

Welcome to the Ecolean Sustainability Report 2024

2024 marked the beginning of a new chapter in our sustainability journey, especially with the upcoming Corporate Sustainability Reporting Directive (CSRD) and other EU regulations on the horizon. We see these changes as a great opportunity to step up our sustainability work and take it to the next level. CSRD is not just a set of regulations – we see it as an opportunity for us to become even more transparent, accountable and proactive in everything we do. We are not just preparing to meet the new requirements, we are embracing them as a catalyst for deeper innovation, stronger partnerships, and a greater positive impact on both our business and the world around us.

Sustainability has always been at the core of what we do. It's not just about designing packaging or reducing waste – it's about creating solutions that help shape a more circular, responsible future for everyone. As we prepare for CSRD, we're focusing on integrating sustainability even more deeply into every part of our business. We're committed to becoming a leader in sustainability reporting, ensuring that we share our progress openly and honestly, and inspire others to join us on this journey.

We're investing in the resources and expertise needed to exceed the new requirements, ensuring we're ready to not just meet expectations but set new standards in the industry. By strengthening our internal knowledge and embracing new tools for transparency, we're ready to share not just our successes, but the challenges we face and the lessons we learn along the way. We believe this openness is key to building trust and long-term value – both for Ecolean and society as a whole.

Looking ahead, we're excited to work even more closely with our partners, customers and stakeholders to create innovative solutions that not only comply with new regulations but also push the boundaries of what's possible with more sustainable packaging. We're proud of the progress we've made so far, but we're even more excited by the road ahead.

This report reflects our ongoing commitment to sustainability, but more importantly, it's a glimpse into the future we're working to create. The coming years are full of opportunities, and we're ready to take them on, together. Let's continue to shape a better, more sustainable world – one step at a time.

Maria Ahlström

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Sustainability is a journey we all share. When each of us contributes, we create something powerful — and we can all be proud of the impact we make.

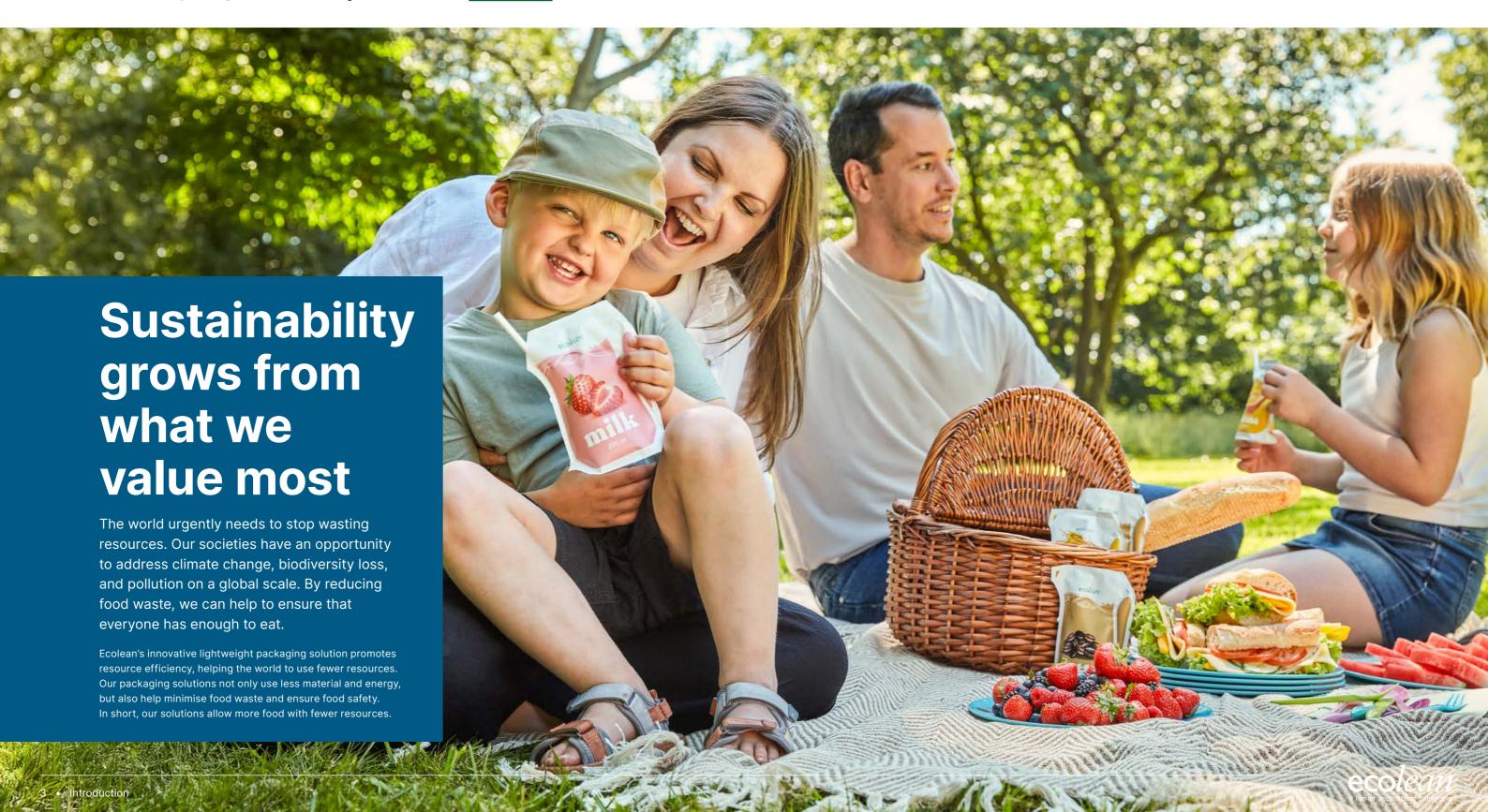


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Safe food for all

The World Health Organization (WHO) reports that almost 600 million people fall ill each year from contaminated food¹. Safe and convenient food packages are a crucial part of the solution.

At Ecolean, food safety is our top priority. We take pride in helping our customers to deliver packages that ensure food safety for consumers. Our unique system, with pre-sterilised and ready-to-fill packages, helps our customers to bring safe food to people around the world. Additionally, Ecolean aseptic packaging allows food to be transported long distances and ensures long-term storage at ambient temperatures without refrigeration.







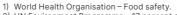
Less food waste

One third of all food produced globally goes to waste. This includes 17 percent wasted at the consumer level². Meanwhile, around 10 percent of the global population does not have enough food to eat, according to the United Nations Food and Agriculture Organization (FAO)³. Moreover, an estimated 8 to 10 percent of global greenhouse gas emissions are associated with food waste⁴.

Ecolean lightweight squeezable packages make every drop count – to promote resource efficiency. Our innovative packages are designed to be user-friendly, allowing consumers to easily squeeze out every last bit of the product, minimising food waste.







²⁾ UN Environment Programme - 17 percent of all food available at consumer levels is wasted.

Climate action

We have the opportunity to mitigate the impacts of human-induced climate change. Resource-efficient packaging that promotes a lower life cycle climate impact is a key part of the solution.

Our lightweight packaging uses less raw materials and results in a lower carbon footprint. With raw materials accounting for 85 percent of our total carbon footprint, we are committed to switching to renewable or recycled polymers by 2030. We are proud to already source 100 percent renewable electricity at all our production sites globally.





Towards circularity

Most food packages today follow a take-make-waste material flow, leading to growing landfills around the world. However, customer demands, consumer preferences, upcoming legislation, and our own sustainability ambitions drive us towards more sustainable packaging solutions based on circularity and recycling.

Innovative packaging solutions are crucial in this transition. Plastic packaging is lightweight, durable and offers excellent food safety properties. By choosing fewer components and high-quality materials, our packaging is efficiently produced and easy to recycle. We aim to future-proof our products by ensuring that our packaging supports the transition to a more circular and sustainable world.





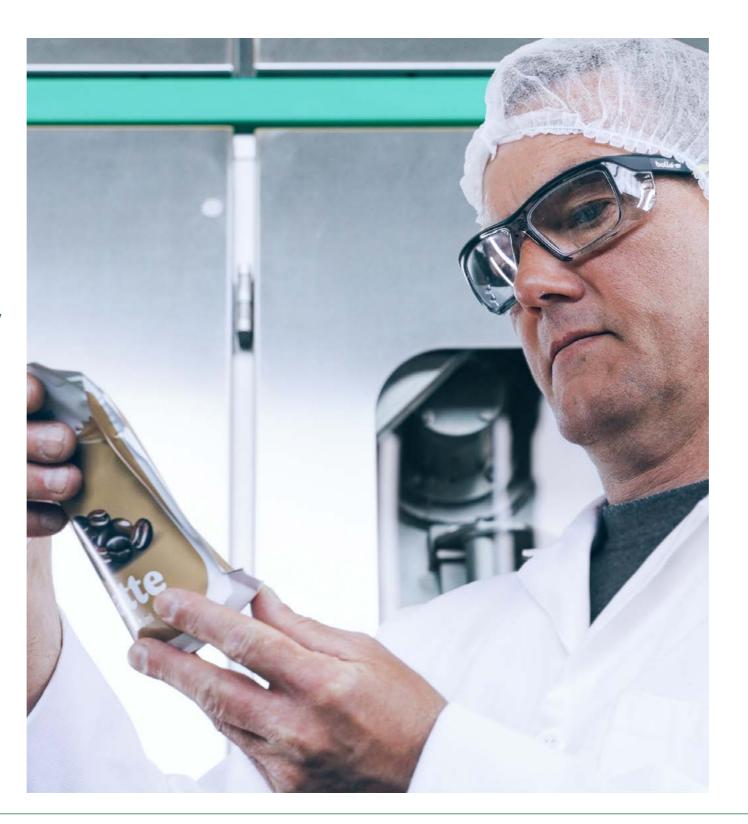


Transparency through a life cycle approach

Access to comprehensive sustainability data empowers ambitious companies to make the best possible choices.

At Ecolean, we believe that full transparency from cradle to grave fosters innovation, sustainability and trust. Our commitment to full transparency ensures complete oversight of our sustainability data, allowing us to optimise the use of raw materials and energy throughout the entire value chain.





Fair, equal and inclusive

An open and transparent value chain is essential for building a fair, equal and inclusive business. Everyone who works with us - from our employees to our value chain partners – plays a crucial role in creating a more sustainable packaging industry.

Our employees are our most valuable asset. We thrive thanks to hardworking, brave individuals with innovative minds and groundbreaking ideas. Together with our partners, we strive to ensure a sound and safe environment where everyone can grow and succeed.







Introduction



I am confident that we will achieve remarkable progress in the coming years – particularly in ensuring food safety, reducing food waste and climate impact as well as promoting circularity.

Message from the CEO

Ecolean has always been at the forefront of the food packaging industry, championing resource efficiency and minimising food waste. Our lightweight philosophy guides us in delivering innovative packaging solutions that address global challenges.

In 2024, we witnessed the undeniable impacts of climate change, with record-breaking sea surface temperatures and the hottest Northern Hemisphere summer in 2,000 years. Extreme weather events, including wildfires and heatwaves, have highlighted the urgent need for climate action. These events reinforce the importance of our commitment to sustainability and the need for innovative solutions to mitigate climate impacts.

Despite these challenges, there are many reasons to be optimistic. The global community is increasingly recognising the importance of sustainability, and we are seeing a growing commitment to environmental stewardship. At Ecolean, we are proud to be part of this positive movement. Our business strategy, focused on profitable growth, our customers, operational efficiency and sustainability, continues to drive our progress and ensures that sustainability is integral to our business decisions and operations.

For the global economy, last year was a year of contrasts. While global economic growth is projected to increase, the outlook remains uncertain due to geopolitical tensions and trade restrictions. Inflation has eased, but high interest rates and shifting labour markets continue to pose challenges. Despite these headwinds, we at Ecolean remain steadfast

in our mission to contribute to a more sustainable future. Thanks to the hard work and dedication of our team, we continue our development in our core markets.

This year marked significant milestones for Ecolean. We successfully implemented SAP (our new Enterprise Resource Planning and global Customer Relationship Management system) in Sweden and initiated the first phase of implementation at our site in China. This extensive project, involving a large part of our company, faced some initial challenges but ultimately succeeded thanks to the dedication of our team.

Our third-party verified, Environmental Product Declarations (EPDs) are in use and are promoted in all our markets. EPDs make it easy for our customers to access and utilise information. This aligns with our commitment to full transparency in our sustainability practices.

NEW PILOT PLANT

In Landskrona, we established a new Pilot Plant, which has already shown promising initial test results. The Pilot Plant is crucial for advancing our products in line with upcoming EU directives such as the Packaging and Packaging Waste Regulation (PPWR). We strongly believe this regulation is beneficial as it harmonises packaging waste management across EU member states, ensuring the consistent and effective implementation of recycling practices. By adhering to PPWR, we not only comply with the regulatory requirements but also contribute to a more sustainable and circular society.

In 2024, we focused on preparing to meet the CSRD. Throughout the latter part of the year, we identified and established new routines and data points to comply with CSRD, which aims to standardise and improve the quality of sustainability reporting across the EU. Ecolean will begin reporting according to CSRD from 2025.

Recognising the potential in the Vietnamese market, we dedicated significant resources to building a robust organisation in Vietnam in 2024. This strategic initiative will enhance our ability to support our customers and expand our presence in this dynamic market.

Additionally, we are excited to announce our plans to re-enter the European market. Preparations for this launch are well underway, and we see significant opportunities for our new 'designed for recycling' packaging solutions in Europe.

I am deeply grateful for the trust our customers place in us to support with achieving their sustainability goals. As we continue to collaborate closely, I am confident that we will achieve remarkable progress in the coming years – particularly in ensuring food safety, reducing food waste and climate impact as well as promoting circularity.

Marie Samuelsson CEO, Ecolean Group



2020

All of our production

sites source 100%

renewable electricity



2020 2023 Site-specific EPDs We set Science-Based Targets that for all packaging are aligned with the production sites 2024 Paris Agreement 2021 We implement a Ecolean became global system solution a signatory of the for health, safety, **UN Global Compact** environment and product requirements

Sustainability roadmap 2030

Our Sustainability Roadmap 2030 serves as a cornerstone of our journey to become a more circular business. The roadmap centres around a set of actionable goals that align with the principles of United Nations Global Compact, the Paris Agreement ambitions and the SDGs.



2030 targets

Taking climate action

We have set science-based climate targets that are aligned with the Paris Agreement. By 2030, we aim to:

- Reduce our scope 1 and scope 2 GHG absolute emissions by 50 percent, and measure and reduce our scope 3 emissions, with 2018 as the base year.
- Continue to source 100 percent renewable electricity for our production.
- Transport 100 percent of our products by sea

Towards a circular business

Becoming part of the circular economy is central to our transition. Our 2030 targets are to:

- Source 10 percent renewable or recycled polymers for our packages.
- · Maximise the recycling of waste even when scaling up production.
- · Ensure all our packages comply with 'Designed for recycling guidelines'.
- Support and establish partnerships to develop recycling infrastructure in all our markets.

Fair, equal and inclusive

Our targets also relate to the people in our company and throughout our supply chain and are guided by our Code of Conduct and the principles of UN Global Compact. Our 2030 targets are to:

- Achieve a 50/50 employee gender balance.
- Ensure 5 percent of our employees are part of work rotation programmes.
- Provide every employee with an average of one-week training per year.
- · Achieve zero injuries and work-related illnesses.
- Zero corruption and zero breaches of human rights.

Our Sustainability Roadmap 2030 targets set high ambitions going forward. We also constantly work to improve the quality of our packaging solutions to maintain zero liability claims and provide transparent information.



Ecolean Sustainability Policy

Our Sustainability Policy ensures that we have a holistic and effective approach to sustainability throughout our business.

Ecolean delivers unique lightweight packaging solutions to liquid food producers around the world. We believe in resource efficiency – both in terms of our innovative products and in the way we conduct our business. We develop products and solutions in an ongoing dialogue with our stakeholders in order to meet their demands in the most efficient way.

In a world of growing population and customer demands, we offer safe and innovative packaging that reduce waste and can be used anywhere, regardless of local distribution channels and climatic conditions. In everything we do, we strive to exceed quality expectations and create value for all our key stakeholders, from our employees to the end-users of the packaged liquid food.

Our Sustainability Policy covers our approach to economic, environmental and social aspects. The effective management of these aspects enhances our performance and the quality of our products. We acknowledge that quality is essential to a sustainable business. Our target is always to strive for zero defects and to reduce our production waste. We continuously improve our management system and processes to strengthen our operational efficiency.

Economic sustainability

 We always follow our Code of Conduct in terms of business ethics, and have zero tolerance towards all forms of corruption.

Environmental sustainability

- Our packaging solutions shall have the lowest possible environmental impact. Our design and manufacturing processes are based on a life cycle perspective.
- We strive to improve our sustainability performance by focusing on our most material topics and by working to prevent and reduce negative impacts.
- We reduce, monitor and follow up on our impact from greenhouse gases, energy, waste, raw materials and water use.

Social sustainability

- As a signatory of the United Nations (UN) Global Compact, we respect human rights as set out in the UN Guiding Principles on Business and Human Rights. We are committed to respect all internationally recognised human rights standards.
- Our entire business abides by our Code of Conduct, which covers the areas of human rights, diversity, equality and non-discrimination.
- We support our employees and provide equal opportunities for career development.
- We have a zero injury and ill health target that we strive to meet by systematically improving work environments and the physical, mental and social health of our employees.

