

Ecolean Sustainability Report 2025



Welcome to the Ecolean Sustainability Report 2025

Sustainability is the backbone of our business. We keep food safe while minimising our negative impact by designing packaging solutions that deliver more, with less, across the value chain. Our approach is clear: reduce the materials and energy we use, minimise waste, and share our progress transparently through a life cycle lens.

This report highlights our actions and outcomes from 2025, across Ecolean sites and markets, and the steps we're taking to further improve. Our journey continues as we make improvements, and work closely with customers, partners and colleagues worldwide to strive for smarter packaging and operations.

Thank you for taking an interest in Ecolean and our work with sustainability.



Contents

INTRODUCTION	2	SOCIAL	19
CEO letter	3	S1 Own workforce	20
About Ecolean	4	S2 Workers in the value chain	25
Sustainability strategy and targets 2030	5	S4 Consumers and end-users	26
Ecolean sustainability policy	7		
ENVIRONMENT	9	GOVERNANCE	27
E1 Climate change	10	G1 Business conduct	28
E2 Pollution	14	APPENDIX	30
E3 Water and marine resources	15	ESRS datapoint index	32
E5 Resource use and circular economy	16	External assurance	34



” Performance, simplicity and value will guide our next steps.

Thomas Hultin, CEO at Ecolean Group.

CEO letter

2025 was a year of important choices and renewed focus for Ecolean. Through organisational changes and external geopolitical uncertainties, we remained committed to our customers, our sustainability ambition, and our long-term strategy of doing more with less.

Reflecting on the year from a global perspective, it’s clear that progress does not come without challenges. Global uncertainties, changing regulations, and climate-related events remind us that sustainability is not a static goal but an important responsibility. These realities reinforce why our philosophy matters – doing more with less is good for both business and the planet.

But despite the prevailing challenges, there are important reasons to be optimistic. We see growing awareness and collaboration across industries, and we are proud to contribute with solutions that make a real difference. Our achievements in 2025 reflected the dedication of our teams and the trust of our customers and partners. In our key markets, we deepened our

customer collaboration. Together with one of our customers in China, we developed a breakthrough concept for extended shelf life in chilled dairy products. In Southeast Asia, we supported the shift from tin cans to lightweight aseptic packaging in the coconut cream segment, and we stepped up our focus on the European market.

One of our most significant steps for our future development, was that we began commissioning our new plant in Landskrona. This investment will accelerate our development of packaging designed for recycling and will enable us to meet the future packaging requirements and customer demands.

“Our pilot plant in Landskrona is an important step for the future of Ecolean. It helps us accelerate the development of a packaging material designed for recycling and scale up our capacity with confidence.”

Sustainability remains central to everything we do, and we were proud to receive our fifth consecutive EcoVadis Platinum rating, placing us among the top 1% of companies

worldwide. During 2025, we continued our work to reduce our value chain greenhouse gas emissions and to create safe and thriving workplaces throughout our organisation.

Looking ahead, our focus is clear: performance, simplicity and value. This will enable us to turn opportunities into action for a more sustainable future.

Thank you for reading our Sustainability Report and for joining us on our journey towards smarter packaging and a lighter future.

Thomas Hultin
CEO, Ecolean Group



About Ecolean

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 lightweight packaging solutions and resource-efficient filling lines offer both customer and consumer convenience while promoting environmental responsibility.

Ecolean is a privately-owned company established in 1996 with headquarters in Helsingborg, Sweden. We have production plants in Sweden, China and Pakistan, and commercial activities in over 20 countries, with China being our largest market.

OUR VISION AND MISSION

We strive to be the best packaging company in the world in the eyes of all our stakeholders and to provide the world with safe and convenient packaging solutions for liquid food with minimal environmental impact.

SAFE AND CONVENIENT PACKAGING SOLUTION

Every year, 600 million people fall ill from unsafe food according to the World Health Organisation (WHO). 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.

We are 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. Our packages bring safe food products to people all over the world – regardless of local distribution channels and climatic conditions.

ECOLEAN PACKAGING SOLUTION

We deliver complete filling line solutions with flexible, lightweight packages for liquid food. Our lines are designed for efficiency and developed in Helsingborg, Sweden, with assembly in close collaboration with trusted suppliers and our global service teams. Our packaging material is also produced in Sweden and converted into ready-to-fill packages at our facilities in Sweden, China and Pakistan. We offer hermetically sealed packages in various sizes for ambient distribution, sterilised using electron beam (e-beam) technology.

Sustainability strategy and targets 2030

The world needs to use resources more wisely. Reducing food waste is key to ensuring everyone has enough to eat. Our lightweight packaging promotes resource efficiency, using less material and energy while protecting food and minimising waste. In short, our solutions mean more food with fewer resources. Our Sustainability Programme is built on six focus areas:

Safe food for all

According to the WHO, nearly 600 million people fall ill each year from unsafe food. Our pre-sterilised, ready-to-fill aseptic packages support food safety and a long shelf life without refrigeration, enabling safe transport and storage worldwide.



Towards circularity

Most packaging still follows a take-make-waste model leading to growing landfills around the world. We design for recycling by using fewer components and high-quality materials. Plastic packaging is lightweight, durable and offers excellent food safety properties. Our goal is clear – to provide future-proof packaging that supports the circular economy.



Less food waste

One third of all food produced globally is wasted, while millions go hungry. This includes 17% wasted at the consumer level. Food waste also accounts for up to 10% of global greenhouse gas emissions. Our lightweight, squeezable packages help consumers to use every drop, reducing waste and promoting resource efficiency



Transparency through a life cycle approach

Transparency drives trust and better decisions. We provide full life cycle data, from cradle to grave, to help customers and partners understand the impact of packaging and optimise resource use across the value chain.



Climate action

Packaging plays a key role in reducing climate impact. Our lightweight solutions use less raw material and have a low-carbon footprint. With raw materials making up most of our environmental footprint, we aim to use 10% renewable or recycled polymers by 2030. We are proud to already source 100% renewable electricity at all our production sites globally.



Fair, equal and inclusive

We thrive due to hardworking, brave individuals with innovative minds and groundbreaking ideas. Together with our partners, we work for a safe, fair and inclusive environment where everyone can grow and contribute to a more sustainable industry.





2030 targets

We have set science-based climate targets that are aligned with the Paris Agreement.

ENVIRONMENT

- Reduce scope 1 and 2 GHG emissions by 50% compared with 2018.
- Measure and reduce scope 3 emissions.
- Maintain 100% renewable electricity.
- Transport all products by sea or land.
- Source 10% renewable or recycled polymers.
- Maximise waste recycling.
- Ensure all our packages comply with 'Designed for Recycling' guidelines.
- Support the development of recycling infrastructure in all Ecolean markets.

