europe fully renewable or recycled content by 2025	% of fresh milk cartons in Europe fully renewable	30%	67%
 Certification of raw materials	Ensure sustainable value chains behind all raw materials through product certification according to the most stringent and credible standards by 2030	% certified purchased materials	43%	-22%
		% sold products FSC™ certified	55%	-13%
 Recyclability and recycling	100% recyclable beverage cartons in all markets by 2025	Definition under revision		
	70% of all beverage cartons are recycled in EU and Canada by 2030	Recycling rate calculation method under revision		