- Food safety and superior quality packaging solutions are part of our core business. By reducing risk through continuous improvements, and following standards and audits, we safeguard food safety and quality within our part of the value chain.
- We always provide our stakeholders with accurate and transparent information about our operations.
 All our environmental data is based on life cycle assessments.

Compliance

We fulfil our compliance obligations and relevant voluntary standards that apply to our operations and packaging solutions in each country we operate in.

We constantly work to raise awareness of sustainability and quality and encourage our employees and business partners to respect people and the environment in their day-to-day activities. We also expect our suppliers to aspire to the same standards in their business operations, by signing and following the Ecolean Supplier Code of Conduct. We communicate the policy to our stakeholders and raise awareness among our suppliers.

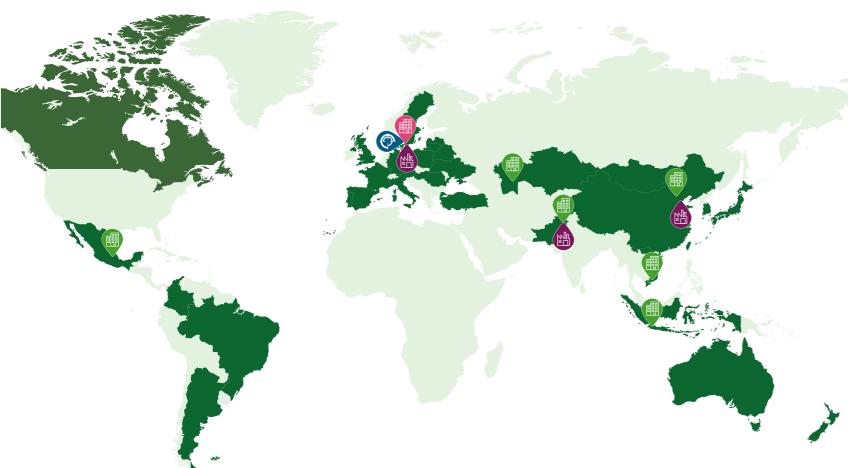
The Sustainability Policy is aligned with Ecolean's Code of Conduct and is supported and complemented by the Ecolean Whistleblowing Policy.

Through our commitment to reduce environmental and social impacts and improve performance, we contribute to a more sustainable world.



This is Ecolean





Profitable growth
THE BEST GROWTH IS WHEN WE CAN GROW
TOGETHER WITH OUR CUSTOMER

Ecolean is a system supplier of packages, filling machines, downstream equipment and services for the liquid food industry. We serve both chilled and ambient products, within categories such as milk, yoghurt, cream, plant-based and still drinks. Our modern light-weight packaging solutions and resource-efficient filling lines offer both customer and consumer convenience while promoting environmental responsibility.

Ecolean is a privately-owned company with its headquarters in Sweden. Established in 1996, our company has commercial activities in over 20 countries, with its largest markets in China, Pakistan and Vietnam. Asia is where our strategy focuses and is where we see the greatest opportunities to grow together with existing and new customers. In 2024, our organisation in Vietnam matured with strong sales and marketing and we see excellent opportunities in this growing market.

Head office
Pilot Plant
Sales offices
Production plants

Commercially active areas

During 2024, Ecolean set up a Pilot Plant in Landskrona, Sweden. This site will enable us to conduct advanced testing on all our existing products and drive the development of new products and materials. The plant is an important step for us to achieve our future targets.

Ecolean has production plants in Sweden, China and Pakistan, which are all certified according to the ISO 14001 environmental management system. We have a long history of monitoring environmental data and we apply the precautionary principle to sustainability.

Our Vision

To be the best packaging company in the world in the eyes of all our stakeholders.

Our Mission

To provide the world with safe and convenient packaging solutions for liquid food with minimal environmental impact.

Our Core Values

We are brave.

We always strive to be bolder and better than we were yesterday. We are quick on our feet, and our drive to do better than all others is limitless

We are **innovative**. The known is already known and done. Different means a change for the better.

We create less. The world doesn't need more. It needs less. That is what we bring – a **lighter** solution for the good of the planet.

And yes, this includes you.



Safe and convenient packaging solution for liquid food

Ecolean is committed to contributing to everyone's right to safe food. Food safety is critical at every stage of the food chain from processing and storage to distribution and consumption. Ecolean's packages bring safe food products to people all over the world – regardless of local distribution channels and climatic conditions.

Every year, 600 million people fall ill from unsafe food according to the World Health Organisation. At the same time, it is estimated that a third of all food produced globally (equivalent to 1.3 billion tonnes worth around \$1 trillion each year) is wasted. Food may be wasted due to packages not fulfilling food safety requirements, or being

difficult to fully empty, especially when it comes to viscous products.

Customer focus

Ecolean packages catch the consumer's eye on the shelf, but we need to continuously innovate to remain relevant for the future. Our product roadmap has developed over the years with several defined initiatives to develop innovative packaging systems.

In 2024, a market study to gain a holistic understanding of the European market trends and needs was conducted. The objective was to explore attitudes towards the Ecolean package compared to existing products and the willingness to adopt Ecolean products when the Design for Recyclability Regulations are introduced. The study

highlighted the benefit of Ecolean packages and our suitability for thick and viscous food such as yoghurt and cooking products. The fact that the consumer can squeeze all the food from the package was seen as beneficial in reducing food waste. Our lightweight flexible package was also appreciated for promoting food safety and convenience while minimising the use of plastic.

Several innovation workshops were held together with customers in Vietnam and China. By working closely with customers and understanding their needs, we can join forces on a growth journey of co-creation.

INTRODUCING THE PERFECT ON-THE-GO PACKAGE

A new package format was introduced in the chilled portion pack segment, EA125. This new format enables our customers to target consumers that prefer consuming

smaller portions of fresh products on-the-go.

BOOSTING SALES AND MARKETING

ecolean

An introduction programme for our Sales and Marketing team was held in Helsingborg to equip new/junior colleagues with the necessary knowledge and skills to effectively engage with customers. Our colleagues also had the opportunities to expand their internal network with sales colleagues and corporate functions.

During the year, we introduced a Customer Relationship Management (CRM) tool to more efficiently store customer information and activities. The tool will help us to better understand and meet customer needs in a more effective way as well as promote greater satisfaction and stronger relationships.





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GRI Disclosure 2-6



Our vision, mission and core values

Cont.

Ecolean packaging solutions

We provide a comprehensive system of filling line solutions with flexible, lightweight packages for liquid food. Our filling lines are engineered for optimal efficiency. Developed and produced in Helsingborg, Sweden, our equipment is assembled in collaboration with our suppliers, who work closely with our technical departments and global service

Our technical service teams offer expert support to help customers optimise the performance of the Ecolean packaging system. We are dedicated to reducing food waste by minimising product loss during the filling process at customer production plants. Through systematic performance assessments, customised training programmes, and technical upgrades, we maximise performance and minimise downtime.

In 2024, our portfolio of filling machines included the EL1+ and EL2+ for chilled distribution, and the EL3+, EL4+, and EL6 for ambient distribution.

Ecolean packaging materials are produced at our plant in Sweden and are formed into ready-to-fill packages at our facilities in Sweden, China and Pakistan. We offer a variety of hermetically sealed, ready-to-fill packages in different sizes. Our packages for ambient distribution are sterilised using electron beam treatment (e-beam) at our production

THE IMPORTANCE OF SCHOOL MILK PROGRAMMES

Our unique system with ready-to-fill packages helps customers to bring safe food to the market, ensuring the health and nutrition of people all over the world. Over the years, we have contributed to several School Milk Programmes in China. In 2024, we joined the Punjab School Milk Programme in Pakistan, which was launched in collaboration with the UN World Food Programme, our customer, and their partner. The initiative provides a daily 175 ml pack of UHT milk to improve nutrition and boost school attendance and performance for children from pre-kindergarten to fifth grade.





Opportunities and challenges

Ecolean provides packaging solutions for liquid food with a focus on food safety and convenience. Products produced and marketed by Ecolean must comply with all laws and rules relating to product safety. Beyond this, we also comply with voluntary certification schemes.

Customer and consumer health and safety is Ecolean's main priority. A potential product safety or integrity incident could have adverse consequences on consumer health and harm the company's reputation and financial performance. By continuously working with quality and management systems, we safeguard the integrity of our packaging system.



LOGISTICS

We have made significant progress in optimising our logistics to enhance sustainability in recent years. For example, we have begun shipping two pallets stacked on top of each other to double our freight capacity for the same transport-related emissions. This shipping solution is now offered to all our customers.

In recent years, we have also increased the number of packages per container by 5 percent for chilled film shipments from Sweden to China, which impacts half of Ecolean's business. At Ecolean Pakistan, we have increased the number of 250 ml packages on a reel from 7,000 to 7,200, optimising both shipping and production

Providing safe packaging solutions

efficiency. Our continuous efforts to maximise container usage and improve packing methods have led to more efficient logistics, including better stock management, inventory and shipping processes.

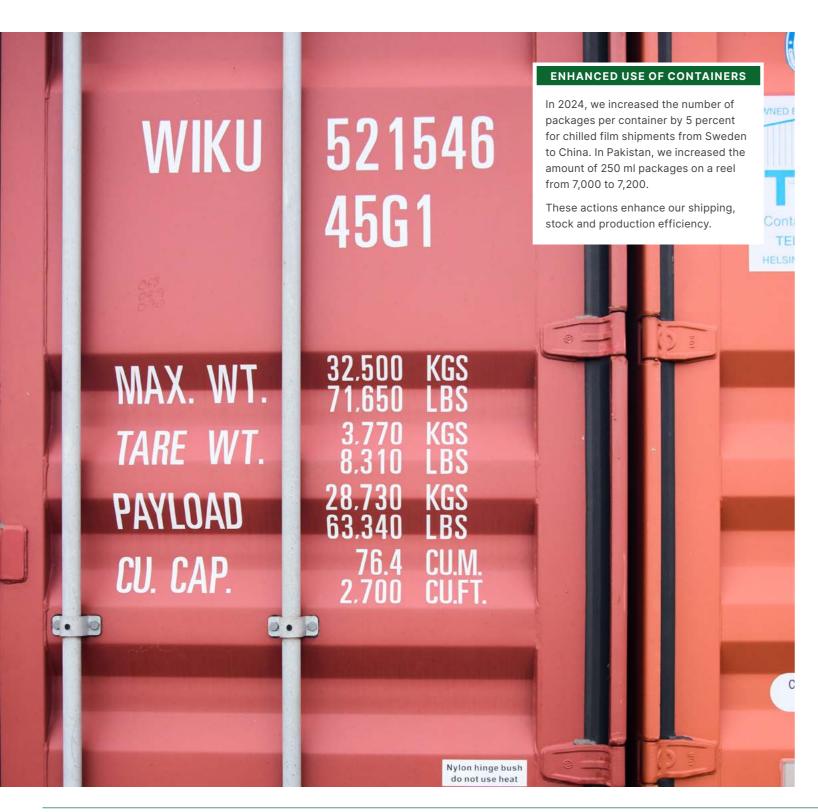
CIRCULARITY

We are committed to promoting circularity through the refurbishment and reuse of equipment and spare parts. Our efforts in China have been particularly successful, with refurbished machines being resold and reused. We also relocated obsolete spare parts from Vietnam to the Chinese market, and we relocated spare parts from Pakistan to other markets instead of scrapping them. Globally, we refurbish used spare parts such as safety valves, knives and counter jaws to reintegrate them into the supply chain.

CUSTOMER EFFICIENCY, QUALITY AND SAFETY

Our services are designed to enhance customer operations, improve efficiency and ensure safety. We conduct safety audits, internal audits and hygiene audits during each service event to maintain high standards of quality and product safety. During 2024, we conducted 502 safety audits/activities. We promote better machine operation and performance by providing customer training and education to help them avoid unnecessary stoppages and cleaning. We also provide on-site technicians to support customers in achieving operational excellence. Our focus on both food safety and people safety ensures a constantly improving work environment, and we share sustainability learnings with our customers to foster a collaborative approach to sustainable practices.









CUSTOMER HEALTH AND SAFETY

We follow the ISO 22000 food safety management system, which is included in the FSSC 22000 Food Safety System Certification. This certification provides us with a framework for effectively managing food safety responsibilities.

Our production plants continuously work with quality inspections and audits. All our processes have documented instructions to follow including quality checks and hygiene rounds. The performance of our management systems is regularly audited, both by internal and external experts.

CLAIMS PROCESS

In the event of a customer claim on one of our products, including anything from a minor issue to a liability claim, they first approach our regional market office. All claims follow our deviation process, and a claim investigation is coordinated by the quality department to assure relevant actions are taken. The actions are communicated with the customer and further activities are agreed, depending on

As part of our continuous improvement work, we use the Ecolean Ticket System to report and track incidents, including environmental, health and safety incidents and customer complaints. The system is a useful tool to drive continuous improvement throughout our business.

CUSTOMER TRAINING

European Hygienic Engineering & Design Group membership

Ecolean is a member of the European Hygienic Engineering & Design Group (EHEDG), which is a consortium of equipment manufacturers, food producers, suppliers to the food industry, research institutes and universities, public health authorities and governmental organisations. As a member of EHEDG, we contribute to the promotion of food safety by improving hygienic engineering and design in all aspects of food manufacturing - from establishing guidelines and design processes to producing our filling line equipment.



Policies

We have several policies that are relevant for the production of safe packaging solutions, including the Ecolean Food Safety and Quality Policy. Our policies are linked to our various management systems.



Planet



At Ecolean, our philosophy has always been centred around creating lightweight packaging solutions that minimise the use of raw materials and energy, both in production and transportation. This approach has been fundamental to our commitment to sustainability, helping to reduce our environmental footprint while delivering high-quality packaging solutions to our customers.

As we look ahead, one of the key focus areas for the Ecolean Strategy is operational efficiency. We understand that to bring superior value to our customers, we need to ensure that every part of our process is optimised. From selecting the most sustainable raw materials to the final distribution of our packages before they reach the customer's filling line, each step is carefully considered to maximise efficiency and minimise waste.

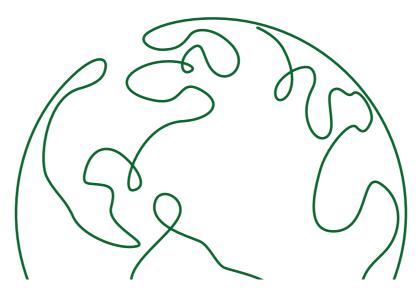
Optimising our operations goes hand in hand with our broader sustainability goals. By continually refining our processes, we aim to reduce energy consumption, improve resource efficiency, and decrease waste. This holistic approach ensures that our operations not only meet the needs of today but also contribute to a more sustainable and resource-efficient future for both Ecolean and its customers.

All production and products have consequences for the environment, and we always strive to minimise our direct impacts as much as possible. By working with a life cycle approach for all our products, we contribute to resource efficiency and reduced environmental impact.

Our Sustainability Programme includes a set of focus areas and defined targets to address our material environmental risks and opportunities. The programme guides our organisation and is further enhanced by a set of Sustainability Roadmap 2030 targets.

Ecolean is a signatory of the UN Global Compact. The environmental aspects of our Sustainability Programme are covered by the following three of the ten UN Global Compact principles:

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges.
- Principle 8: undertake initiatives to promote greater environmental responsibility.
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.



ECOLEAN SUSTAINABILITY OBJECTIVES

PLANET	KEY PERFORMANCE INDICATOR	2024	2023	PROGRESS
By 2030, we will reduce our scope 1 and scope 2 GHG absolute emissions by 50 percent, and measure and reduce our scope 3 emissions, with 2018 as the base year.	Reduction of CO ₂ -eq (scope 1 and 2) compared to 2018	-94%/ -84%*	-94%/ -84%	ACHIEVED
	Reduction of CO ₂ -eq (scope 3) compared to 2018	-46%	-30%	IN PROGRESS
100 percent of our products will be transported by sea or on land by 2030.	Share of transports by sea or on land (%)	89%	99.76%	IN PROGRESS
	Share of air transports (%)	11%	0.24%	
We continue to purchase 100 percent renewable electricity for our production sites.	Share of renewable electricity in production sites (%)	100%	100%	ACHIEVED
	Share of renewable energy in production sites (%)	97%	96%	
We will have 10 percent renewable or recycled polymers in our packages by 2030.	Share of renewable or recycled polymer in our raw material mix (%)	0%	0%	NOT ACHIEVED
We will continuously decrease the amount of generated waste from our packaging	Amount of generated waste within our production (tonne)	4,454 tonnes	4,962 tonnes	IN PROGRESS
solutions.	Share of waste sent to recycling	92%	94%	IN PROGRESS
We will continue to send zero waste to landfill.	Amount of waste sent to landfill (tonne)	0 tonnes	0 tonnes	ACHIEVED
By 2030, all of our packages will comply with 'Designed for recycling guidelines'.	Number of packaging ranges assessed to relevant guideline	0	0	IN PROGRESS
We will work in partnerships to establish recycling infrastructure for our packaging solutions in all our markets by 2030.	Markets with infrastructure initiatives	1	1	IN PROGRESS

^{*} Including fugitive emissions from 2023.





Opportunities and challenges

Reducing environmental impact

Climate change is a major challenge for society in general and using low-carbon products is more important than ever. Our approach to using minimal raw materials and energy in production and distribution enables us to offer low-carbon packaging solutions.