SOCIAL

- Achieve 50/50 gender balance.
- Ensure 5% of employees join rotation programmes.
- Provide one week of training per employee per year.
- Achieve zero injuries and zero work related illness.
- Zero corruption and zero human rights breaches.

Sustainability Policy

Our Sustainability Policy outlines how economic, environmental and social aspects are integrated across our operations.

ECONOMIC SUSTAINABILITY

- Zero tolerance for corruption.
- Ensure food safety and quality.
- Provide transparent life cycle based information.

ENVIRONMENTAL SUSTAINABILITY

- Design low-impact packaging.
- Prevent negative environmental impacts.
- Reduce greenhouse gases, energy use, waste and water consumption.

SOCIAL SUSTAINABILITY

- Respect human rights.
- Promote equality and non-discrimination.
- Support employee development and ensure safe workplaces.

GOVERNANCE

Our Sustainability Policy aligns with our Code of Conduct, Supplier Code of Conduct and Whistleblowing Policy. Through these commitments, we work to minimise negative impacts and contribute to a more sustainable world.

Environment

Reducing environmental impact

We design lightweight packaging that minimises material and energy use from production, to transportation and filling.

This commitment forms the core of our environmental approach and is aligned with the UN Global Compact principles on environmental responsibility.

We are a signatory of the UN Global Compact. The environmental aspects of our Sustainability Programme are covered by 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

ENVIRONMENT	KEY PERFORMANCE INDICATOR	2025	2024	PROGRESS
By 2030, we will reduce our scope 1 and scope 2 GHG absolute emissions by 50%, 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	83%*	84%	ACHIEVED
	Reduction of CO ₂ eq (scope 3) compared to 2018	33%	43%	IN PROGRESS
100% of our products will be transported by sea or on land by 2030.	Share of transports by sea or on land (%)	93%	89%	IN PROGRESS
	Share of air transports (%)	7%	11%	IN PROGRESS
We continue to purchase 100% renewable electricity for our production sites.	Share of renewable electricity in production sites (%)	100%	100%	ACHIEVED
	Share of renewable energy in production sites (%)	95%	97%	IN PROGRESS
We will have 10% renewable or recycled polymers in our packages by 2030.	Share of renewable or recycled polymer in our raw material mix (%)	0%	0%	NOT ACHIEVED
	Amount of generated waste within our production (tonnes)	5,442	4,454	IN PROGRESS
We will continuously decrease the amount of waste generated from our packaging solutions.	Share of waste sent to recycling	94%	92%	IN PROGRESS
	Amount of waste sent to landfill (tonnes)	0	0	ACHIEVED
We will continue to send zero waste to landfill.	Number of packaging ranges assessed to relevant guideline	0	0	IN PROGRESS
	Markets with infrastructure initiatives	1	1	IN PROGRESS
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.				

* Reduction compared to base year 2018 including new factors based on ESRS in 2025.



E1 Climate change

Climate change is a defining global challenge. Our work focuses on reducing emissions across scopes 1, 2 and 3, guided by life cycle assessments and our 2030 climate targets.

Key figures

Scope 1

Total emissions
213 t CO₂eq

Fugitive emissions
139 t CO₂eq (~65%)

Scope 2

Total emissions
450 t CO₂eq



Key figures

Total energy use
79,999 GJ
A 13% decrease
compared to 2024

68% of total energy
use was electricity

**100% renewable
electricity**
at our production sites for the
seventh year in a row.

Energy and electricity

Site activities

ECOLEAN SWEDEN

We continued to work with energy mapping and the associated improvement measures. Since 2017, our sites in Sweden have sourced renewable hydropower and biogas for heating, verified through Guarantees of Origin.

Nighttime walk throughs identified compressed air leaks and lighting not switched off. Preventing the leaks reduced our compressed air consumption by approximately 20% during 2025. Presence controlled lighting was installed in several areas to reduce unnecessary electricity use and wear.

The conversion to LED lighting that started in 2024 was completed throughout our Helsingborg facility during the year.

ECOLEAN CHINA

Our China plant has used renewable electricity through I-RECs since 2020, ensuring that each MWh purchased is matched with certified renewable energy.

Ecolean China, reduced its electricity consumption compared to 2024, through several measures including the installation of 36 real time power monitoring points and upgrades to more efficient circulating pumps that saved 26,496 kWh.

We also saved 9,636 kWh by installing automated room lighting, and 40,296 kWh from warehouse lighting improvements and the replacement of inefficient mercury lamps with LED industrial lighting.

ECOLEAN PAKISTAN

Our Pakistan plant has sourced renewable electricity via I-RECs since 2020, with each certificate confirming 1 MWh of verified renewable energy.

Ecolean Pakistan reduced its diesel consumption by 54% in 2025, cutting usage from 35,000 litres to 16,000 litres, and reducing emissions by 50 t CO₂eq. This significant improvement was driven by targeted operational measures on the boiler system, including shifting away from manual boiler operation (-26%), lowering the temperature set point (-11%), and optimising air handling units (-17%).



CALCULATING SCOPE 3

Scope 3 emissions are calculated according to the GHG Protocol Corporate Value Chain Standard and cover indirect emissions in a company's value chain. Such as Purchased goods and services, Fuel and energy use, Waste generated in operations, Business travel and Downstream transportation and distribution.

CAPITAL GOODS

From 2025, emissions from Capital goods are included in scope 3. The establishment of the Landskrona site, including investments in a new film production line and related equipment, represents a substantial capital investment.

These activities have a significant impact on scope 3 emissions in the reporting year and account for the majority of the observed increase.

Key figures

Scope 3

Total emissions
42,578 t CO₂eq

Note: The ESRS introduces updated requirements for calculating scope 3 emissions making figures not directly comparable with previous years.

75% raw materials
(film, packaging, filling machines and all other purchased goods)

18% capital goods

5% downstream transport

1.7% business travel and employee commuting

0.05% waste and facilities

Emissions from downstream transport

Activities

As a provider of packaging solutions across several global markets, the transportation of materials and finished products remains an essential part of our value chain. Our Sustainability Roadmap 2030 includes a clear commitment to minimise transport emissions and avoid air freight wherever possible.

Throughout 2025, we continued to build on the improvement measures introduced in 2024 together with our customers and logistics partners. These efforts have resulted in a further shift away from air transport. When assessed from a climate-impact perspective, the share of sea and land transport increased from 89% in 2024 to 93% in 2025, while the share of air transport decreased from 11% to 7%. When considering transported weight, the shift is even more pronounced, with 98.5% of volumes transported by sea or land and only 1.5% by air.

We expanded the use of 'two-pallet-high' loading to reduce emissions per shipped unit. With new customers in Southeast Asia, all shipments were planned and executed using this model. To further increase container utilisation, we also began offering customers the option to mix different packaging formats within the same container, enabling more efficient load planning and reduced transport emissions.