Climate change can also pose risks to our operations. Warmer weather might increase the need for cooling in our facilities, and climate change increases the risk of heavy rain and flooding. Such eventualities can increase costs and disrupt our operations and logistics. We monitor and work to decrease our emissions, and life cycle assessments help to identify our most urgent areas for improvement. By switching to renewable electricity and renewable raw materials, we can further reduce the climate impact of our production, and help meet the societal demand for more low-carbon solutions.



Progress

Even though we have already achieved our science-based climate targets for our scope 1 and 2 emissions, we will continue to proactively work to further reduce our scope 1 and 2 emissions. We will also continue to drive progress towards achieving our scope 3 emissions target.

By the end of 2024, our direct and indirect scope 1, 2 and 3 GHG emissions according to the GHG Protocol amounted to 36,828 tonnes CO₂-eg, which is a decrease of 45 percent compared with the base year (2018).

Scope 1 emissions

In 2024, our scope 1 emissions amounted to 403 tonnes

Our fugitive emissions resulted in 383 tonnes CO₂-eg and are accounted for about 95 percent of our total scope 1 emissions. In total, the scope 1 emissions for 2024 had decreased by 45 percent since the base year (2018).

Reducing greenhouse gas emissions

Scope 2 emissions

In 2024, our scope 2 emissions amounted to 143 tonnes CO₂-eq. Our total scope 2 emissions have decreased by 96 percent since the base year (2018). District heating with hot water is the main source of our scope 2 emissions, accounting for 100 percent.

Scope 3 emissions

Scope 3 emissions represent 99 percent of our emissions. Our scope 3 emissions amounted to 36,282 tonnes CO₂-eq and decreased by 24 percent compared to the previous year and by 85 percent compared with the base year (2018).

85 percent of our scope 3 emissions resulted from the raw materials for film and packaging production and filling machines (including spare parts and printing ink) in 2024. The downstream transportation of packaging material, filling line equipment and spare parts from Ecolean in Sweden to customers around the world was responsible for 10 percent of the total emissions. Our remaining scope 3 emissions were related to business travel (3 percent), facilities and waste (2 percent).

The use of renewable biogas for production heating processes at our Helsingborg plant generated biogenic carbon dioxide emissions amounting to 76 tonnes CO₂-eq in 2024.

RENEWABLE ELECTRICITY

During 2024, we used a total of 91,872 GJ of energy at our production plants, which is a decrease of 9 percent compared with 2023. All our production sites have implemented various energy saving projects to reduce their

energy use. Electricity accounted for 95 percent of the total energy we used.

In 2024, Ecolean purchased 100 percent renewable electricity for all its production sites for the fifth year in a row. Globally, the proportion of total renewable energy used in our operations remained at 97 percent.

In Sweden and China, projects to upgrade to energyefficient lighting progressed well in 2024, and are expected to realise annual savings of 50 MWh. Better start/stop routines for certain equipment in China are also expected to annually save 20 MWh.

EMISSIONS FROM DOWNSTREAM TRANSPORT

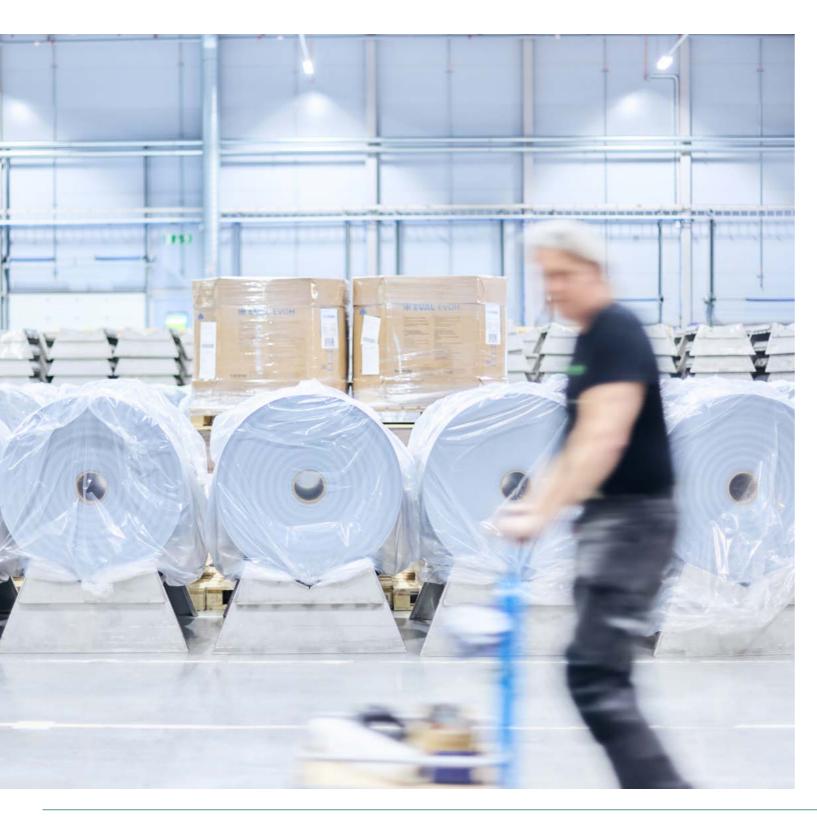
The optimisation of ocean container transport by loading more goods into each container continued in 2024. During the year, we also increased the number of customers where we load twice as much more packaging material into each container – to halve these transport-related emissions from 25 tonnes CO₂-eq to 12 tonnes CO₂-eq.

As a part of a project to optimise efficiency in our packaging material production, we transferred production from China to Sweden for selected customers. When fully implemented, this project will avoid approximately 200 tonnes CO2-eq due to the more efficient transportation of raw material.

We have begun cooperating with a logistics partner that uses green methanol in their shipping. This will result in direct a reduction of 15 to 20 CO₂-eq tonnes per year for certain sea freight routes.







Reducing greenhouse gas emissions





SCIENCE-BASED CLIMATE TARGETS

As part of our work to tackle climate change, our climate targets have been approved by the Science Based Targets initiative (SBTi) since 2020. Our targets are to reduce our scope 1 and 2 greenhouse gas (GHG) emissions by 50 percent by 2030 compared with 2018 and to measure and reduce our scope 3 emissions. Targets are considered 'science-based' if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to well-below 2°C, above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.

CHANGES IN REPORTING THAT AFFECT COMPARABILITY BETWEEN YEARS

We include fugitive emissions in our scope 1 inventory. Fugitive emissions from air conditioning result from leakages and servicing over the operational life of the equipment and from the disposal at the end of the useful life of the equipment. The leakage of refrigerant gas is a small but significant source of GHG emissions because of the high Global Warming Potential (GWP) associated with these GHGs.

We have conducted a review of our previous GHG calculations and updated the emission factors, which are still based on the GHG protocol and verified by a third party. However, the update of emission factors reduces the ability to make comparisons with previous years.

RENEWABLE ELECTRICITY

We have committed to using 100 percent renewable electricity for all our production plants, according to the RE100 definition. Since 2017, we have sourced renewable

hydropower electricity for our production plants in Sweden, and renewable biogas for production heating processes at our Helsingborg plant through a Guarantee of Origin. Since 2020, we have purchased renewable energy by buying International Renewable Energy Certificates (I-RECs) for our production sites in Pakistan and China. Similar to a Guarantee of Origin, each I-REC represents proof that 1 MWh of renewable energy has been produced from renewable sources and includes the environmental benefits of this renewable energy. I-REC is recognised by the Greenhouse Gas Protocol Scope 2 Guidance as a tool to document electricity consumption from renewable energy sources. We will continue to monitor and maintain this objective as the establishment of new plants can have an impact. This market-based approach with certificates for renewable electricity saved almost 4,484 tonnes CO2-eq compared to the locationbased method.

EMISSIONS FROM DOWNSTREAM TRANSPORT

As a provider of packaging solutions that are distributed in many markets, the transportation of materials and products is unavoidable. Our Sustainability Roadmap 2030 includes a specific target to avoid transport by air. But air freight can be unavoidable in certain circumstances. By planning production and lead times, the amount of goods transported by air can be minimised. We are cooperating with our customers and transport suppliers to optimise transport and reduce air freight.



The Ecolean Sustainability Policy and the Sustainability Roadmap 2030 guide how we work to reduce our carbon emissions.





Reducing environmental impacts from raw material

Opportunities and challenges

The fundamental promise behind our production process is the optimisation of both the use of raw materials and energy while maintaining food safety. By making resource-efficient packages, and helping our customers use less packaging material, we reduce environmental impact.

We currently use polymers made from fossil oil due to the quality and safety requirements for food packaging. We need to find more sustainable alternatives to be able to reduce our greenhouse gas emissions. The main challenge is that the supply of renewable plastics remains limited. We have set a target to start replacing our polymers (polyolefins) with renewable or recycled materials by 2030. Renewable plastics are being developed that have the potential to become an alternative to fossil-based plastics.



In 2024, Ecolean utilised 19,198 tonnes of materials, primarily for the manufacturing and printing of packaging, as well as secondary packaging materials used for both shipping our products and protecting equipment during transit to customers. The raw materials are sourced from external suppliers, and procurement data is managed through our Enterprise Resource Planning (ERP) system.

During the year, a substantial portion of the raw materials used in our secondary packaging came from renewable sources, reflecting our ongoing commitment to sustainability.

Water is an essential resource at all our offices and production facilities. In 2024, the majority of the 21,136.2 m³ water used was dedicated to drinking, sanitation and









air conditioning purposes. Our production facilities have implemented various behavioural and operational changes, including efficiency initiatives, to reduce overall water usage. Additionally, our packaging film production process incorporates a water recycling system, further minimising our environmental footprint by reusing water where possible.



How we work

RENEWABLE AND RECYCLED POLYMERS

The emerging opportunity to purchase renewable or chemically recycled plastics through the mass balance principle creates new opportunities to use renewable and recycled content in plastic packaging.

Our target is 'We will have 10 percent renewable or recycled polymers in our packages by 2030'. This target may need to be aligned with the requirements set in the upcoming EU legislation, PPWR.

The main challenge is that the supply of renewable plastics remains limited. We have close dialogue with suppliers regarding opportunities for renewable materials and our target will help to develop the market for alternatives to fossil-based virgin polymers. We are developing a stepby-step plan for this shift, although progress is dependent on the availability of alternative polymers.

CHEMICAL USE

We handle chemicals in our operations that might pose risks to the environment and our employees. All the chemicals we use are registered in a web-based system and employees handling chemicals in their daily work are trained on chemical use. To avoid potential health, safety and environmental impact, our ongoing work involves reviewing and conducting risk assessments and substituting certain chemicals.

USE OF RAW MATERIALS IN FILLING MACHINES

Our filling machines are mainly built from stainless steel, aluminium, glass, rubber and copper. The quantities of raw materials used are documented in our EPDs for Ecolean filling machines. Our circular approach involves refurbishing filling line equipment for use in new applications, which reduces the use of raw materials and creates greater resource efficiency. We are also investigating the possibilities to increase the proportion of recycled materials in our filling line equipment.



The Ecolean Sustainability Policy, the Sustainability Roadmap 2030 and the Ecolean Health and Safety Policy guide how we work with reducing the impact from raw materials and chemicals used for our products.

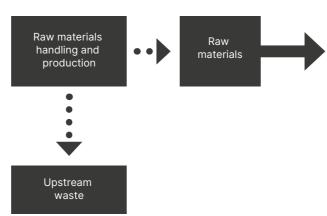


UPSTREAM IN VALUE CHAIN

OWN ACTIVITIES

DOWNSTREAM IN VALUE CHAIN





Opportunities and challenges

Our focus on continuously decreasing the amount of waste from our packaging solutions includes waste generated downstream in the value chain at our customers' sites. All production waste involves a waste of resources, energy and production time. By focusing on reducing waste during filling, we can further improve the performance of our filling lines.

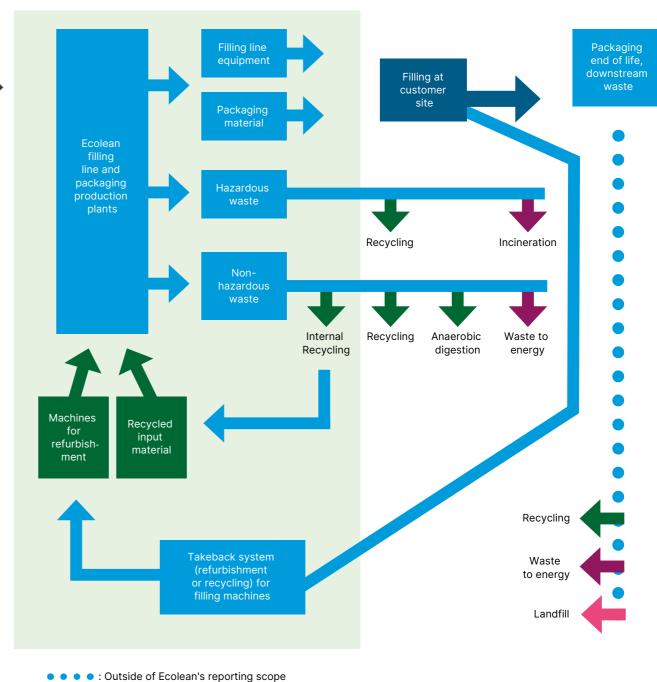


We remain committed to minimising waste at all three of our operational sites, where ongoing improvements and standardisation efforts are helping us drive significant progress. Our sites collaborate to optimise their production processes and engage their teams in initiatives to reduce waste at every step.

While waste remains a challenge in our operations, we took concrete steps in 2024. During the year, most of the waste generated at our sites was sent for recycling, with only a small proportion treated as hazardous waste or used for energy recovery. Importantly, as in previous years, we completely avoided sending waste to landfill in 2024. This reflects our steadfast commitment to sustainable waste management practices across all our locations.

Our work to improve resource efficiency is ongoing, and we know we still have work to do. However, we are confident that through our continued efforts and our focus on innovation, we will make even greater progress in reducing waste in the years ahead.

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The waste hierarchy defined in the EU Directive 2008/98/ EC provides a framework for how we handle waste that is generated within our organisation.

We have direct control over our production waste, in contrast to upstream or post-consumer waste downstream where Ecolean has no or very limited control in the different markets. We have operational control of the waste generated within our own activities.

Waste generated in our production is processed by different waste contractors in each country according to local regulations. Our waste contractors are part of our supplier self-assessment and audit process. Our waste standard defines what elements waste contractors need to fulfil to be contracted.

REDUCE PRODUCTION WASTE

Our packaging production plants focus on reducing production waste through continuous improvements and standardisation work. For example, we have installed energy-efficient LED lighting and improved sorting fractions for both energy recovery and recycling.

INTERNAL RECYCLING

Ecolean uses between 22 and 30 percent internally recycled material in its production of packaging film. Edge trims from packaging film production are reground and granulated internally and mixed with our virgin raw material. This reduces waste, carbon emissions and the need for virgin materials.

In our Pakistan operations, 20 percent of the disposable wooden pallets in 2024 were replaced by reusable plastic pallets. The use of reusable pallets, which are made from 70 percent Ecolean waste material, have therefore helped to reduce the need to source timber and the generation of waste.



The Ecolean Sustainability Policy and the Sustainability Roadmap 2030 guide how we work with reducing the impact from waste generated within our operations.





The recyclability of our packages

Opportunities and challenges

Reducing greenhouse gas emissions

Customer demands, shifting consumer preferences, and evolving legislation are driving the need for more sustainable, circular packaging solutions. At Ecolean, we recognise the challenge of adapting our packaging to meet the proposed EU Packaging and Packaging Waste Regulation, which mandates all packaging to be recyclable by 2030 and recycled at scale by 2035. While this legislation presents challenges, we welcome the clarity it provides, as it aligns the packaging industry towards a common goal. This shift will make it easier for consumers to make informed and more sustainable choices.

We are already committed to designing all our packaging for recycling and using 10 percent recycled and/or renewable polymers by 2030. However, the real challenge extends beyond packaging design to the end-of-life management of these products. Many regions still lack adequate waste collection systems, and billions of people worldwide do not have access to proper waste management, which increases the risk of packaging mismanagement.

This is why we are focusing on improving recyclability across our entire value chain and working to ensure that packaging waste does not end up in the environment. We see this as an opportunity to not only meet legislative requirements but to also drive innovation and contribute to a more sustainable future for both packaging and waste management globally.

Progress

DESIGNING FOR RECYCLING

By 2030, all our packages will comply with the 'Designed for recycling guidelines'. To be able to fulfil this target, we need to closely follow the development of design guidelines and legislation in the markets in which we operate. Developing new materials is complex and it is important to ensure that the material works throughout the entire product process - from material production to filling machine.

The coming design criteria is expected to encourage a shift from mixed materials towards more mono materials for all packaging materials to enable greater packaging

Ecolean is developing solutions to adapt its packages to the proposed EU Packaging and Packaging Waste Regulation requirements on recyclable packaging from 2030. We continue to focus on material development to be able to fulfil our 2030 target.

CIRCULAR ECONOMY IN THE CHINESE MARKET

Plastic pollution is a growing concern in the Chinese market. Flexible packaging is one of the most common packaging formats in China, but the recycling rate remains very low. In its '14th Five-Year Plan', the Chinese government highlights the importance of waste management and recycling infrastructure. Our Chinese market team are part of three different circular economy associations to engage in and support the reuse of plastics, recycling, and the circular economy in the market.

We attend forums and are promoting our sustainability credentials such as being lightweight, reducing plastic usage, and using life cycle assessments and EPDs.

How we work

MONITORING COMING EU LEGISLATION

Each European generates almost 190 kg of packaging waste every year and this is something that the European Union addresses in its Packaging and Packaging Waste Regulation. In November 2022, the European Commission published the second part of its Circular Economy package, which included the introduction of its proposal for the revision of the Packaging and Packaging Waste Directive (PPWD). It incorporates a proposed legal change that would turn the current Directive into a Regulation. As part of its sustainability requirements, the proposal establishes that all packaging in the European market shall be recyclable. This means that all packages would need to comply with design for recycling criteria from 1 January 2030, and be recycled at scale from 1 January 2035. The recyclability assessment would be done on the basis of the 'Design for recycling' criteria, which are to be set out by the Commission in secondary legislation. During 2024, the proposal has been processed by the European parliament together with the European Council.







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Reducing greenhouse gas emissions

In 2023, the European Parliament adopted its negotiating position on the Commission proposal for a Regulation on Packaging and Packaging Waste (PPWR). This is part of the legislative process that will provide the legislation that will change the way we package products for decades to come. Ecolean is closely monitoring the outcome of this process.

DESIGNED FOR RECYCLING

Designing packages for recycling means the packages are composed of material that can be easily sorted and recycled where suitable collection and sorting systems are available. Recycling infrastructure currently varies around the world. In recent years, we have seen an increased focus on the development of recycling guidelines for flexible packaging but there is no international standard to date.

Recycling is essential for the sustainable use of packaging and is a priority for Ecolean. Due to material composition, some packaging ranges can be diverted in the recycling process in some markets, depending on local recycling technologies. It is important for us to work closely with our customers and local recycling organisations to improve the opportunities to recycle our packages.

By 2030, all our packages will comply with 'Designed for recycling guidelines'. Ecolean participates in the development of guidelines and standardisation to always stay ahead of the latest developments. This target will require innovative solutions to maintain packaging quality and the adaption of filling line equipment.

PARTNERSHIPS

CEFLEX

By engaging and sharing knowledge with the recycling industry and dedicated recycling projects, we enhance the opportunities to recycle our packaging solutions. Ecolean

is member of the European project CEFLEX (a Circular Economy for Flexible Packaging), which includes a growing group of over 180 companies in the flexible packaging value chain. CEFLEX's 'Mission Circular' commits to the collection of all flexible packaging and over 80 percent of the recycled materials are channelled into valuable new market applications that substitute virgin materials. The project has the goal to establish collection, sorting and reprocessing infrastructure throughout Europe for flexible packaging by 2025.

Standardisation for increased recycling

Ecolean is a member of the Swedish Institute for Standards (SIS). In the technical committee for plastics, Ecolean is involved in formulating standards for plastic recycling. Being a member also gives Ecolean the opportunity to follow and impact of the ongoing standardisation work at CEN and CENELECT, the European Committee for Standardisation, which is an association that brings together the National Standardisation Bodies of 34 European countries.

One of the main goals of the EU Strategy for Plastics in a Circular Economy is to facilitate greater recycled content in plastic products. To achieve this goal, the strategy calls for a series of actions, including a stronger focus on design-for-recycling for plastic products and on the quality of plastic waste and recyclates. The European Commission addresses this need through the Standardisation Request. The request mandates CEN and CENELEC to revise 11 European Standards and develop around 45 new deliverables on quality grades for sorted plastic waste. It also involves the revision of the characterisation of recyclates and design-for-recycling guidelines for a wide range of products used in different applications – such as packaging, construction, electronic and electrical equipment, road vehicles and agriculture. The deadline for all these standards is August 2025.

CoRe Pakistan

Ecolean is a member of the recycling initiative Collect & Recycle (CoRe) in Pakistan, which aims to enable packaging recycling in this market.

Pakistan has implemented regulations in the two regions of Islamabad and Punjab, banning several single-use plastic products. The products are similar to those already banned in EU and some other countries, for example cotton buds, plastic cutlery and crockery including plates, bowls, cups and glasses. The legislation also initiated the concept of Extended Producer Responsibility for plastic packaging.

A CIRCULAR SOLUTION FOR FILLING LINES

We have the manufacturer responsibility to provide information on the recycling of our equipment, which is included in the equipment documentation. For filling line equipment, we have already implemented a circular solution, included in our manufacturer responsibility and related to the CE-marking.

This is also emphasised through filling line equipment agreements that usually include a paragraph that regulates what happens at the end-of-life of the machine. When filling line equipment is taken out of service, Ecolean offers to refurbish or recycle it.



The Ecolean Sustainability Policy and the Sustainability Roadmap 2030 guide how we work with reducing the impact from waste at end of life.









We have the ambition to be the best packaging company in the world in the eyes of all our stakeholders and we care about how we achieve this.

We respect human rights as defined by the UN Global Compact, and we take responsibility for our employees and the societies in which we operate. We believe that a culture of respect, openness and accountability is essential for our success. Our Code of Conduct is applied throughout Ecolean to protect human rights, and promote fair employment conditions, safe working conditions, responsible environmental management and high ethical standards.

Our Sustainability Programme consists of a set of focus areas and defined targets to address our material social and economic risks and opportunities. The programme guides our organisation on what to focus on in our daily operations and in various situations.

Ecolean is a signatory to the UN Global Compact.

The social and economic aspects of our Sustainability
Programme are covered by the following seven
of the ten UN Global Compact's principles:

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
- **Principle 2:** make sure that they are not complicit in human rights abuses.
- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4: the elimination of all forms of forced and compulsory labour.
- Principle 5: the effective abolition of child labour.
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.
- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

ECOLEAN SUSTAINABILITY OBJECTIVE	/ES
PEOPLE	ΚE
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PEOPLE	KEY PERFORMANCE INDICATOR	2024	2023	PROGRESS
We have zero tolerance for corruption.	Number of reported cases	0	0	ACHIEVED
We have zero tolerance for breaches of human rights.	Number of reported cases	0	0	ACHIEVED
By 2030, we will have	Gender balance (%)	Female: 21%	Female: 20%	IN PROGRESS
a 50/50 gender balance.		Male: 79%	Male: 80%	
5 percent of our employees will be part of work rotation programmes by 2030.	Share of employees in rotation programmes (%)	Started	Not monitored yet	IN PROGRESS
We have zero injuries and work-related illnesses by 2030.	Total Recordable Injury frequency (TRIF) (Number of injuries among both our own employees and contractors per one million hours worked)	5.1	10.6	IN PROGRESS
By 2030, our employees will spend an average of one week annually on training.	Number of hours spent in training per employee	18 hours	17 hours	IN PROGRESS ⁷
We constantly improve the quality of our packaging solutions to maintain zero liability claims.	Number of liability claims	0	0	ACHIEVED ⁸
We comply with relevant marketing regulations and good practice, by maintaining zero incidents of non-compliance.	Number of reported incidents of non-compliance	0	0	ACHIEVED
We drive sustainability throughout our supply chain.	Share of selected suppliers that signed Supplier Code of Conduct (%)	100%	92%	ACHIEVED ⁹

⁷⁾ The monitoring is under development, only training within Ecolean Academy is covered.



A new function to make it possible to report local and/or external courses into the Ecolean Academy platform was implemented in Q1 2023.

⁸⁾ No liability claims or product recalls made by customers.

⁹⁾ The SRM system has been implemented globally and more suppliers are now covered in the SRM system.



Diverse workforce and equal opportunities

Opportunities and challenges

We are dependent on our ability to attract and retain key talent and competences to maintain Ecolean's operating and financial performance in the long term. Our human resources team works together with our line management to identify the competences we need as well as to develop and retain our existing employees, to ensure that our future business needs are met. Ecolean offers its employees the opportunity to develop personally and professionally – and to be part of a journey to change the world of packaging for the better.

As a responsible company, it is important to maintain employee engagement and transparency. We do this by promoting our core values and a common Ecolean culture in all our markets and offices. Our core values help us find a balance between an international and regional approach.

Progress

In 2024, our focus was on establishing the core elements of our strategy and aligning the organisation to effectively support its execution. As a technology-driven company, we understand the importance of continuously enhancing our competencies and expertise to remain competitive in a dynamic and ever-evolving industry.

The following activities at Ecolean occurred during 2024:

- Investment in Ecolean's Southeast Asia commercial organisation to strengthen its presence and customer activities.
- Implementation of core supporting tools: SAP being our new ERP system, and a global CRM.
- Continuous process improvements throughout the year,eg: Design & Development, customer quality complaints.
- Creation of a simplified follow-up on strategy and key activities with transparent follow-up.
- **5.** Establishment of a new Pilot Plant in Landskrona that provides a hub for creativity and innovation.
- **6.** Launch of a new external web with updated graphical language and a more modern look-and-feel.

7. Launch of an extensive global commercial training curriculum to strengthen our go-to-market approach.

At the end of 2024, Ecolean had 450 employees, 21 percent of all employees and 33 percent of our managers or directors were women. We are working to reach our target of a 50/50 gender balance by 2030 as we know that a more diverse workforce will bring many benefits to our company. To achieve our target, we need to add more diversity, not only in gender, but also in age, seniority, cultural backgrounds and different personalities.

Ecolean works to ensure that all employees develop through their daily work and feel secure in their professional roles. We demand that personal differences are respected to avoid discrimination and harassment. At Ecolean, all employees have the same rights, obligations and opportunities regardless of their gender, gender identity or gender expression, age, sexual orientation, disability, ethnicity, religion or nationality. Any cases of discrimination should be reported to the Ecolean management or via our whistle-blowing function. In 2024, no cases of discrimination were reported.











EQUAL OPPORTUNITIES

Equality in the workplace addresses our ambition to break down the barriers that could block opportunities in our business for certain groups of people. We risk unintentionally excluding highly competent and talented people, so it is important that we identify and remove the barriers that prevent equal opportunities for all.

OUR EMPLOYMENT TERMS AND CONDITIONS

The employment terms and conditions offered to our employees are easy to understand and comply with national law and/or collective agreements as well as relevant International Labour Organisation (ILO)

Conventions. We respect our employees' right to bargain collectively. Our employees have the right to form or join unions and we respect the right of our employees and their unions to negotiate collective agreements. All employees receive a living wage, calculated in accordance with best practices as determined in collaboration with external

In addition, we offer our employees various benefits, with minimal variation due to different local regulations. At the end of 2024, over 95 percent of all full-time Ecolean employees were offered life insurance, occupational health care, and disability and invalidity coverage.

PERFORMANCE REVIEW

We use a common company-wide performance review template, and all our employees have regular discussions with their manager on relevant individual objectives for the year that support Ecolean's overall business, as well as personal development objectives. Furthermore, we want to ensure a simple and qualitative approach in the discussions as well as a continuous follow-up mechanism that goes beyond the standard annual review format. Each manager has the responsibility to have performance review discussions with their team members four times a year. We measure the follow-through rate of those discussions in an annual survey. Performance reviews are implemented in all our markets.

PEAKON

We use the employee engagement tool 'Peakon' throughout our global organisation. The tool provides continuous, regular feedback and tracking of each department's overall engagement as well as more detailed performance on several 'drivers' that indicate wellbeing and effectiveness. Another important aspect of feedback provided by Peakon is the open and anonymous comments that all employees are invited to submit, either related to questions asked in surveys or on more general topics.

Having focused on generic questions related to **Engagement** in recent years, we switched to a focus on questions related to **Transformation & Change**, which is an existing set of questions in the Peakon tool.

Now when the transition period has ended, we have relaunched Peakon and reverted to the questions related to **Engagement** but changed the frequency to biweekly instead of once a week, to ensure continuous feedback to our employees.

EMPLOYEE DEVELOPMENT

As part of promoting employee development, we offer work rotation opportunities. We facilitate internal horizontal or vertical movement within our constantly evolving organisation and operations. Our ambition is to expand this exchange and the development of competence, within the Ecolean Group. In the coming years, a rotation programme will be developed and implemented.

WORKERS WHO ARE NOT EMPLOYEES

During the year, 35 consultants were involved in various activities in our operations. 29 of the consultants were part-time consultants supporting with specific matters and projects and six were full-time consultants in specific functions within the company. These did not account for a significant portion of our business.



Key documents applied in Ecolean people and safety management include:

- Ecolean Code of Conduct
- Ecolean Whistleblowing Policy
- Ecolean Sustainability Policy
- Ecolean Health and Safety Policy
- Ecolean People Policy
- Ecolean Policy against Harassment and Victimisation





Employee training and education

Opportunities and challenges

Our Sustainability Roadmap 2030 target highlights the importance of training and education and includes a target to reach an average of one-week training per year and employee.

Through the Ecolean Academy, we provide training opportunities to support organisational and personal development with the aim of driving sustainable and profitable business growth. We believe training boosts job satisfaction and fosters professional growth. Training employees also helps to enhance their knowledge and expertise, retain skilled employees, give employees a common knowledge base, and enhance their confidence and performance. In addition, it ensures we remain competitive in an ever-changing market.

Progress

All employees have access to our learning platform. In 2024, each employee completed 18 hours of training on average, which is about the same as the previous year. We had 5,307 course completions, which means that each employee completed 11 courses on average.

Besides training sessions offered through the Ecolean Academy, the aim is to also register all locally or externally hosted training sessions. In 2024, many of the local and external training sessions were registered in the Ecolean Academy platform. In 2025, we will continue to enhance the reporting function with the goal of having all local and external courses registered on Ecolean Academy. This will give us a better overview of all training activities at Ecolean.

Consultants and temporary employees also have access to courses on Ecolean Academy.

ECOLEAN ACADEMY

The Ecolean Academy is a well-known resource for training among our employees.

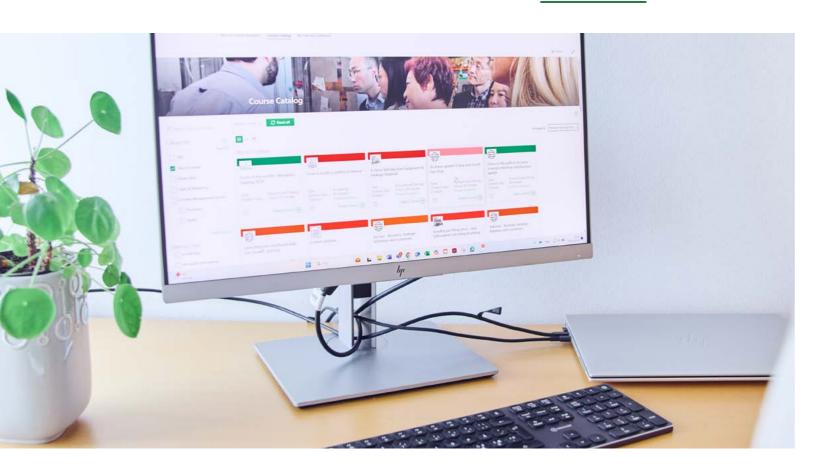
It shall provide the necessary training opportunities to ensure the sustainable and profitable growth of our business as well as organisational and personal development.

Ecolean Academy will:

- encourage and promote a learning organisation culture and competence development.
- continuously identify training needs and fill knowledge gaps.
- offer technical skill and people skill training (leadership, time management, flexibility, communication etc).
- offer training produced internally and training sessions by external training providers.
- provide digital learning (e-learning and digital live sessions) and classroom sessions on site.







ACTIVITIES 2024

Some examples of training activities during 2024:

- · Scout of the month (Instructor-led): We conducted a series of monthly webinar/live presentations for employees to encourage engagement and networking, while providing insights into ongoing activities within the company. All employees globally were invited to participate and on average 40-50 employees participated each month. To give everyone the possibility to participate, all presentations were also offered as digital presentations on Teams. This initiative was completed and will be replaced in 2025 with another initiative to continue to share knowledge and boost engagement.
- · Sales and marketing introduction programme (instructor-led and e-learning): This training equipped sales and marketing employees within with the necessary knowledge and skills to effectively engage

with customers, meet their sales targets, and contribute to the company's growth. The training took place over an extended period of time and included e-learning, webinars, on site training and follow up.

- We work in a process oriented manner (e-learning): To adapt to the changing world and fulfil our strategy, we need to work efficiently and uniformly. We promote this through standardised and aligned processes and procedures that support our continuous development. This e-learning introduces process-oriented work, our processes and how all of us contribute to a processoriented way of working.
- SAP implementation (instructor-led and e-learning): This project engaged a large number of employees and involved a wide range of training activities. Train-the-trainer sessions were provided to employees appointed as end-user trainers to equip them with the

skills and confidence to deliver consistent, high-quality training. End users were trained through a combination of e-learning and instructor-led sessions that were designed to ensure they could efficiently perform tasks and navigate processes within the SAP.

Other courses launched in 2024 included training on topics such as project management, safety and hygiene and sustainability - including social sustainability awareness, conflict of interest and work environment.

In addition, several market offices provided various local training sessions, according to identified needs and to onboard new employees. Many of these local courses focused on health and safety and operational efficiency.



How we work

ONBOARDING

Our onboarding package is essential for helping new employees feel welcome, engaged and prepared to succeed in their roles. The onboarding package includes e-learning and instructor-led courses that give the new employee an introduction to our company, Code of Conduct, our market offering and our policies. Other topics in the package include safety, hygiene, quality, working processoriented and where to find information.

Additional onboarding courses are assigned to specific target groups, for example people in sales and marketing and in technical services.