We continued our collaboration with our logistics partner to offer sea-freight routes powered by green methanol as a low-carbon fuel alternative.

Since 2023, we have used an electric truck for transporting all containers from our production site to the port in Helsingborg, and in 2025 this solution was extended to cover transport between our facilities in Helsingborg and Landskrona.

Transport mix

CO₂-BASED

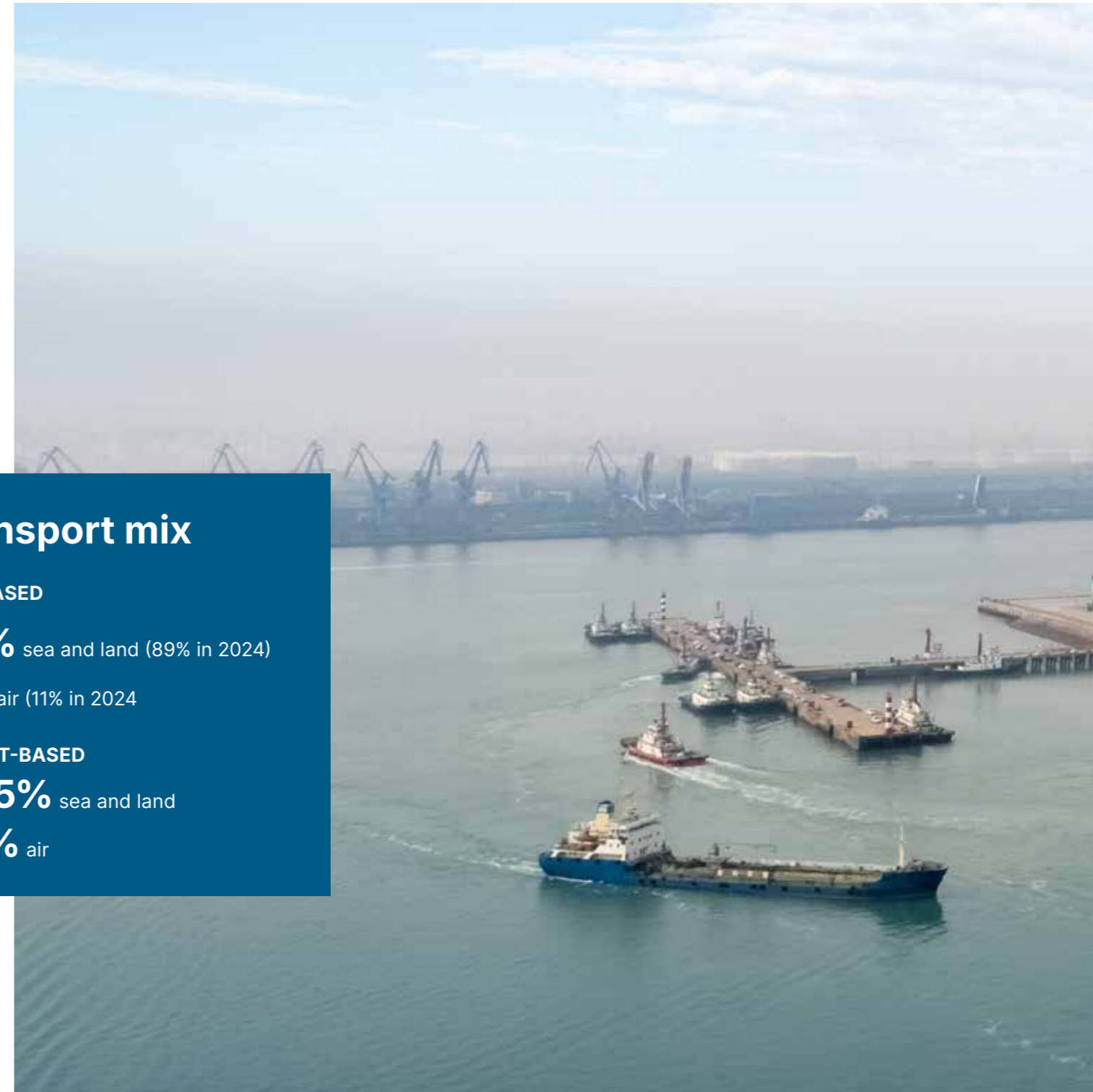
93% sea and land (89% in 2024)

7% air (11% in 2024)

WEIGHT-BASED

98.5% sea and land

1.5% air



E2 Pollution

The pollution of air and soil is an important consideration across the packaging value chain, and we continue to strengthen our work in this area. We review our policies, KPIs and processes to better understand pollution-related risks to set a clear roadmap for future targets.

TOWARDS NEW MATERIALS

Our production process focuses on the efficient use of raw materials and energy. Today, we rely on fossil-based polymers to meet strict quality and safety requirements. To reduce the pollution and greenhouse gas emissions related to raw materials and chemical use, we are preparing to transition towards renewable or recycled polymers as soon as viable alternatives are available that meet the required standards. Our goal is to begin replacing polyolefins with renewable or recycled materials by 2030.

Pollution can arise in several stages of our value chain, including transportation, ink components and polymer sourcing. We are therefore strengthening supplier expectations, improving chemical handling and evaluating logistics to further reduce environmental impacts while advancing more sustainable packaging solutions.

REDUCING ENVIRONMENTAL IMPACTS FROM RAW MATERIALS

In 2025, we utilised 15,000 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. During the year, more than 85% of the raw materials used in our secondary packaging came from renewable sources.

CHEMICAL USE

We handle chemicals in our operations that might pose risks to the environment and our employees. To avoid potential health, safety and environmental impact, our ongoing work involves reviewing and conducting risk assessments and substituting certain chemicals.

In China, our waste reduction initiatives focused on both process optimisation and material efficiency, to reduce hazardous waste from 54,925 kg (2024) to 52,576 kg (2025). Improvements included:

- Optimised folding to ensure fewer misalignment rejects.
- Reduced printer setup speed to reduce start up scrap.
- Ink chamber improvements to prevent missing colour waste.
- Splicing margin reduced significantly.

E3 Water and marine resources

Total water use
27,720 m³

Water is an essential resource at all our offices and production facilities. In 2025, most of the 27,720 m³ of water we used was for drinking, sanitation and air conditioning purposes. Our production facilities have implemented various behavioural and operational changes to reduce overall water usage.

Additionally, our packaging film production process incorporates a water recycling system to further minimise our environmental footprint by reusing water where possible.