THE RIGHT COMPETENCE

We monitor developments in our industry, changes in legislation and global trends - and turn this into essential training for our employees.

Following a needs analysis, consisting of input from management and employees, we ensure that we have the right competence now and in the future.

We provide systematic training for key courses like the Code of Conduct, Whistleblowing Policy, and Avoiding conflicts of interest, which are periodically retaken.

DIGITAL SESSIONS

We believe it is important to make training available to all our employees globally and since our employees are located around the world, most courses are e-learning courses and live digital courses. However, we also offer several training sessions on site.

OUR EMPLOYEES - OUR EXPERTS

We value the expertise of our employees in their respective fields, and employees themselves often develop course materials and lead the training sessions. This helps employees grow, take ownership of their areas of expertise, and build valuable networks with colleagues.

ECOLEAN'S COMMITMENT TO SUSTAINABILITY AND EDUCATION

At Ecolean, we engage with the younger generation to share packaging and sustainability insights. Engaging in educational partnerships and discussions helps us to remain aligned with the evolving priorities of the communities we serve.

In 2024, Ecolean invited package design and packaging material students from Lund University to visit its plant in Helsingborg. We also arranged a workshop to share our approach on sustainability and packaging and learn about their insights on the topic.

In Vietnam, we participated in the Green Economy Forum & Exhibition 2024 exhibition in Ho Chi Minh City, Vietnam, where we joined a discussion panel on the future of circularity from the perspective of students and young people. This experience provided invaluable insights into the aspirations and expectations of the next generation, and will help us to create solutions that align with their vision for a more sustainable future.



Policies

Policies that guide us in how we work with employee training and development are the Ecolean Code of Conduct, the Ecolean Sustainability Policy and the Ecolean People Policy.



32 • People GRI disclosure 404-2



Health and safety

Opportunities and challenges

One of our most material sustainability aspects is health and safety. We have identified work-related hazards that pose a risk of serious injury, based on risk assessments and analyses of reported incidents. The top hazards are moving machine parts, fire caused by flammable solvents, chemical exposure, traffic incidents, forklift incidents and working at height. Only traffic incidents are not strongly linked to production sites.

We have set a zero injury and work-related illness target. We work towards this target through continuous risk management, incident reporting, scheduled employee training, implementing critical safety procedures and by promoting a culture of zero injuries.

Progress

WORK-RELATED INJURIES

We maintained a good reporting culture in our operations during 2024 and put even more emphasis on hazardous conditions and hazardous behaviour. The ratio between all incidents involving personal injury (lost time injury, medical treatment case, restricted work case and first aid or less serious injury) and the number of reported safety observations (near misses, hazardous conditions and hazardous behaviours) was 1:34 (34 safety observations per reported injury).

Our Total Recordable Injury Frequency (TRIF) was 5.1 injuries per million work hours, including contractors, which is our lowest rate to date and represents a decrease compared with last year.

The number of first aid injuries were in line with the previous year. Our most frequent work-related injury categories were still slips/trips/falls, hit by objects/moving machinery and injury from sharp objects. The number of injuries from sharp objects following the implementation of a standard for this category of incident.

Actions to eliminate high-consequence hazards during 2024 included:

- Focus on safety observations.
- Implementation of standard for sharp objects.
- Machine safety upgrades.
- Preventive fire safety.
- · Job-hazard assessments.
- · Training and safety drills.
- Developing standards for the Permit to work and Lock-Out Tag-Out.
- Expanding the scope, resources and securing wider organisational participation in our Global EHS team.

None of the top hazards identified (moving machine parts, fire caused by flammable solvents, chemical exposure, traffic incidents, forklift incidents and working at height) resulted in high-consequence injuries during 2024 (i.e. resulting in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months).

In late 2024, we improved our Global capabilities for systematic compliance intelligence, forecasting and auditing. The implementation of a state-of-the-art system solution will help us to stay on top of the latest legislation.





Our social impact

Diverse workforce and equal opportunities

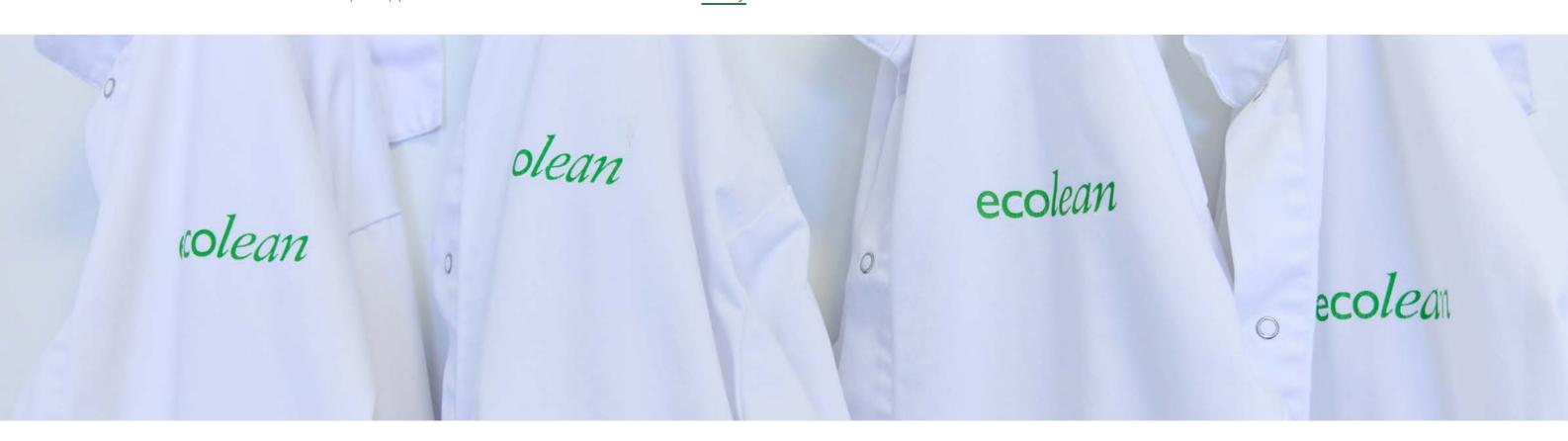
Employee training and education

Health and safety

Ethical business

Accurate and transparent information

Procurement executive vision and mission







OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

We have global safety policies, procedures and standards in place that are mandatory for all our employees. Our work with health and safety includes management reviews, incident reporting and incident investigation, root cause analysis, risk analysis and detailed topic specific standards. The different elements of our safety management are inspired by the ISO systems we are certified to, such as ISO 22000, ISO 14001, ISO 9001 and ISO 45001.

Our production plant in Pakistan is certified to the ISO 45001 occupational health and safety system. This certification provides us with guidance as we implement the system at our other plants. The line organisation is responsible for all safety related activities, supported by experts on Environment, Health and Safety.

HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

Work-related hazards are identified either proactively through risk analyses or in our global incident reporting system. Safety risk assessments are performed on all processes and formal health and safety committees conduct safety inspections/safety walks on a regular basis, attended by employees, management and external safety engineers in some cases. All our plants conduct regular safety inspections and safety observations.

The risk assessment methods used range from 'what-if' to failure mode and an effects analysis. We use standard-ised procedures and forms, and the risk rating matrix is standardised globally. Training in risk assessment methods is provided to key stakeholders.

Our incident reporting process follows a global procedure that ensures key stakeholders are notified, case ownership and incident investigation with mandatory time requirements for a root-cause analysis. All managers are trained in incident reporting procedures and requirements, and all employees are trained by their managers on how to report. Reports are consolidated at local and Group levels for statistical analysis and to identify future improvement actions and programmes.

Monthly safety reports are sent to senior management for further discussion within their organisations. Every Group Management Team meeting and Board meeting starts with a safety review of recent incidents and a statistical review. The key performance information, including all reporting data and investigations related to safety, are also available to all employees through our intranet.

The reporting process is simple with the employee submitting a report in the Ecolean Ticket System. Incident notifications for all injury cases are automatically sent to both the direct manager and Group functions. Having dual

receivers of the report ensures transparency and protects against reprisals.

OCCUPATIONAL HEALTH SERVICES

The identification and elimination of hazards and the minimisation of risks are mainly addressed by formal health and safety committees or functional management teams. Health services can differ between geographic locations due to local arrangement but are mainly handled by external occupational health care service providers. Depending on different job descriptions, regular health checks are offered by occupational health services. The service providers have doctors, nurses, psychologists and work environment engineers to support our employees when needed. The service can also be included in employee health insurance.





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We also offer employees several benefits, with minor variations due to different local regulations. At the end of 2024, over 95 percent of all full-time Ecolean employees were offered life insurance, occupational health care service, and disability and invalidity coverage.

EMPLOYEE ENGAGEMENT IN OCCUPATIONAL HEALTH AND SAFETY

Regardless of location, employee participation in health and safety is either organised through departmental meetings, safety walks, risk assessments or incident investigations. Employees are always informed by their direct managers about work-related incidents in their areas of work, and what actions are taken in response. Local trade union agreements in Sweden require a unionised safety representative to be part of safety committees that meet at least four times each year.

OCCUPATIONAL HEALTH AND SAFETY TRAINING

Employee training is managed both locally at our sites and globally, to ensure we fulfil all legal requirements and can identify particular safety competence needs. The Ecolean Academy platform, which offers training in different areas based on local and global needs, is increasingly managing safety-related topics. Training methods range from e-learnings to offsite external classroom training.

In 2024, we continued to run several health and safety training sessions. These included emergency response drills, defensive driving and contractor safety management. We also held our second ever global safety day to train and raise awareness of safety in every unit in the company.

PROMOTION OF EMPLOYEE HEALTH

We offer various programmes to promote employee health. Typically, these initiatives are described and

accessed through our intranet sites. Our Chinese organisation offers annual health checks at hospitals to promote employee health, and our Swedish organisation does the same every second year.

Other local examples include sports clubs, how to prevent psychosocial illness and wellness allowances for employees to promote physical activity outside the workplace.

MITIGATING CUSTOMER OCCUPATIONAL HEALTH AND SAFETY IMPACTS

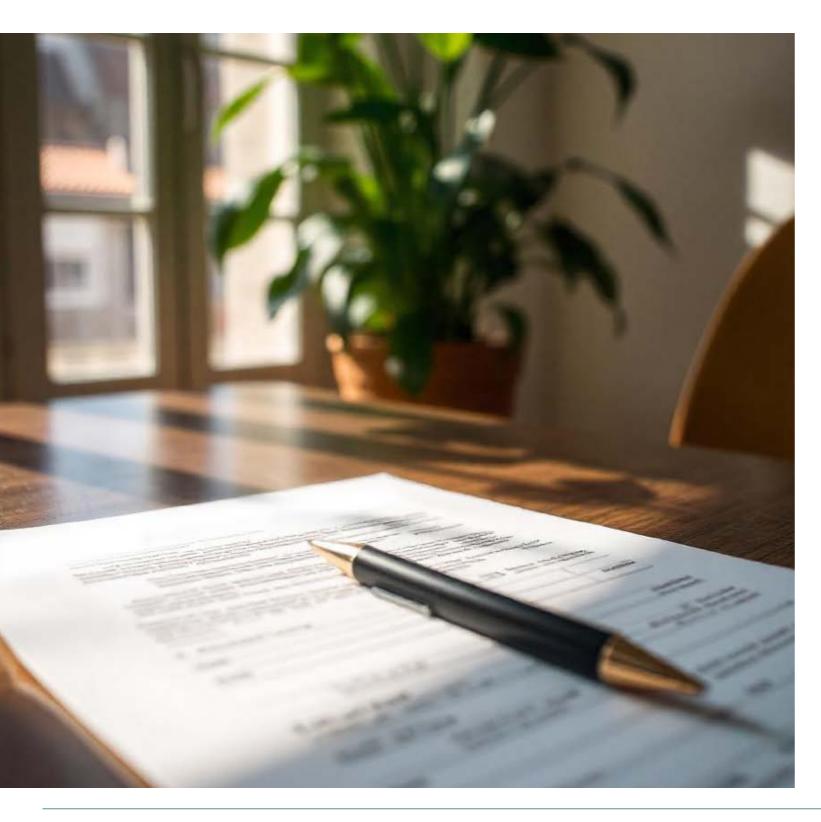
We work closely with our customers on site, and we have a technical service organisation that supports and trains machine operators on customer sites. The number of reported near misses and incidents from our engineers on site increased during the year due to greater site safety awareness.

During 2024, our technical service organisation performed 503 safety audits at customer sites, which included health and safety. The audits focused on both safe operations and a safe working environment around the filling line equipment at customer sites.



Our Health and Safety Policy applies globally and states that employees should not conduct work they perceive as unsafe. We also strive to take the same care of our contractors and people working within our facilities.





Ethical business

Opportunities and challenges

Ethical breaches in our operations and supply chain can potentially have severe detrimental impacts on individuals and society, as well as potential negative impacts on our business. The risk of ethical violations within Ecolean is low, but we need a comprehensive risk assessment system as our global supply chain continues to grow. Ecolean is a company operating in many markets and entering a new market can pose risks. Ethical breaches of our Code of Conduct might relate to human rights, corruption, or bribery, which are all detrimental to society and can damage a company's brand and reputation.



Risk assessments, control processes and monitoring are fundamental to any compliance management system. Ecolean's risk assessment procedures are outlined in the Enterprise Risk Management (ERM) procedure.

The procedures cover all parts of our company and are carried out regularly.

We perform a mandatory Ecolean Code of Conduct e-learning every second year. During 2024, 44 new Ecolean employees participated in an Ecolean Code of Conduct e-learning and 189 employees received additional training on the code during the year. The e-learning covers business ethics, human rights, fair employment conditions and safe working conditions, environmental responsibility and high ethical standards. All suspected ethical breaches should be reported to the Ecolean Group Management Team or through our whistleblowing system.

Our whistleblowing function is in place to report any suspected corruption and human rights violations. Six cases were reported via the whistleblowing function during 2024, although none of these cases were directly related to any of our sustainability objectives. The cases were related to operative matters and the local management solved the cases through discussions with the involved parties.

No ethical breaches relating to human rights violations or corruption were reported in 2024.



All Ecolean employees responsible for personnel are obligated to introduce new employees to our Code of Conduct as well as regularly update current employees. Furthermore, we strive to ensure that our business partners also comply with our Code of Conduct and other policies. A specific Supplier Code of Conduct is shared with all suppliers. Employees can find information regarding bribery and corruption in our Code of Conduct on the Ecolean intranet.





Before entering a new market, we conduct a risk assessment that includes human rights and corruption related risks. We continuously identify and evaluate risks and the Ecolean Group Management Team is ultimately responsible for this work. This is also part of our suppliers and consultant due diligence, and is particularly relevant for some of the high-risk markets we operate in.

All companies have a responsibility to respect human rights, which involves avoiding infringing on the human rights of others and addressing these impacts where they occur. We respect human rights as set out in the UN Guiding Principles on Business and Human Rights and are committed to respect all internationally recognised human rights standards, for example the International Bill of Rights and the ILO's Declaration on the Fundamental Principles and Rights at Work.

We are a signatory to the United Nations (UN) Global Compact, committed to upholding the Compact's ten principles governing human rights, labour standards, environmental responsibility and anti-corruption.



Policies

ECOLEAN CODE OF CONDUCT

We apply our Code of Conduct throughout Ecolean. The code covers business ethics, human rights, fair employment conditions and safe working conditions, environmental responsibility and high ethical standards.

The Code of Conduct is supported by more detailed global company policies, which are statements of mandatory behaviour concerning areas such as whistleblowing, IT,

HR, confidentiality and authorisation. All global policies are approved by the Ecolean Group Management Team. All employees shall comply with our Code of Conduct, which sometimes exceeds the applicable laws, regulations and standards in the countries we operate in.

WHISTLEBLOWING POLICY

Several of our sustainability objectives within our People focus area are related to how we interact with each other, both as colleagues and as business partners. As misconduct in these interactions can damage Ecolean's reputation, it is important that any misconduct is reported, either to our management or through our reporting systems. Being an organisation with streamlined decision-making processes, we can quickly address potential problems. The reporting of deviations is also part of our management systems, and we have a Whistleblowing Policy and an external

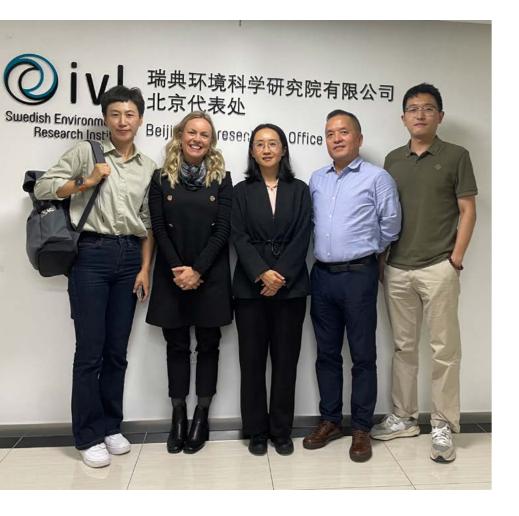
online whistleblowing function. Our whistleblowing function provides a mechanism for reporting, investigating, and remedying any wrongdoing in the workplace. We strive to maintain a transparent business climate and high business ethics. The openness between colleagues and management often helps to address issues and find solutions before any serious issues arise.

ECOLEAN SUPPLIER CODE OF CONDUCT

An important part of our supplier dialogue is related to our Supplier Code of Conduct. The Supplier Code of Conduct covers all the expectations Ecolean has on its suppliers, including anti-corruption, environmental awareness, human rights, and health and safety.







Opportunities and challenges

We embrace a life cycle approach, ensuring every stage is evaluated and accounted for when assessing the overall environmental impact of our products. In today's world, where environmental claims and messages are increasingly significant, transparent, fact-based communication is crucial. That's why we are dedicated to basing all our environmental communications on life cycle assessments. We only make claims that we can substantiate with solid evidence, all according to the new EU Green Claims Directive. This strengthens our brand and prevents 'greenwashing.'

Accurate and transparent information

By applying a life cycle approach to all our products, we enhance resource efficiency and reduce environmental impact. Our life cycle approach measures the full impact of our products from raw material to end of life.

Our Environmental Product Declarations (EPDs) are part of our effort to shift the focus to the entire life cycle of a product. While some packaging suppliers only consider the materials used, Ecolean provides transparent environmental data for both its packaging and filling machines.

We believe this transparent and holistic philosophy is the future for the entire industry. By leading the adoption of EPDs, we can drive the industry towards greater transparency and sustainability.

Progress

In 2024, we continued to raise awareness of our Environmental Product Declarations (EPDs) and their benefits for customers. All EPDs were translated into Chinese to further facilitate their use. Our EPDs promote transparency and avoid estimations and the use of generic data for our packaging production. We provide EPDs for each individual production plant to clearly show the impact of our different sites. We also provided downstream data for our core markets.

During 2024, we maintained our collaboration with the IVL Swedish Environmental Research Institute and the Chinese organisation. Our collaboration aims to promote more sustainable practices in the liquid food industry in China. We also continued the 'International Action Initiative for Life Cycle Thinking' in partnership with the China Association for Standardisation, the All-China Environment Federation, and the IVL Swedish Environmental Research Institute. This initiative aims to integrate life cycle thinking around 'low-carbon, environmental protection, and sustainability,' building on international cooperation. The collaboration underscores the advantages of third-party verified EPDs and their role in driving sustainability.

Any complaints regarding the quality of our communications are reported to the communication department and managed by the Chief Marketing Officer. Complaints are investigated and corrected if necessary. No complaints or incidents of non-compliance concerning marketing communications were reported during the year.

How we work

We believe that our customers should have access to accurate and transparent information regarding our systems to base their decisions upon. We follow all relevant laws and regulations regarding marketing and use the International

Chamber of Commerce (ICC) Framework for Responsible Environmental Marketing Communications as guidance in our environmental communications. We use standardised programmes to give customers environmental data from a full life cycle perspective and allow them to request the same type of documents from other suppliers. Our EPDs follow the ISO 14025 standard, which is widely accepted as the most transparent way to communicate the environmental impact of products. The documents are based on full life cycle assessments and are third-party verified.

They are also publicly available at the International EPD® System (www.environdec.com) and on our website. Annual assessments by independent sustainability ratings provider EcoVadis assess our performance within this field.

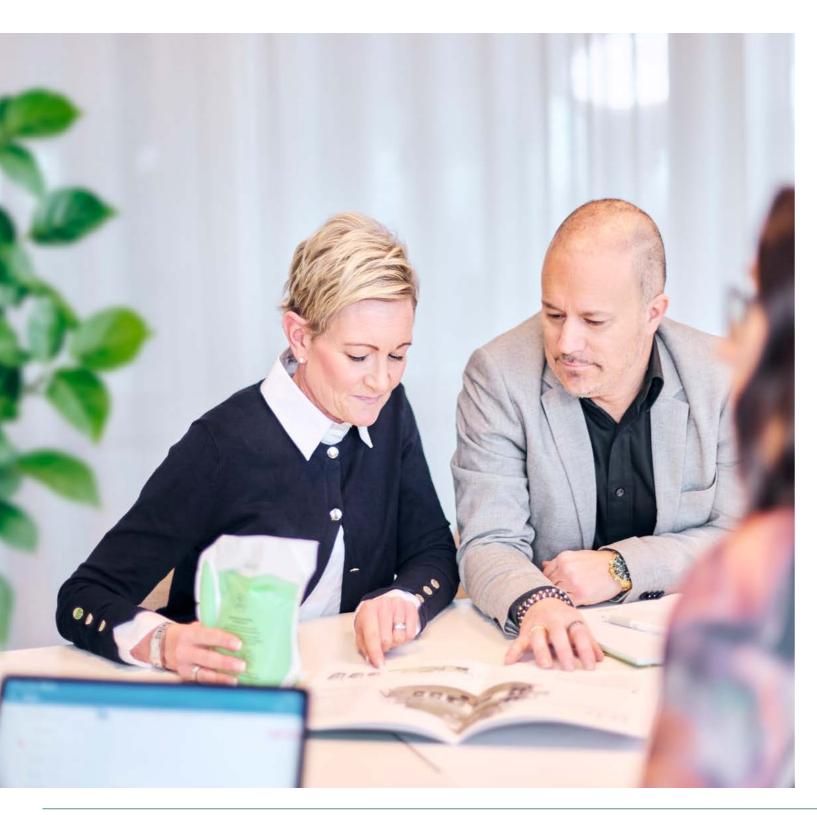
EcoVadis also helps us to identify potential improvements as well as benchmarking our performance against other companies. In 2024, Ecolean was awarded the EcoVadis Platinum medal for the fifth time in a row. This means we are rated in the top 1 percent of 130,000 assessed companies.





The Ecolean Communication Policy guides how we work with communication and transparent information.





Procurement executive vision and mission

Strategic procurement involves planning, evaluation and managing risks. Our Procurement team aims to create value for both Ecolean and supply chain partners by supporting each other to meet our commercial and sustainability objectives.

Opportunities and challenges

Managing supply chain risk is an important ongoing process for promoting a resilient and transparent supply chain. This is of great importance in a world of unpredictable macroeconomic and geopolitical trends. Close collaboration with long-term suppliers helps to mitigate supply chain risks.



IMPLEMENTATION OF NEW SUPPLIER RELATIONSHIP MANAGEMENT SYSTEM

In 2024, we launched a new third-party Supplier Relationship Management system with advanced tools to streamline supplier onboarding, compliance and collaboration. The supplier onboarding process offers a simpler, secure processes and real-time insights, with milestone-based documentation such as Supplier Code of Conduct, Supplier Self-assessment, on-site audits, ESG reviews, and API-integrated checks. It serves as a centralised hub for contracts, screening and alerts for deviations or warnings.



STRATEGIC AND SUSTAINABLE PROCUREMENT

We integrate strategic and sustainable business climate measures into our daily operations. This is an on-going process of adaptation and maintenance, shaped by the evolving macro trends.

Key procurement criteria are cost, quality, delivery performance and service level. Ecolean broadens its focus by incorporating sustainable development and social responsibility across the entire value chain. By integrating sustainability into procurement decisions and processes, we have established a compliant platform that aligns with both commercial and sustainable business objectives. Success hinges on embedding these practices into daily workflows to create meaningful incentives and fostering strategic relationships.





Our social impact

Diverse workforce and equal opportunities

Employee training and education

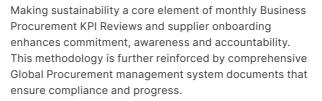
Health and safety

Ethical business

Accurate and transparent information

Procurement executive vision and mission





Being aligned with sustainable procurement principles promotes:

- A total cost of ownership approach to life cycle cost
- · Enhanced of risk management
- Compliancy
- Improved supplier relationships
- Innovation
- Competitive advantages
- Differentiation
- Helps to achieve procurement objectives
- Social benefits in supplier value chain
- Improved retention of suppliers

TRANSPARENCY TO ENSURE EFFECTIVENESS

Transparency is key to enhancing the effectiveness of our supply chain. In 2024, we implemented a cutting-edge enterprise system, which incorporates industry best practices and supports procurement activities, was implemented during the year. The new Supplier Relationship Management system with advanced, customisable tools, also promoted supply chain transparency.

An Al-driven third-party ESG assessment platform, based on globally recognised frameworks such as the SASB Sustainable Industry Classification System, CDP, and the UN SDGs, was launched to promote reliability, consistency, and objectivity in our evaluations. This platform encompasses broad data acquisition that is quality-checked to confirm veracity. It applies to 13 ESG Themes: Natural Resources, GHG Emissions and Climate, Environmental Risk & Opportunities, Human Capital, Product Quality Management, Customer Management, Community Engagement, Supplier Engagement, Certifications, Corporate Governance, Corporate Behaviours, and Business Resilience, and follows 31 ESG Topics.

To promote supply chain collaboration and continuous improvement on sustainability, we established a global Supplier Handbook as a guiding document. The handbook outlines expectations for quality-driven processes, continuous improvements and adherence to our zero-defects vision. It also defines responsibilities regarding human rights, ethical business practices, the environmental, and a whistleblower system for reporting violations anonymously via a secure link.

To further enhance our supply chain risk management, we implemented a Supplier Risk Mapping structure.

This methodology evaluates risk, mitigation actions and targets. The risk matrix ranks factors such as severity, consequence and probability, and addresses critical areas such as single sourcing, capacity, catastrophic events, quality and financial stability.

Our holistic approach promotes transparency, accountability and sustainability throughout the value chain, driving long-term excellence. Close and ongoing collaboration in the supply chain on sustainability topics minimises vulnerability and helps to protect Ecolean's brand reputation.

Policies

An important part of our supplier dialogue is related to our Supplier Code of Conduct. It covers all the expectations Ecolean has on its suppliers, including anti-corruption, environmental responsibility, human rights, and health and safety. Abiding by our Supplier Code of Conduct is mandatory for our suppliers to be able to sign a supplier agreement with Ecolean. The Supplier Code of Conduct is a process both in the Supplier Relationship Management as well as part of Procurement KPI Reviews. Complete compliancy is established with our selected suppliers.

During 2024, we achieved our target to drive sustainability throughout our supply chain when 100 percent of our selected suppliers was in compliance with our Supplier Code of Conduct.



Governance and strategy



Governance

We have comprehensive governance structures to ensure the effective management of our sustainability efforts and work proactively with our stakeholders to ensure we focus on the topics that are most material to our business.

The Ecolean AB Board of Directors is responsible for the governance of the overall Ecolean Group. There are four sub committees to the Board of Directors – the Audit Committee, the Remuneration Committee, the Sales and Marketing Committee and the Technology and Innovation Committee. The Board of Directors has the ultimate authority in strategic decision making within the Ecolean Group and is responsible for the Sustainability Report. The outcomes from our sustainability work are presented twice a year at Board meetings.

The Ecolean Group Management Team is responsible for the operational governance of the company, including decision making on economic, environmental and social topics. The team is responsible for developing, approving, and updating the organisation's purpose, value or mission statements, strategies, policies and goals related to sustainable development. The Ecolean Group Management Team consists of the CEO and the Chief Officers for Sustainability, Marketing, Human Resources, Finance, Operations, Technology and Research, Services and Regional directors.

SUSTAINABILITY GOVERNANCE AT ECOLEAN

Ecolean has 12 defined sustainability objectives covering the material topics identified by its materiality assessment.

We have defined our long-term targets and related projects in the Ecolean Sustainability Roadmap 2030, which uses the data from our previous Sustainability Reports as baselines. The roadmap has been defined by the Ecolean Group Management Team together with additional working groups and decided upon by the Ecolean Board. The roadmap further strengthens our comprehensive Sustainability Programme and covers all our material topics.

The effectiveness of our sustainability management is annually reviewed by the Ecolean Group Management Team, including the materiality analysis. Any compliance deviations related to legislation and legal obligations are communicated to the Ecolean Group Management Team and reported in our annual Sustainability Report.

Critical concerns reported in the Ecolean Ticket deviation system are communicated to the Ecolean Group Management Team and discussed at monthly meetings.

Our sustainability objectives have been linked to the appropriate GRI Standard topics and disclosures have been chosen to ensure the completeness of the report. Our objectives are arranged in two focus areas: People, which includes our objectives related to social topics, and Planet, which relates to environmental topics.

The responsibility to achieve the objectives follows our organisational structure where each function has identified relevant actions to address their impact.

The objectives related to People and Planet have a wide responsibility and are managed by all relevant positions within the organisation. The organisation uses the necessary resources to run projects and implement activities.



STAKEHOLDER ENGAGEMENT

Interest in plastics and plastic packaging particularly from media and society in general remains high. In fact, the importance of plastic packaging recycling is increasing in all our markets as a solution to plastic littering. Since the pandemic, the importance of packaging and food safety has increased, and several retailers report that consumers are increasingly choosing packaged food instead of unpackaged. Ecolean closely follows the increasing regulations in several markets regarding circular economy, single use products, recycling rates, recyclability and recycled content.

The increased attention on plastic packaging, littering, and recycling were identified in our materiality assessment and sustainability objectives are in place to focus on these topics. All our offices continue to report on the recyclability of packaging as the most material sustainability issue in our markets.

We use various sources to identify the relevant topics for Ecolean and our stakeholders:

- Media
- · Input from industry organisations.
- New laws and regulations relating to our industry and raw materials.
- Environmental organisations.
- · The SDGs.
- The UN Global Compact principles.
- Direct communication with stakeholders during the reporting period.

These sources provide us with a list of relevant topics that reflect Ecolean's greatest sustainability impacts and the interests of our stakeholders. Our stakeholders are those







directly or indirectly impacted by our business, including our owner, employees, customers, consumers, suppliers, auditors, governments, local authorities and neighbours of our operations. Input for the analysis was provided by customers, employees, industry organisations, media and regulators. Input was collected through surveys, conferences and industry meetings.

Sustainability is a common discussion topic at our regular meetings with various stakeholders, such as our Board, owners, customers and suppliers, which provides valuable input for our continuous materiality analysis and reporting.

MATERIALITY

The European Commission's proposal for the revision of the Packaging and Packaging Waste Directive (PPWD), published in November 2022, outlines that all packaging on the European market must be recyclable. This includes being designed for recycling by 1 January 2030 and achieving large-scale recycling by 1 January 2035. The recyclability assessment will be based on 'Design for Recycling' criteria, which the Commission will establish through secondary legislation. Throughout the year, the proposal has been reviewed by the European Parliament and the Council. We will continue to closely monitor the progress and outcome of this legislative process. The importance of recyclability on all markets is growing and the challenge remains to determine how the packages should be designed to be truly recyclable and still fulfil all packaging requirements for food safety. During the year, we had several discussions with global brand owners regarding our packaging system. Both a from legal and a brand owner perspective, the importance of recyclability has further increased in its materiality.

In recent years, we have also seen increasing evidence of climate change and that we all need to work together to build a low-carbon society. Our new strategy focuses on reducing climate impact and the company has had a science-based climate target approved by the Science Based Targets initiative (SBTi) since 2020.

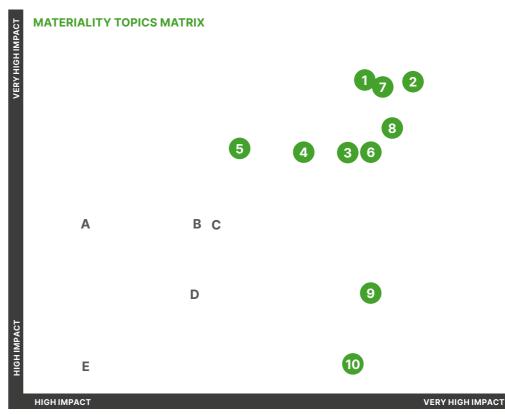
We have incorporated the key topics and concerns raised by our stakeholders in our materiality assessment. The material topics and concerns raised have been adopted into our approach and constitute the foundation for our sustainability objectives and how we work. The materiality matrix has been approved by the Ecolean Group Management Team. Our Sustainability Programme consists of a set of focus areas and defined targets to address our material environmental, social and economic risks and opportunities. Our programme helps us to guide our organisation and is reinforced with a set of Sustainability Roadmap 2030

The previous target of replacing 100 percent of the fossil-based polymers with renewable and/or recycled polymers by 2030 in our Sustainability Roadmap was adjusted during the year. After analysing and reviewing the availability and cost of renewable and recycled polymers, a new target was defined. The new target is 'We will have 10 percent renewable or recycled polymers in our packages by 2030'. This target will also need to be aligned with the requirements set in the coming EU legislation, PPWR.

SUSTAINABILITY REPORTING

The annual Ecolean Sustainability Report describes our approach to sustainability and the progress we made between 1 January and 31 December 2024 (the same period as our Annual Report). The report covers how we work with sustainability in our business and our production, as well as the consumption and end-of-life stages for our packaging solutions.

The Ecolean Sustainability Report covers all activities within the Ecolean Group during 2024. This includes Ecolean AB and the subsidiaries Ecolean (Tianjin) Co. Ltd., Ecolean Pakistan (Pvt) Ltd., Ecolean SE Asia SDN. BHD, Ecolean Vietnam LLC and Ecolean Kazakhstan LLP. The subsidiaries Ecolean Japan Co. Ltd, and Ecolean Inc. do not have any personnel and are excluded from the sustainability reporting, except from financial data.



SIGNIFICANCE OF ECONOMIC, ENVIRONMENTAL AND SOCIAL IMPACTS

IDENTIFIED MATERIAL TOPICS (PRIORITY)

- 1. Occupational Health and Safety
- 1. Customer Health and Safety
- 2. Anti-corruption
- Diversity and Equal Opportunity
 Non-discrimination
 Human Rights Assessment
- 5. Training and Education
- 6. Effluents and Waste
- 7. Recyclable packaging
- 9. Materials
- 10. Energy

OTHER IMPORTANT TOPICS (NOT PRIORITY)

- A. Operational water in filling machines

- D. Human rights in supply chain
 D. Environmental impact in supply chain
- E. Employee turnover

The report is prepared with reference to the GRI Standards. No restatements are made for the reporting period. In 2024, no deviations related to laws and legal obligations resulting in significant fines were reported.