E5 Resource use and circular economy

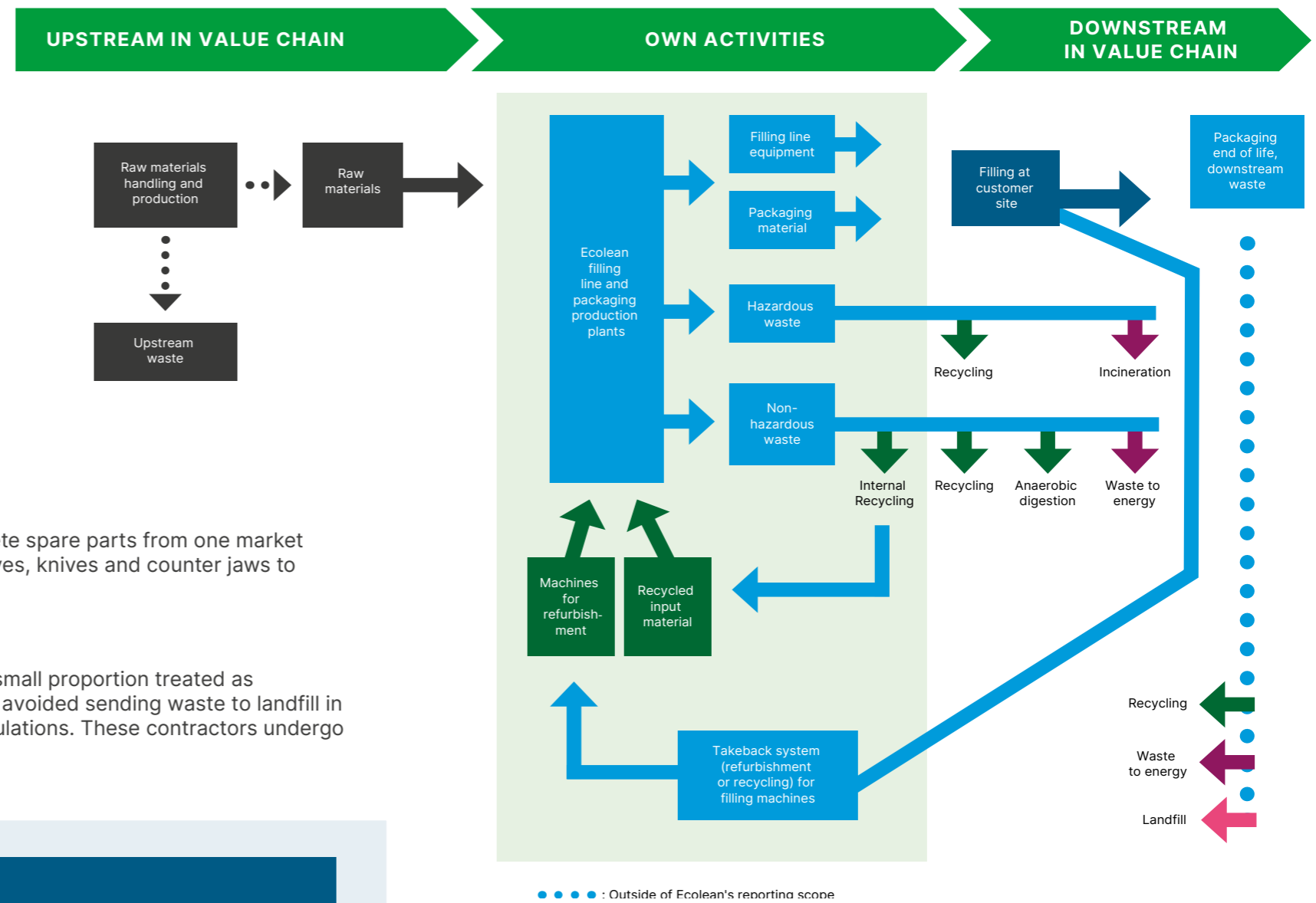
We work continuously to reduce raw material demand and production waste, increase internal recycling, and promote circularity across packaging and filling lines.

USE OF RAW MATERIALS IN FILLING MACHINES

Our circular approach involves refurbishing machines to resell and reuse. We relocate obsolete spare parts from one market to another instead of scrapping them. We also refurbish used spare parts such as safety valves, knives and counter jaws to reintegrate them into our supply chain.

REDUCING THE IMPACT FROM WASTE

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 recent years, we completely avoided sending waste to landfill in 2025. All waste from our operations is handled by local contractors according to national regulations. These contractors undergo self-assessments and audits and must meet our waste standard requirements.



Key figures

Zero waste to landfill

22-30% internally recycled material in our packaging film



Waste reduction activities

Our packaging production plants have a strategic focus on reducing production waste through continuous improvements and standardisation work.

In our film production in Sweden, we use between 22 and 30% internally recycled material. Edge trims from packaging film production are reground, granulated and mixed with our virgin raw material.

Our site in Pakistan reduced the waste generated from 7 tonnes in 2024 to 5.5 tonnes in 2025 by decreasing both printing and package forming waste. Together with the actions to replace wooden pallets with reusable plastic pallets (made from 70% Ecolean waste material), our Pakistan site reduced its waste by more than 25% by avoiding the use of 5,627 pallets, which also decreased emissions by 33 tCO₂.

At our Swedish sites, we improved how we sort waste wood and launched several initiatives to reduce production scrap.

PACKAGING AND PACKAGING WASTE REGULATION AND DESIGNED FOR RECYCLING

The transition to circular packaging is driven by customer expectations and the upcoming EU Packaging and Packaging Waste Regulation (PPWR), which requires all packaging to be recyclable by 2030 and recycled at scale by 2035. To meet these requirements, packaging must follow 'Design for Recycling' criteria and be compatible with existing sorting and recycling systems.

Ecolean is preparing for this shift by the major investment in our Landskrona site where we prepare to produce a mono-material solutions. We are also strengthening cooperation with customers and recycling organisations. By 2030, all our packages will comply with 'Designed for Recycling' guidelines and contain 10% recycled or renewable polymers.

WORKING TOGETHER FOR BETTER RECYCLING

We collaborate across the value chain to improve recycling and circularity. Through these partnerships, we share knowledge, influence standards, and drive practical solutions for a more circular future.

We are a member of CEFLEX, a European initiative working to collect and recycle flexible packaging, aiming to establish comprehensive infrastructure across Europe by 2025.

In China, we are part of several circular economy associations to engage in and support the reuse of plastics, recycling, and the circular economy in the market.

Through the Swedish Institute of Standards (SIS), we contribute to industry standardisation by helping to shape design-for-recycling guidelines and quality standards for plastics at both national and European levels.

Ecolean Pakistan collaborates with key sustainability actors, including CoRe (Collect & Recycle) and the Pakistan Dairy Association, and supports sector wide environmental initiatives that contribute to the circular economy.