In 2023, we conducted a review of our previous GHG calculations and updated the calculation tool with updated emission factors, which are still based on the GHG protocol and verified by a third party. GHG emission data from 2024 was calculated with these emission factors, which

reduces opportunities to make comparisons with previous years. Since 2023, we have included fugitive emissions (cooling media) in the scope 1 inventory, which increased our reported emissions from that year.

Our external assurance provider PwC has performed a limited assurance on Ecolean's Sustainability Report for 2024.



Ecolean sustainability programme

PEOPLE

ECOLEAN SUSTAINABILITY OBJECTIVES	ACTION	GRI STANDARD DISCLOSURE	BOUNDARY/ SPECIFIC INTEREST TO STAKEHOLDERS	MANAGEMENT APPROACH/ COVERED BY
We have zero tolerance for corruption.	Ecolean has zero tolerance concerning all forms of corruption and will work to maintain continuous non-existence within the Ecolean Group.	205 , Anti- corruption	Ecolean Customers Suppliers	Ecolean Code of Conduct Sustainability Policy Ecolean Supplier Code of Conduct
We have zero tolerance for breaches of human rights.	We respect human rights as defined in the UN Global Compact, and we desire to take that responsibility towards our employees and the societies within which we work.		Ecolean Society	Ecolean Code of Conduct Sustainability Policy Ecolean Supplier Code of Conduct
By 2030, we will have a 50/50 gender balance. 5 percent of our employees will be part of work rotation programmes by 2030.	We offer all individuals equal opportunities regardless of gender, nationality, religion, age, ethnic background or other distinctive characteristics.	405, Diversity and Equal Opportunity	Ecolean	Ecolean Code of Conduct Sustainability Policy Ecolean People Policy
	We will work actively for a company culture and a working community free from discrimination and harassment.		Ecolean	
We have zero injuries and work-related illnesses by 2030.	Appropriate health and safety information and training are provided to employees.	403 , Occupational Health and Safety	Ecolean	Ecolean Code of Conduct Ecolean Health and Safety Policy
By 2030, our employees will spend an average of one week annually on training.	We will strive to develop and retain qualified and motivated employees in a professional environment.	404 , Training and Education	Ecolean	Ecolean Code of Conduct Sustainability Policy Ecolean People Policy
We constantly improve the quality of our packaging solutions to maintain zero liability claims.	The products produced and marketed by Ecolean comply with all laws and rules relating to product safety, throughout the value chain.	416 , Customer Health and Safety	Ecolean Customers Consumers Suppliers	Ecolean Code of Conduct Ecolean Food Safety and Quality Policy
We comply with relevant marketing regulations and good practice, by maintaining zero incidents of non-compliance.	Information regarding our systems will always be fact-based and transparent, by following relevant standards and guidelines.	417 , Marketing and Labeling	Customers	Ecolean Code of Conduct Ecolean Communication Policy

PLANET

ECOLEAN SUSTAINABILITY OBJECTIVES	ACTION	GRI STANDARD DISCLOSURE	BOUNDARY/ SPECIFIC INTEREST TO STAKEHOLDERS	MANAGEMENT APPROACH/ COVERED BY
By 2030, we will reduce our scope 1 and scope 2 GHG absolute emissions by 50 percent, and measure and reduce our scope 3 emissions, with 2018 as the base year. 100 percent of our products will be transported by sea or land by 2030.	Reducing GHG emissions by reducing use, shift to renewable energy sources, optimising production, transports, etc.	305 , Emissions	Ecolean Customers Suppliers Logistics	Ecolean Code of Conduct Sustainability Policy
We continue to purchase 100 percent renewable electricity for our production sites.	We will use renewable electricity, by using the RE100 definitions.	302 , Energy	Ecolean	Ecolean Code of Conduct Sustainability Policy
We will have 10 percent renewable or recycled polymers in our packages by 2030.	By monitoring raw material usage and research progress, we will reduce the impact from materials used in a life cycle perspective.	301 , Materials	Ecolean Suppliers	Ecolean Code of Conduct Sustainability Policy
We will continuously decrease the amount of generated waste from our packaging solutions. We will continue to send zero waste to landfill.	Use the waste hierarchy (EU Directive 2008/98/EC) as a guideline for our waste handling and work with waste contractors to find better treatment options than landfill for all our production sites.	306 , Waste	Ecolean	Ecolean Code of Conduct Sustainability Policy
By 2030, all of our packages will comply with 'Designed for recycling guidelines'. We will work in partnerships to establish recycling infrastructure for our packaging solutions in all our markets by 2030.	Work in upstream innovation projects to develop materials to comply with recycling guidelines. Support different initiatives for recycling of flexible plastic packaging and offer circular solutions for our filling line equipment.	306 , Waste	Ecolean Customers Customers/Society Industry/Partners	Ecolean Code of Conduct Sustainability Policy



Impact on UN sustainable development goals

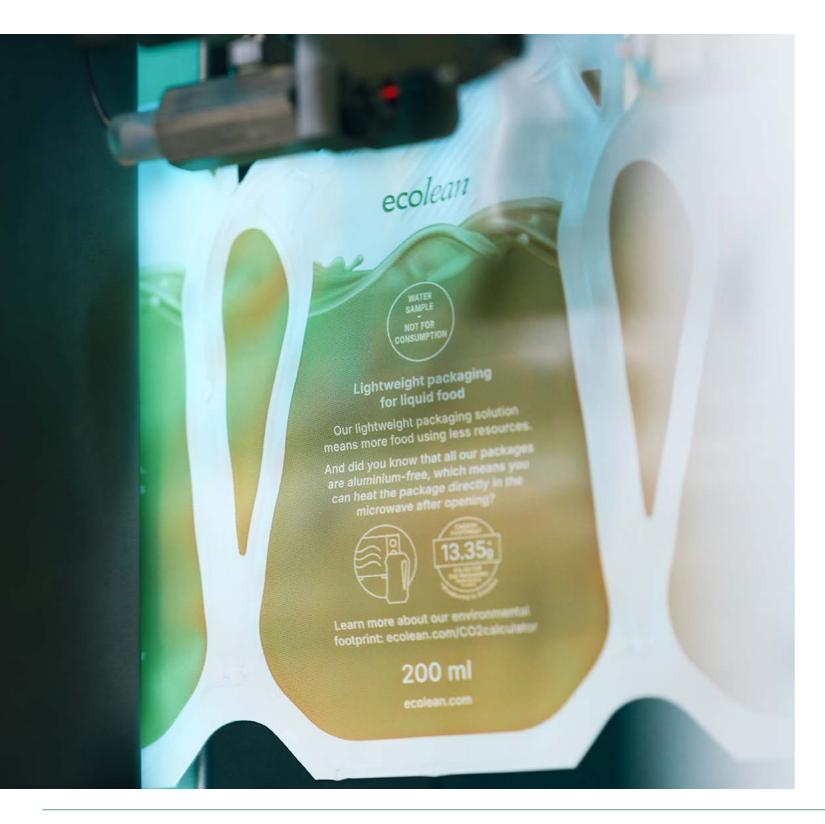
- Identified risk/challenge
- Approach to handle risk/challenge

UN SDG	RELEVANCE	ECOLEAN CONTRIBUTION AND IMPACT
2 ZERO HUNGER	High	 Ecolean packages bring safe food products to people all over the world – regardless of local distribution channels and climatic conditions.
-111	•	Ecolean packages allow food products to be transported long distances, handle harsh environments and withstand long-term storage at ambient temperatures without access to refrigeration.
3 GOOD HEALTH AND WELL-BEING	Medium	Ecolean's operations involve health and safety risks.
-W-	•	Through our work with health and safety, we minimise and manage risks and educate employees.
		 Through our work with audits on customer sites, we promote health and safety, and the safe operation of filling machines.
		Through the design of our filling line equipment, we reduce exposure to chemicals and risks during the filling operation for customer personnel.
		Health and safety management system tool to control and follow up on legal requirements.
5 GENDER EQUALITY	Medium	Ecolean promotes a diverse workforce and works towards a gender balance in our workforce.
₫.	•	Through our Code of Conduct we promote an inclusive culture and tolerate no discrimination.
6 CLEAN WATER AND SAMELATION	Low	Ecolean filling machines do not require water during filling, only during cleaning.
7 AFFORDASEI AND CLEAN ENERGY	High	The manufacturing of packaging material requires energy and Ecolean works to promote energy efficiency and the use of renewable energy in our most energy consuming processes.
-0-		We work to increase the proportion of renewable energy at our production sites.
5.770		We work to reduce energy use, both at our production sites and in our filling line equipment.
8 DECENT WORK AND ECONOMIC GROWTH	High	Ecolean works to safeguard employee labour and human rights, both in our own operations and in our supply chain through the Ecolean Code of Conduct.
M		We contribute to economic growth by paying taxes and fees in the countries in which we operate.
9 NELSTRY INFOATER	Medium	Ecolean works continuously to reduce the environmental impact of our system and adopts sustainable practices throughout the value chain.
		Ecolean provides jobs and helps build infrastructure in the countries in which we operate.
		Ecolean promotes product innovation.
11 SUSTAINABLE CITES AND COMMUNITIES	High	The use of packaging can create waste that needs to be addressed by proper waste management systems and recycling infrastructure.
A		Ecolean's production involves emissions to air. Emissions are regulated by environmental permits in the countries where we operate and we constantly work to reduce our emissions.
	•	Ecolean promotes recycling opportunities for flexible plastic packaging.

UN SDG RELEVANCE ECOLEAN CONTRIBUTION AND IMPACT With the use of packages, waste is created. Proper waste management systems and the availability of recycling infrastructure is a prerequisite in all markets. • Ecolean's production today uses finite resources. We work to increase the use of renewable materials in our production. Ecolean's packaging solutions prevent food waste. Our packages are flexible and easy • Ecolean packaging prevents food waste by prolonging the shelf life of the products inside. We work with sustainability as part of our business concept by promoting product innovation and driving a life cycle perspective. Ecolean is part of creating increased recycling opportunities for flexible plastic packaging. Any manufacturing process or produced products generate carbon emissions. Ecolean's lightweight approach and efficient production process results in packages with • Ecolean provides full environmental data for the entire packaging system, to help customers make fact-based decisions. • Ecolean works to increase the use of renewable energy at our production sites. Ecolean works to reduce energy use, both at our production sites and when optimising our filling line equipment. Medium With the use of packages, waste is created. Proper waste management systems and the availability of recycling infrastructure is a prerequisite in all markets. • The risk of plastic littering is high in some of the markets, where Ecolean operates. Ecolean takes action to increase recycling opportunities for flexible plastic packaging. As the demand for renewable materials increases, the risk of these materials being produced in a non-sustainable way increases. As part of our sustainability work, we always evaluate new raw materials with a life cycle Ecolean's Code of Conduct and supplier Code of Conduct set the rules regarding sustainability aspects such as corruption and human rights. Ecolean works to increase the value of flexible packaging and promote a circular economy. By promoting recycling infrastructure, Ecolean helps to reduce littering and the mismanagement Ecolean engages with relevant partners to address any challenges and collaborate with stakeholders to constantly improve performance.

Excluded SDGs, due to negligible impact: SDG 1 - No poverty, SDG 4 - Quality education, and SDG 10 - Reduced inequalities.





External initiatives

ORGANISATION	MEMBERSHIP	GEOGRAPHIC AREA
The United Nations Global Compact	Participant	Global
CEFLEX	Member	Europe
EUROPEN	Member	Europe
EHEDG	Member	Europe
Normpack	Member	Sweden
Swedish Association for Quality	Member	Sweden
FTI AB	Member	Sweden
IKEM	Member	Sweden
SWEFLEX	Member	Sweden
SIS – Swedish Institute for Standards	Member	Sweden
The Confederation of Swedish Enterprise	Member	Sweden
Lahore Chamber of Commerce and Industry	Member	Pakistan
Pakistan Dairy Association	Member	Pakistan
CoRe Collect Recycle Pakistan	Member	Pakistan
Swedish Business Council in Pakistan	Member	Pakistan
HR Association, Tianjin	Member	China
China Dairy Industry Association	Member	China
China Beverage Industry Association	Member	China
China Plastic Reuse and Recycling Association	Member	China
Plastic Recycling Association of China Resource Recycling Association	Member	China
China Association of Circular Economy	Member	China
Bakery Committee of China National Food Industry Association	Member	China
IHR League, Tianjin	Member	China
Safety Production Association	Member	China
Dairy Association of China	Member	China
China National Food Industry Association	Member	China
China Packaging Federation	Member	China
The Swedish Chamber of Commerce in China	Member	China
The European Union Chamber of Commerce in China	Member	China
AMEE, Mexican Packaging Association	Member	Americas
Indonesian Packaging Federation	Member	Indonesia
The Packaging Forum Inc.	Member	New Zealand
European Business Association of Kazakhstan	Member	Kazakhstan
EuroCham	Member	Vietnam
NordCham	Member	Vietnam





2-7 SCALE OF THE ORGANISATION

Data compiled and reported by all offices, by the end of the year, 31 December 2024. The data corresponds to head count data in human resource management systems.

Region	Gender	2018	2019	2020	2021	2022	2023	2024
Europe	Female	31	43	45	46	53	42	50
	Male	168	186	184	184	184	167	173
	Total	199	229	229	230	237	209	223
Americas	Female	0	1	1	0	0	0	0
	Male	1	4	3	3	3	3	3
	Total	1	5	4	3	3	3	3
East Europe and	Female	12	13	12	12	10	3	0
Central Asia	Male	17	17	16	18	19	2	0
	Total	29	30	28	30	29	5	0
Asia and Oceania	Female	35	33	33	40	43	41	46
inc Pakistan	Male	137	172	190	199	195	169	178
	Total	172	205	223	239	238	210	224
								450

Jamian .	Employment	2018	2019	2020	2021	2022	2023	2024
Region	contract							
urope	Permanent	184	228	226	223	231	206	222
	Temporary	15	1	3	7	6	3	
	Total	199	229	229	230	237	209	223
Americas	Permanent	1	5	4	3	3	3	;
	Temporary	0	0	0	0	0	0	(
	Total	1	5	4	3	3	3	\$
East Europe and	Permanent	29	30	28	29	28	5	(
Central Asia	Temporary	0	0	0	1	1	0	(
	Total	29	30	28	30	29	5	(
Asia and Oceania	Permanent	172	199	214	233	233	208	218
inc Pakistan	Temporary	0	6	9	6	5	2	(
	Total	172	205	223	239	238	210	224
								45

Employment contract	Gender	2018	2019	2020	2021	2022	2023	2024
Permanent	Female	73	90	91	94	102	83	91
	Male	313	372	381	394	393	339	352
Temporary	Female	5	0	1	4	4	2	5
	Male	10	7	11	10	8	3	2
								45

TOTAL NUMBER O	F EMPLOYEE	S BY EN	MPLOYN	NENT T	YPE, BY	GENDE	R	
Employment type	Gender	2018	2019	2020	2021	2022	2023	2024
Full time	Female	69	86	86	94	103	84	95
	Male	315	374	387	400	397	340	350
Part time	Female	9	4	6	4	3	1	1
	Male	8	5	5	4	4	2	4
								450

301-1 MATERIALS USED BY WEIGHT OR VOLUME

In 2024, Ecolean used 36.38 tonnes of materials in total, mainly for the production and printing of packages, but also for filling machines and secondary packaging materials used to pack packages and filling line equipment when shipping to customers.

USED RAW MATERIALS (TONN	ES)						
	2018	2019	2020	2021	2022	2023	2024
Packaging material production*	27,340	26,060	23,131	23,910	23,683	21,537	17,993
Secondary (transport) packaging	1,847	1,820	1,771	1,736	1,558	1,396	1,187
Filling machine production	139	100	142	81	25	0	17,200
* including inks from 2020							

TOTAL AMOUNT OF RAV	TOTAL AMOUNT OF RAW MATERIALS (TONNES)										
	2018	2019	2020	2021	2022	2023	2024				
Renewable	1,776	1,720	1,664	1,660	1,467	1,320	1,080				
Non-renewable	27,550	26,260	23,381	24,067	23,799	21,613	18,118				



48 • Reporting data

302-1 ENERGY CONSUMPTION WITHIN THE ORGANISATION

Our reporting covers the energy use at all our sites in Sweden, Pakistan (from 2019) and China.

All energy data is obtained from suppliers. The consumption of steam and cooling are excluded since they are not used or bought from suppliers. Ecolean does not produce or sell energy.

ENERGY CONSUMPTION ((L						
	2018	2019	2020	2021	2022	2023	2024
Electricity	108,965	103,854	105,566	101,085	104,141	93,626	87,529
Natural gas	1,105	0	0	0	0	0	0
District heating	1,858	2,721	3,067	4,102	4,519	3,609	2,870
Biogas	4,730	1,525	1,109	1,172	1,168	1,530	1,383
Diesel for electricity generation		1,645	141	163	120	80	90
Total	116,658	109,745	109,883	106,522	109,948	98,845	91,872

RENEWABLE ENERGY (GJ)							
	2018	2019	2020	2021	2022	2023	2024
Renewable energy	91,681	86,968	106,675	102,257	105,309	95,156	88,565
Non-renewable energy	20,720	22,777	3,209	4,265	4,639	3,689	2,96
Share of renewable energy	82%	79%	97%	96%	96%	96%	97%

305-1 DIRECT (SCOPE 1) GHG EMISSIONS, 305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS, 305-3 OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

In 2024, we conducted a review of our previous GHG calculations and updated the calculation tool with updated emission factors, which is still based on the GHG protocol and verified by a third party. Following the review, GHG emission data from 2024 was calculated with new emission factors, which reduces the ability to make comparisons with previous years. In 2023, we added fugitive emissions, which also reduced comparability with previous years. 2018 is our base year.

Scope 1: Emissions from sources that are owned or controlled by the organisation.

Scope 2: Emissions from the consumption of purchased electricity, steam, or other sources of energy generated upstream from the organisation.

Scope 3: Emissions that are a consequence of the operations of Ecolean but are not directly owned or controlled by the organisation.

Biogenic carbon dioxide emissions are defined as emissions from a stationary source directly resulting from the combustion or decomposition of biologically based materials other than fossil fuels.

ENERGY CONSUMPTION (GJ)									
	2018	2019	2020	2021	2022	2023	2024		
Scope 1	122	165	63	74	45	379	403		
Scope 2	3,343	3,448	169	226	249	180	143		
Scope 3	63,745	66,062	48,851	54,711	47,137	44,875	36,282		
Total	67, 210	69,675	49,083	55,011	47,430	45,434	36,828		

BIOGENIC CARBON (TONNE CO ₂ - EQ)								
2018 2019 2020 2021 2022 2023 20								
Biogenic carbon	53	148	111	118	114	85	76	

305-4 GHG EMISSIONS INTENSITY

To be able to monitor our progress in reducing our climate impact, we monitor GHG intensity, which is the total GHG emissions from scope 1, 2 and 3 divided by the total weight of sold packages during the year.

GHG INTENSITY (KG CO ₂ - EQ/KG SOLD PACKAGES)								
	2018	2019	2020	2021	2022	2023	2024	
Scope 1-2	0.17	0.18	0.01	0.02	0.02	0.04	0.04	
Scope 3	3.16	3.33	2.68	3.02	2.72	2.98	2.72	
Scope 1-3	3.33	3.51	2.69	3.04	2.73	3.01	2.76	



49 • Reporting data

306-3 WASTE GENERATED

Our reporting covers the waste generated in our filling line equipment production in Helsingborg, Sweden, and our three packaging production plants in Sweden, Pakistan (from 2019) and China.

WASTE (TONNES)							
	2018	2019	2020	2021	2022	2023	2024
Hazardous waste	88	81	125	171	192	186	209
Energy recovery	67	68	67	122	110	121	127
Landfill	0	0	0	0	0	0	0
Organic treatment	5	1	6	2	1	0	10
Recycling	5,187	6,172	5,751	4,832	5,540	4, 655	4,059
Total	5,347	6,322	5,949	5,127	5,843	4,962	4,405

403-9 WORK-RELATED INJURIES

A new reporting system and monitoring of work-related injuries was implemented during 2020, which means there is an absence of data for previous years. No fatalities or high-consequence work-related injuries occurred in 2024.

WORK- RELATED INJURIES					
	2020	2021	2022	2023	2024
Number of Recordable injuries	11	5	10	8	4
Number of Lost Time Injuries (LTI)	7	1	2	4	1
Number of days lost due to LTI	101	1	8	14	3
Number of hours worked	800,800	883,520	894,080	751,520	777,920

CALCULATED FREQUENCIES					
	2020	2021	2022	2023	2024
Total Recordable Injury Frequency (TRIF) per million work hours	13.7	5.7	11.2	10.6	5.1
Lost Time Injury Frequency (LTIF) per million work hours	8.7	1.1	2.2	5.3	1.3
Lost Time Injury Severity Rate (LTISR)	0.12610	0.00113	0.00895	0.01863	0.00386

The data includes all employee and contractor injuries, but only employee working hours. Rates have been calculated per million hours worked.

405 -1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Empleyment cotonous	Λ	2018	2019	2020	2021	2022	2023	2024
Employment category	Age							
Production	<30	37%	38%	35%	31%	26%	24%	21%
	30-50	54%	53%	54%	55%	61%	64%	66%
	>50	9%	9%	11%	14%	13%	12%	13%
Commercial/Technical/	<30	20%	14%	11%	9%	10%	7%	5%
General	30-50	58%	65%	64%	65%	65%	62%	60%
	>50	22%	21%	25%	26%	25%	31%	35%
Management/Directors	<30	0%	2%	0%	0%	0%	0%	2%
	30-50	76%	73%	66%	63%	63%	64%	58%
	>50	24%	25%	34%	37%	37%	36%	40%
Total	<30	22%	20%	17%	16%	14%	13%	11%
	30-50	60%	62%	61%	61%	63%	63%	62%
	>50	18%	18%	22%	23%	23%	24%	27%

GENDER DIVERSITY BY EMPLOYMENT CATEGORY									
Employment type	Gender	2018	2019	2020	2021	2022	2023	2024	
Production	Female	7%	6%	6%	10%	8%	9%	7%	
	Male	93%	94%	94%	90%	92%	91%	93%	
Commercial/Technical/	Female	27%	25%	25%	25%	27%	28%	29%	
General	Male	73%	75%	75%	75%	73%	72%	71%	
Management/Directors	Female	26%	25%	27%	25%	30%	27%	33%	
	Male	74%	75%	73%	75%	70%	73%	67%	
Total	Female	19%	19%	19%	20%	21%	20%	20%	
	Male	81%	81%	81%	80%	79%	80%	80%	



50 • Reporting data

External assurance



This is a literal translation of the Swedish original report

Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Ecolean AB, corporate identity number 556361-0212

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2024 and that it has been prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Malmö, 6 March 2025 Öhrlings PricewaterhouseCoopers AB

Sofia Götmar-Blomstedt Authorised Public Accountant My Lidén Authorised Public Accountant



Revisorns yttrande avseende den lagstadgade hållbarhetsrapporten

Till bolagsstämman i Ecolean AB, org.nr 556351-0212

Uppdrag och ansvarsfördelning

Det är styrelsen som har ansvaret för hållbarhetsrapporten för år 2024 och för att den är upprättad i enlighet med årsredovisningslagen i enlighet med den äldre lydelsen som gällde före den 1 juli 2024.

Granskningens inriktning och omfattning

Vår granskning har skett enligt FARs rekommendation RevR 12 Revisorns yttrande om den lagstadgade hållbarhetsrapporten. Detta innebär att vår granskning av hållbarhetsrapporten har en annan inriktning och en väsentligt mindre omfattning jämfört med den inriktning och omfattning som en revision enligt International Standards on Auditing och god revisionssed i Sverige har. Vi anser att denna granskning ger oss tillräcklig grund för vårt uttalande.

Uttalande

En hållbarhetsrapport har upprättats.

Malmö den 6 mars 2025 Öhrlings PricewaterhouseCoopers AB

Sofia Götmar-Blomstedt Auktoriserad revisor My Lidén Auktoriserad revisor



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UNITED NATIONS GLOBAL COMPACT INDEX

United Nations Global Compact index	Page
PRINCIPLE 1: Businesses should support and respect the protection of internationally proclaimed human rights.	9, 36, 44
PRINCIPLE 2: make sure that they are not complicit in human rights abuses.	10, 36, 39, 44
PRINCIPLE 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	29
PRINCIPLE 4: the elimination of all forms of forced and compulsory labour.	10, 36, 39
PRINCIPLE 5: the effective abolition of child labour.	10, 36, 39
PRINCIPLE 6: the elimination of discrimination in respect of employment and occupation.	28, 29, 30
PRINCIPLE 7: Businesses should support a precautionary approach to environmental challenges.	18-26, 38, 44
PRINCIPLE 8: undertake initiatives to promote greater environmental responsibility.	18-26, 38
PRINCIPLE 9: encourage the development and diffusion of environmentally friendly technologies.	21, 25, 26, 38
PRINCIPLE 10: Businesses should work against corruption in all its forms, including extortion and bribery.	36, 39, 44

GRI CONTENT INDEX

Ecolean has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	Page Number	Omissions	Explanation/ Information
GRI 2:	2-1	Organizational details	2, 12, 42		
General Disclosures 2021	2-2	Entities included in the organization's sustainability reporting	43		
2021	2-3	Reporting period, frequency and contact point	2, 43		Last report published 2023-06-30
	2-4	Restatements of information	43		
	2-5	External assurance	43, 51		
	2-6	Activities, value chain and other business relationships	12, 13, 14, 39, 40		In 2024, Ecolean had net sales of SEK 895.4 (935.2) million. No changes of the share capital structure occurred during the year.
	2-7	Employees	29, 30, 48		
	2-8	Workers who are not employees			
	2-9	Governance structure and composition	42		
	2-10	Nomination and selection of the highest governance body		Information unavailable	
	2-11	Chair of the highest governance body		Information unavailable	
	2-12	Role of the highest governance body in overseeing the management of impacts	42		
	2-13	Delegation of responsibility for managing impacts	42		
	2-14	Role of the highest governance body in sustainability reporting	42		
	2-15	Conflicts of interest		Information unavailable	
	2-16	Communication of critical concerns	15, 16, 42		
	2-17	Collective knowledge of the highest governance body	42		
	2-18	Evaluation of the performance of the highest governance body		Information unavailable	
	2-19	Remuneration policies		Information unavailable	
	2-20	Process to determine remuneration		Information unavailable	
	2-21	Annual total compensation ratio		Information unavailable	
	2-22	Statement on sustainable development strategy	7		
	2-23	Policy commitments	10, 12, 18, 28, 36, 37, 39, 40, 45		
	2-24	Embedding policy commitments	36, 37, 39, 40		
	2-25	Processes to remediate negative impacts		Information unavailable	
	2-26	Mechanisms for seeking advice and raising concerns	36, 37		
	2-27	Compliance with laws and regulations	38, 42, 43		
	2-28	Membership associations	15, 16, 46		
	2-29	Approach to stakeholder engagement	42		
	2-30	Collective bargaining agreements	29, 30		



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GRI CONTENT INDEX

GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	Page Number	Omissions	Explanation/ Information
GRI 205 Anti-	Management approach		36, 37		
corruption 2016	205-3	Confirmed incidents of corruption and actions taken			
GRI 301 Materials 2016	Management approach		18, 21, 48		
2010	301-1	Materials used by weight or volume		No data available for associated process materials. Only raw materials, inks and transport packaging materials are reported on.	
GRI 302 Energy	Management approach		18, 19, 20, 49		
2016	302-1	Energy consumption within the organization			Ecolean does not produce or sell energy.
GRI 305 Emissions	Management approach		18, 19, 20, 49		
2016	305-1	Direct (Scope 1) GHG emissions			Emissions are consolidated from entities over which Ecolean has operational control.
	305-2	Energy indirect (Scope 2) GHG emissions			
	305-3	Other indirect (Scope 3) GHG emissions		Energy data from renewable sources is not provided by suppliers.	
	305-4	GHG emissions intensity			
GRI 306 Effluents and	Management approach		18, 23, 25, 26, 50		
Waste 2020	306-2	Waste by type and disposal method			
GRI 403 Occupational	Management approach				
Health and Safety 2018	403-1	Occupational health and safety management system	28, 33, 34, 35, 50		
	403-2	Hazard identification, risk assessment, and incident investigation			
	403-3	Occupational health services			
	403-4	Worker participation, consultation, and communication on occupational health and safety			
	403-5	Worker training on occupational health and safety			
	403-6	Promotion of worker health			

GRI CONTENT INDEX

GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	Page Number	Omissions	Explanation/ Information
GRI 403 Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			
	403-9	Work-related injuries		No available data for workers others than Ecolean employees. Frequency numbers are related to this fact.	Lost days refers to scheduled working days and is counted as actual days when employees are unable to work.
GRI 404 Training and Education 2016	Management approach		28, 31, 32		
	404-2	Programmes for upgrading employee skills and transition assistance programmes			
GRI 405 Diversity	Management approach		28, 29, 30, 50		
and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees			
GRI 406 Non-	Management approach		28, 29, 30		
discrimination 2016	406-1	Incidents of discrimination and corrective actions taken			
GRI 416 Customer	Management approach		15, 16		
Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services			
GRI 417 Marketing	Management approach		28, 38		
and Labeling 2016	417-3	Incidents of non-compliance concerning marketing communications			
We are taking action in increasing the possibilities for a circular economy for our packaging solutions	Management approach		18, 25, 26		
	No topic specific GRI standard	Report on initiatives taken to increase recycling and circular economy for our products		Data on availability of circular solutions for flexible plastic packaging is not available.	



Appendix – GHG emissions



Ecolean emissions reporting

In 2020, we conducted a review of our GHG calculations and updated our calculation tool, which is based on the GHG protocol and verified by a third party. Comparing data from different years is difficult as we have continued to broaden the scope of our data over time.

From 2020, we have included emissions from printing inks and secondary packaging materials, which were not included in 2017-2019 as the data was not previously collected. These changes in boundaries reduce the comparability of historical data.

GHG EMISSIONS - SCOPE 1, 2 AND 3

We use 2018 as the base year for our data in accordance with our SBTi climate targets. We report on the emissions from our production plants by using common boundaries for GHG calculations related to energy and waste. In 2019, we broadened the scope for our reporting and the packaging material production plant in Pakistan was

added to our emissions data. This impacted our scope 1 emissions due to the need to generate some electricity on site with a diesel generator and it added electricity and waste from the new production plant. For business travel, we have included data from all Ecolean subsidiaries, including data from our smaller market offices, since 2019.

Data from business travel by car, train and air is used when available. The proportion of renewable fuels in petrol and diesel are unknown in many markets. Spare part transportation has been included in the scope since 2019.

In 2020, data from recent years was recalculated in the new and improved calculation tool. This means that previous GHG emission data has been updated, and previous reported emissions are no longer valid. We use both generic and company specific emission factors.





Appendix – GHG emissions



SCOPE 1 AND 2

The Greenhouse Gas Protocol has been used to calculate emissions. The emissions of greenhouse gases are limited to carbon dioxide, nitrous oxide and methane.

The calculation model has been conducted and reviewed by an independent consultancy. For scope 1 and 2 emissions, we use operational control as a consolidation approach. For scope 2, we report according to the market-based method. The market-based method calculates 143 tonnes of GHG emissions from our electricity use compared with 5,026 tonnes GHG emissions using the location-based method. The emission factors from EPDs from the energy company Vattenfall for hydro and wind power are used for all three markets due to limited information from Chinese and Pakistani suppliers.

Scope 1 emission factors for natural gas are based on values from Swedenergy and emission factors from fuel for company-owned cars are based on data from the Swedish Transport Agency. In Sweden, vehicle fuels contain a proportion of renewable content, but it is unknown if this is the case in our other markets. The proportion of biogenic carbon dioxide emissions is therefore unknown. Emission factors for scope 2 are based on data for electricity and district heating in China and Pakistan from Werner, International review of district heating and cooling, Scope 3: Swedenergy (2017), IVL (2017). Emission data for Swedish electricity is based on data from EPDs from Vattenfall. The Swedish Environmental Protection Agency Emission data has been used to calculate biogenic carbon

dioxide emissions from biogas and for the calculation of emissions from the combustion of diesel for electricity in scope 1: Greenhouse Gas Protocol Emission factors from cross sectors tool.

Since 2023, we have included fugitive emissions in our scope 1 inventory.

SCOPE 3

Scope 3 emissions cover all other indirect emissions in a company's value chain. In scope 3, Ecolean reports according to the GHG Protocol Corporate Value Chain Standard using the following categories: 1) Purchased goods and services, 3) Fuel and energy use, 5) Waste generated in operations, 6) Business travel and 9) Downstream transportation and distribution.

Emission factors for business trips by air are derived from a model by NTM and 2050. Business trip factors by train and car were obtained from NTM, DEFRA, WRI and IPCC.

Impacts from raw materials are based on background data from life cycle assessments performed during 2020, to be published in the four Ecolean Environmental Product Declarations. Energy from renewable sources can be used in scope 3 but the data is not provided from suppliers, which means there is no specific reporting of biogenic carbon emissions.

		2023	2024
Scope	Category	(tonne CO ₂ eq)	(tonne CO ₂ eq
Scope 1	Fugitive emissions	360	384
	Mobile combustion	13	12
	Stationary combustion	6	7
Total CO ₂ e emissions, scope 1		379	403
Scope 2 - Market-based method	Purchased electricity (market-based)	0	0
	Purchased heating	180	143
	Purchased cooling	0	0
	Scope 2 – emissions from owned electric car (charged outside company site)	0	0
Total CO ₂ e emissions, scope 2 - Market-based method		180	143
Scope 2		5.070	4.000
- Location-based method	Purchased electricity	5,376	4,883
	Purchased heating	180	143
	Scope 2 - emissions from owned electric car (charged outside company site)	0	0
Total CO ₂ e emissions, scope 2 - Location-based method		5,556	5,026
Scope 3	Category 1: Purchased goods and services	39,343	30,703
	Category 3: Fuel- and energy- related activities	304	277
	Category 5: Waste generated in operations	137	142
	Category 6: Business travel	812	1,241
	Category 9: Downstream transportation and distribution	4,279	3,919
Total CO2 e emissions,		44,875	36,282