Social

Our social impact

Ecolean aims to be a trusted partner in the industry, guided by our Code of Conduct and the UN Global Compact principles.

We support fair employment, safe working conditions, responsible environmental management and high ethical standards.

We are a signatory to the UN Global Compact and adhere to the following 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 OBJECTIVES

SOCIAL	KEY PERFORMANCE INDICATOR	2025	2024	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 a 50/50 gender balance.	Gender balance (%)	Female: 23% Male: 77%	Female: 21% Male: 79%	IN PROGRESS
5% of our employees will be part of work rotation programmes by 2030.	Share of employees in rotation programmes (%)	Ongoing	Started	IN PROGRESS
We have zero injuries and work-related illnesses by 2030.	Total Recordable Injury Frequency (TRIF) <i>(Number of injuries among both our own employees and contractors per one million hours worked)</i>	5.3	5.1	IN PROGRESS
By 2030, our employees will spend an average of one week annually on training.	Number of hours spent in training per employee	11 hours	18 hours	IN PROGRESS
We constantly improve the quality of our packaging solutions to maintain zero liability claims.	Number of liability claims	0	0	ACHIEVED
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 the Ecolean Supplier Code of Conduct (%)	100%	100%	ACHIEVED ⁹

Management Approach: Diversity and Equal Opportunity, Non-discrimination, Occupational Health and Safety, Training and Education, Anti-corruption. GRI Disclosure 2-23, 403-1, 404-2, 405-1, 406-1, 417-3

S1 Own workforce

DIVERSE WORKFORCE AND EQUAL OPPORTUNITIES

Attracting and retaining the right competences is essential to Ecolean's long-term performance. We promote a safe, respectful and inclusive workplace where everyone has equal opportunities, and we do not tolerate discrimination or harassment.

EMPLOYEE TRAINING AND EDUCATION

Our Sustainability Roadmap 2030 highlights the importance of training and education and includes a target of one-week training per employee each year. Through the Ecolean Academy, we provide training opportunities to support organisational and personal development with the aim of driving sustainable and profitable business growth.

In 2025, each employee completed 11 training courses on average, which is about the same as the previous year. We had a total of 4,836 course completions during the year. Besides training sessions through the Ecolean Academy, local and external training sessions are arranged, covering for example safety topics and role-specific topics.

Examples of training activities in 2025:

Sales & marketing introduction programme

The initiative offers an opportunity to learn, grow, and connect with sales and marketing colleagues. The goal is to equip our sales teams with the skills and knowledge they need to engage customers effectively and drive company growth.

Health & Safety Days

The Health & Safety Days were strengthened through e-learning and instructor-led courses focused on safety, health and well-being. Activities also included the 'Get Moving' challenge to promote physical activity and overall wellness.

Insights Hour – a monthly presentation series

Each month, an employee presents a topic to share knowledge and experience that help everyone grow. The wide range of subjects has increased understanding and engagement across different areas of our business.

Onboarding

Our onboarding package is essential for helping new employees to 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, etc.



Looking to the future



STUDENT WORKSHOPS

We engage with university students to share our packaging and sustainability insights. Engaging in educational partnerships and discussions helps us to remain aligned with the evolving priorities of the communities we serve.

For example, in 2025, students from the Package design and packaging material programme at Lund University were invited to visit and participate in a workshop at our site in Helsingborg.

GREEN SCHOOL PROJECT

In Kazakhstan, we are part of the Green School Project, an interactive ECO Network programme teaching schoolchildren about sustainability, responsible consumption and waste management.

We support the initiative with real examples of packaging and recycling practices, delivered in collaboration with our local customer, Milk Project. Members of the Ecolean team also engage directly in the classroom to give sustainability lectures to students and support with the programme's peer teaching model, where older students coach younger ones to help raise awareness.

In recognition of this work, Ecolean Kazakhstan received the 2025 EUROBAK Award for Best Sustainability Project.

JBL SCHOOL MILK PROJECT

In China, we engaged in the JLB School Milk Project to raise sustainable packaging awareness among young consumers, reaching more than 500,000 students across four provinces with educational content on responsible packaging.

Additionally, we also partnered with Mengniu for World Earth Day, featuring television commercials, livestreams and circular economy activities using frisbees made from recycled Ecolean packaging.





Health and safety

One of our most material sustainability aspects is health and safety, which remains a top priority. We have identified work-related hazards that pose a risk of serious injury, based on risk assessments and analyses of reported incidents and set a zero injury and work-related illness target.

To reach the target, we engage in continuous risk management, incident reporting, scheduled employee training, implement critical safety procedures and promote a culture of zero injuries.

WORK-RELATED INJURIES

We maintained a good reporting culture in our operations during 2025. The ratio between all incidents involving personal injury and the number of reported safety observations was 34:1 – i.e. 34 safety observations per reported injury. Our TRIF was 5.3 injuries per million work hours, including contractors. This number was slightly higher than 2024 due to a lower number of hours worked during the year.

The actual number of recordable injuries was in line with the previous year. Our most frequent work-related injury categories were being hit by objects/moving machinery, slips/trips/falls and injury from sharp objects.

While still maintaining a high reporting frequency of safety observations, we managed to decrease the number of first aid injuries by more than 25%. Safety observations reported were close to our target level, and we will continue to follow this measure in 2026. We achieved a record low number of total reported incidents with an actual consequence, including all safety, health, and environmental categories during the year.

Key figures

TRIF*: 5.3

* Total Recordable Injury Frequency

34:1

Number of safety observations vs. injuries

22% reduction in total number of reported incidents with a consequence vs. 2024

25% reduction in first aid injuries vs. 2024

Initiatives to promote safety and improve working environments

Our commitment to ensuring safe and healthy workplaces continued in 2025, with all sites working systematically to identify risks, strengthen preventive measures and build a culture where safety is an integral part of daily operations.



ECOLEAN SWEDEN

In Sweden, all our sites advanced their safety work through strengthened routines, updated risk assessments and more systematic on-site checks.

We promoted safer and more consistent working practices by improving our procedures concerning work permits and Lock Out Tag Out procedures, and conducting regular safety rounds across our facilities.

We assessed and upgraded all first aid equipment stations, and replaced all tight-fitting respiratory protection with modern fan-assisted overpressure-based respiratory protection.

All our Swedish operations are now certified in accordance with ISO 9001, which supports a strong safety culture through standardised processes, clear responsibilities and systematic follow-up to promote safe and consistent ways of working.

We achieved our target for safety observations, which contributed to a continued decline in reported incidents.

ECOLEAN CHINA

At our site in China, we made significant investments in further enhancing workplace safety. The site had completed 1,092 accident-free days in a row by the end of 2025, supported by a combination of preventive actions and infrastructure improvements. During the year, we:

- Upgraded emergency evacuation routes.
- Improved our working at height processes.
- Reduced forklift speed limits.
- Implemented two hand controls on critical equipment.

Through regular safety observation activities and a strengthened reporting culture, we further enhanced risk prevention across the site.

ECOLEAN PAKISTAN

In Pakistan, we strengthened our safety and work environment performance through a structured and proactive approach to risk reduction.

The site maintained both ISO 14001 and ISO 45001 certifications, which demonstrates our ongoing alignment with international environmental and occupational health standards.

Employees completed more than 250 hours of safety and competence training and 175 root cause analyses during the year, reinforcing safe practices throughout the site.

Through these initiatives, we promoted a robust safety culture and contributed to continuous improvement in workplace conditions.



Initiatives to promote safety and improve working environments

GLOBAL HEALTH & SAFETY WEEK

In April, we celebrated our first Global Health and Safety Week where employees from all sites and locations participated in education, training and awareness sessions, as well as health-related team activities.

We introduced new global standards for LI-battery charging and storage, warehouse storage inspections and maintenance, which we will roll out in 2026. We also updated our business contingency plans, conducted fire prevention reviews and updated our sustainability reporting procedures.

OCCUPATIONAL HEALTH AND SAFETY SYSTEMS

We manage occupational health and safety through global policies aligned with ISO standards and line managers lead the daily safety work, supported by EHS specialists. Risks are systematically identified through analyses, incident reporting and regular safety inspections, with all incidents reviewed through a standard process and consolidated for continuous improvement. The Ecolean Group Management Team monitors our safety performance on a monthly basis.

We support employee health with external specialists who provide legislated medical checks and other healthcare.

This also includes psychological support and wellness services according to local needs. Employees actively contribute through safety walks, risk assessments and incident investigations, and in Sweden, union safety representatives participate in quarterly committees.



S2 Workers in the value chain

CUSTOMER SAFETY

We depend on a broad value chain where suppliers, contractors, logistics partners and customer-site workers all contribute to delivering safe and efficient packaging solutions. As part of our responsibilities, we work to ensure that these workers experience fair, safe and ethical conditions throughout our upstream and downstream activities.

OUR POLICIES AND EXPECTATIONS

We set clear requirements for labour rights and responsible business conduct through our Supplier Code of Conduct, which all suppliers and contractors must follow. It covers essential topics such as safe working conditions, fair treatment, non-discrimination and respect for human rights. We also map our scope 3 impacts, which provides insights into the labour-related risks in our supply chain and guides our prioritisation of high-risk categories.

IDENTIFYING AND MANAGING RISKS

We use a due-diligence approach that combines supplier screenings, contract-based requirements and ongoing monitoring. In downstream operations, our technical service team conducts safety audits at customer sites to ensure the safe operation of Ecolean equipment and reduce risks for workers who handle our systems daily. These audits help identify hazards, support safe procedures and drive improvements together with our customers.

ENGAGEMENT AND REMEDIATION

We promote transparent dialogue with our suppliers, support capability building and request corrective actions where needed. Our Ecolean Ticket System for quality, safety and environmental incidents supports structured follow-up and continuous improvement to strengthen accountability throughout the value chain.



S4 Consumers and end-user

Consumers and end-users rely on our packaging to access safe, convenient and hygienic food products. Our commitment to consumer well-being is central to our business model and is reflected across our food-safety systems, product design and continuous-improvement processes.

MANAGING PRODUCT SAFETY AND QUALITY

Our food-safety work is anchored in the ISO 22000 food safety management system, included within our FSSC 22000 certification, to provide a structured framework for managing safety risks. Our plants conduct ongoing quality inspections and both internal and external audits, ensuring consistently high product safety for end-users.

HANDLING CONSUMER-RELATED ISSUES

All claims raised by customers follow our structured deviation process. This ensures that root causes are identified, corrective actions are implemented and learnings are communicated to customers. As a part of our work with continuous improvement, the Ecolean Ticket System is used to track customer complaints and safety-related incidents, to secure full traceability and transparency.

ENGAGEMENT AND RESPONSIBLE MARKET BEHAVIOUR

We engage in global sustainability dialogues that contribute to perspectives on packaging, safety and consumer well-being. A key milestone was our participation in the 2025 Vietnam ESG Investor Conference, where we highlighted circularity, recyclability and responsible packaging solutions. Ecolean Vietnam also joined the Vietnam Circular Economy Hub, co-developed by ISPONRE and the UNDP, strengthening our commitment to responsible consumption and end-user safety in emerging markets.

Governance

Governance

We are committed to conducting business ethically, transparently and responsibly across all our markets. As Ecolean grows globally, strong governance frameworks and risk-based controls are essential to protecting people, society and long-term value creation.

GOVERNANCE, CULTURE AND RISK MANAGEMENT

Ethical breaches can harm individuals, society and our company reputation. While our risk level remains low, global presence demands strong internal controls. Our Enterprise Risk Management (ERM) procedure covers our entire company and is reviewed regularly to monitor emerging risks and ensure preparedness.

We maintain a zero-tolerance approach to corruption and human rights breaches, aligned with global expectations for responsible conduct. This is supported by mandatory Code of Conduct training every two years. Managers introduce the Code to all new staff and ensure updates are communicated throughout the organisation.

We reinforce the Ecolean culture through governance workstreams covering corporate culture, corruption prevention, supplier management and political influence safeguards, to support ethical decision making at all levels.

REPORTING, WHISTLEBLOWING AND COMPLIANCE

Suspected ethical breaches can be reported directly to management or via our secure

external whistleblowing system, which covers corruption, misconduct and human rights violations. In 2025, nine cases were reported, all were resolved locally through dialogue. No corruption or human rights violations occurred.

We make information on bribery and corruption available internally, and support compliance through global policies approved by the Ecolean Group Management Team.

POLICIES SUPPORTING ETHICAL BEHAVIOUR

Our business conduct framework is anchored in three global policies:

- **Code of Conduct:** applied worldwide and covers ethics, human rights, fair employment, safety and responsible business behaviour.
- **Whistleblowing Policy:** our whistleblowing system provides a secure way to report suspected misconduct quickly and confidentially via an external digital channel.
- **Supplier Code of Conduct:** mandates standards on anti-corruption, human rights, environmental responsibility, and health and safety, and is required for all supplier agreements.



ACCURATE AND TRANSPARENT INFORMATION

We promote truthful communication and responsible marketing. We follow applicable laws and the International Chamber of Commerce (ICC) Framework for Responsible Environmental Marketing Communications.

Environmental information is provided through third-party verified Environmental Product Declarations (EPDs), compliant with ISO 14025 and based on full life cycle assessments. EPDs are published via the International EPD® System and our website.

We contribute to international collaboration on life cycle thinking through partnerships with the IVL Swedish Environmental Research Institute and Chinese organisations, including the International Action Initiative for Life Cycle Thinking.

In 2025, no complaints or incidents related to marketing communications were reported.

SUPPLIER MANAGEMENT, PROCUREMENT AND PAYMENT PRACTICES

Our procurement strategy combines strategic planning, sustainability, risk management and long-term collaboration. We use a third-party Supplier Relationship Management (SRM) system to ensure transparent onboarding, through screening (including ESG checks), contract management, alerts and milestone based compliance.

Our Supplier Code of Conduct is mandatory for all key suppliers and monitored through audits, self-assessments, ESG reviews and KPIs. All our selected suppliers complied with the Code during the year.

We practice responsible payment behaviour, supporting small and medium size enterprises through timely and transparent financial processes.

An AI-driven ESG platform supports transparency across 13 ESG themes and 31 topics, aligned with the Sustainability Accounting Standards Board (SASB), CDP and the UN SDGs.

GOVERNANCE STRUCTURE AND DECISION MAKING

Our Board of Directors oversees our sustainability governance, supported by our Audit, Remuneration, Sales & Marketing, and Technology & Innovation Committees. The Board reviews sustainability outcomes twice a year.

Operational governance is carried by the Ecolean Group Management Team that defines strategies, policies and objectives across environmental, social and governance topics.

We have 12 sustainability objectives under People and Planet, which all are aligned with the GRI Standards and our Sustainability Roadmap 2030. Progress is reviewed annually, with deviations or concerns addressed through the Ecolean Ticket System.

STAKEHOLDER ENGAGEMENT AND MATERIALITY

We actively monitor trends in plastics, recycling and circular economy regulations. Materiality is informed through engagement with our owners, employees, customers, suppliers, auditors, regulators, communities and industry partners. Insights from surveys, conferences, industry dialogue and strategic discussions inform our priorities, ensuring our governance and sustainability actions align with stakeholder expectations and evolving regulatory requirements.

PACKAGING MATERIAL AND PACKAGING FORMING PRODUCTION, SWEDEN
ISO 9001, ISO 14001, FSSC 22000, ISO 22000, Halal, FDA/IMS, Normpack

PRODUCTION OF FILLING LINE EQUIPMENT, SWEDEN
ISO 9001, ISO 14001

PACKAGING FORMING PRODUCTION, CHINA
ISO 9001, ISO 14001, ISO/FSSC 22000, QS-Mark

PACKAGING FORMING PRODUCTION, PAKISTAN
ISO 9001, ISO 14001, ISO 45001, ISO/FSSC 22000, Halal



Appendix

Basis of preparation

The Ecolean Sustainability Report covers all activities within the Ecolean Group during 2025. This includes Ecolean AB and the subsidiaries:

Ecolean (Tianjin) Co. Ltd.
 Ecolean Pakistan (Pvt) Ltd.
 Ecolean SE Asia SDN. BHD
 Ecolean Vietnam LLC
 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 for financial data.

The report is prepared with reference to the GRI Standards. No restatements were made for the reporting period. In 2025, no deviations related to laws and legal obligations resulting in significant fines were reported.

METHODOLOGY AND DATA QUALITY

General notes on data

- Data compiled and reported by all offices as of 31 December 2025.
- Headcount data corresponds to information in the HR management systems.
- Reporting covers energy use at all Ecolean sites in Sweden, Pakistan and China.
- All energy data is obtained from suppliers.
- The consumption of steam and cooling is excluded, as it is neither used nor purchased.
- Ecolean does not produce or sell energy.

Scope definitions

Scope 1: Emissions from sources owned or

controlled by the organisation.

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

Scope 3: Emissions caused by Ecolean's operations but not directly owned or controlled by the company.

Waste data

Covers waste generated in:
 Filling line equipment production (Helsingborg, Sweden) and Packaging production in Sweden, Pakistan and China

CHANGES AND ADJUSTMENTS AFFECTING COMPARABILITY

The ESRS introduced updated requirements for calculating both scope 2 and 3 emissions, which means that the 2025 figures are not directly comparable with data from previous years.

2018 is Ecolean's original SBTi base year, but under the ESRS reporting structure, 2025 will serve as an alternative base year for data points not previously included.

Since 2023, fugitive emissions are included in scope 1. These emissions result from the leakage and servicing of air conditioning equipment.

In 2019, the Pakistan production plant was added to emissions reporting.

Business travel data includes all Ecolean subsidiaries.

Spare part transportation has been included since 2019.

A review and update of GHG calculations and factors was performed in 2020 and 2023.

Since 2020, emissions from printing inks and secondary packaging materials have been included.

DATA SOURCES AND EMISSION FACTORS

Scope 1

Energy: Vattenfall
 Natural gas factors: Swedenergy
 Fuel for company owned cars: Swedish Transport Agency

Scope 2

Electricity and district heating (China and Pakistan): Werner, International Review of District Heating and Cooling

Scope 3

Energy: Swedenergy, IVL, Vattenfall
 Purchased goods: EPD, Plastic Europe, Ecolinvent, Gabi, FEFCO, Exiobase
 Air travel: NTM & 2050 model
 Train/car travel: NTM, DEFRA, WRI, IPCC

For scope 1 and 2, operational control is used as the consolidation approach.

For scope 2, we report according to the market-based method.

Biogenic carbon dioxide emissions

Emissions from a stationary source directly resulting from the combustion or decomposition of biologically based materials other than fossil fuels.



ESRS datapoint index - Environment

GHG EMISSIONS DISAGGREGATED BY SCOPES 1, 2 AND SIGNIFICANT SCOPE 3 (t CO ₂ eq) 2025	
Scope 1 GHG emissions	
Gross scope 1 GHG emissions (t CO ₂ eq)	213
Percentage of scope 1 GHG emissions from regulated emission trading schemes (%)	0
Scope 2 GHG emissions	
Gross location-based scope 2 GHG emissions (t CO ₂ eq)	4,822
Gross market-based scope 2 GHG emissions (t CO ₂ eq)	450
Significant scope 3 GHG emissions	
Total Gross indirect (scope 3) GHG emissions (t CO ₂ eq)	42,578
1) Purchased goods and services	31,930
2) Capital goods	7,533
3) Fuel and energy-related Activities (not included in scope 1 or scope 2)	255
4) Upstream transportation and distribution	included in 1
5) Waste generated in operations	19
6) Business traveling	447
7) Employee commuting	286
8) Upstream leased assets	0
9) Downstream transportation	2,107
Total GHG emissions	
Total GHG emissions (location-based) (t CO₂eq)	47,613
Total GHG emissions (market-based) (t CO₂eq)	43,241

BIOGENIC CARBON (t CO ₂ eq)								
	2018	2019	2020	2021	2022	2023	2024	2025
Biogenic carbon	53	148	111	118	114	85	76	98

GHG INTENSITY (KG CO ₂ - EQ/KG SOLD PACKAGES)								
	2018	2019	2020	2021	2022	2023	2024	2025
Scope 1-2	0.17	0.18	0.01	0.02	0.02	0.04	0.04	0.06
Scope 3	3.16	3.33	2.68	3.02	2.72	2.98	2.72	3.86
Scope 1-3	3.33	3.51	2.69	3.04	2.73	3.01	2.76	3.92

ENERGY CONSUMPTION AND MIX 2025			MWh	GJ
1) Fuel consumption from coal and coal products (MWh)			0	0
2) Fuel consumption from crude oil and petroleum products (MWh)			281	1,012
3) Fuel consumption from natural gas (MWh)			0	0
4) Fuel consumption from other fossil sources (MWh)			0	0
5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)			697	2,509
6) Total fossil energy consumption (MWh)			978	3,521
7) Consumption from nuclear sources (MWh)			0	0
8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)			492	1,771
9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)			20,752	74,707
10) The consumption of self-generated non-fuel renewable energy (MWh)			0	0
11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)			21,244	76,478
Total energy consumption				
Total energy consumption (MWh) (calculated as the sum of lines 6, 7, and 11)			22,222	79,999
Share of fossil sources in total energy consumption (%)			4	16
Share of renewable sources in total energy consumption (%)			96	344
Share of consumption from nuclear sources in total energy consumption (%)			0	0

ESRS datapoint index - Environment

TOTAL AMOUNT OF RAW MATERIALS (TONNES)								
	2018	2019	2020	2021	2022	2023	2024	2025
Renewable	1,776	1,720	1,664	1,660	1,467	1,320	1,080	928
Non-renewable	27,550	26,260	23,381	24,067	23,799	21,613	18,118	14,136

USED RAW MATERIALS (TONNES)								
	2018	2019	2020	2021	2022	2023	2024	2025
Packaging material production*	27,340	26,060	23,131	23,910	23,683	21,537	17,993	14,006
Secondary (transport) packaging	1,847	1,820	1,771	1,736	1,558	1,396	1,187	1,048
Filling machine production	139	100	142	81	25	0	17	10

* including inks from 2020

WASTE SUMMARY (TONNES)	
	2025
Total amount of waste generated [tonnes]	5,442
Total amount of waste diverted from disposal [tonnes]	5,110
- Preparation for reuse [tonnes]	0
- Recycling [tonnes]	5,078
- Other recovery [tonnes]	32
Hazardous waste [tonnes]	50
Non-hazardous waste [tonnes]	5,060
Total amount of waste directed to disposal [tonnes]	332
- Incineration [tonnes]	321
- Landfill [tonnes]	0
- Other disposal [tonnes]	11
Hazardous waste [tonnes]	212
Non-hazardous waste [tonnes]	119
Percentage of non-recycled waste [%]	6

ESRS datapoint index - Social


TOTAL NUMBER OF EMPLOYEES									
Region	Gender	2018	2019	2020	2021	2022	2023	2024	2025
Europe	Female	31	43	45	46	53	42	50	46
	Male	168	186	184	184	184	167	173	163
	Total	199	229	229	230	237	209	223	209
Americas	Female	0	1	1	0	0	0	0	0
	Male	1	4	3	3	3	3	3	3
	Total	1	5	4	3	3	3	3	3
Eastern Europe and Central Asia	Female	12	13	12	12	10	3	0	3
	Male	17	17	16	18	19	2	0	2
	Total	29	30	28	30	29	5	0	5
Asia and Oceania including Pakistan	Female	35	33	33	40	43	41	46	49
	Male	137	172	190	199	195	169	178	169
	Total	172	205	223	239	238	210	224	218
							450	435	

WORK- RELATED INJURIES						
	2020	2021	2022	2023	2024	2025
Number of recordable injuries	11	5	10	8	4	4
Number of Lost Time Injuries (LTI)	7	1	2	4	1	2
Number of days lost due to LTI	101	1	8	14	3	6
Number of hours worked	800.800	883.520	894.080	751.520	777.920	756.800

INJURY FREQUENCIES						
	2020	2021	2022	2023	2024	2025
Total Recordable Injury Frequency (TRIF) per million work hours	13.7	5.7	11.2	10.6	5.1	5.3
Lost Time Injury Frequency (LTIF) per million work hours	8.7	1.1	2.2	5.3	1.3	2.6
Lost Time Injury Severity Rate (LTISR)	0.12610	0.00113	0.00895	0.01863	0.00386	0.00793

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

External assurance



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 2025 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.

Den dag som framgår av vår elektroniska underskrift
Öhrlings PricewaterhouseCoopers AB

My Lidén Sofia Götmar-Blomstedt
Auktoriserad revisor Auktoriserad revisor
Huvudansvarig revisor

1

✓ Signerat 2026-06-16 14:35:10 UTC Oneflow ID 15065317 Sida 1 / 2

Deltagare


ÖHRLINGS PRICEWATERHOUSECOOPERS AB 556029-6740 Sverige

Signerat med Svenskt BankID	2026-06-16 14:32:42 UTC
Undertecknare	Datum
Namn returnerat från Svenskt BankID: My Elisabeth Lidén	
My Lidén	
Partner	
Leveranskanal: E-post	

Signerat med Svenskt BankID	2026-06-16 14:35:10 UTC
Undertecknare	Datum
Namn returnerat från Svenskt BankID: Anna Sofia Götmar Blomstedt	
Sofia Götmar-Blomstedt	
Partner	
Leveranskanal: E-post	

1

✓ Signerat 2026-06-16 14:35:10 UTC Oneflow ID 15065317 Sida 2 / 2



Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Ecolean AB, corporate identity number 556351-0212.

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2025 and that it has been prepared in accordance with the Annual Accounts Act according to the prior wording that was in effect before 1 July 2024.

The scope of the audit

Our examination has been conducted in accordance with FAR's 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.

Date stated on the electronic signature
Öhrlings PricewaterhouseCoopers AB

My Lidén Sofia Götmar-Blomstedt
Authorized Public Accountant Authorized Public Accountant
Auditor in charge

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.

1

Materiality assessment

Material topics are identified through multiple sources: media, industry input, laws and regulations, environmental organisations, SDGs, UN Global Compact principles and direct stakeholder communication. Stakeholders include owners, employees, customers, consumers, suppliers, auditors, governments, local authorities and communities.

Input is gathered via surveys, conferences, industry meetings and regular discussions with stakeholders such as the Board, owners, customers, and suppliers. This engagement informs our materiality analysis and sustainability objectives, ensuring alignment with stakeholder expectations and regulatory developments.

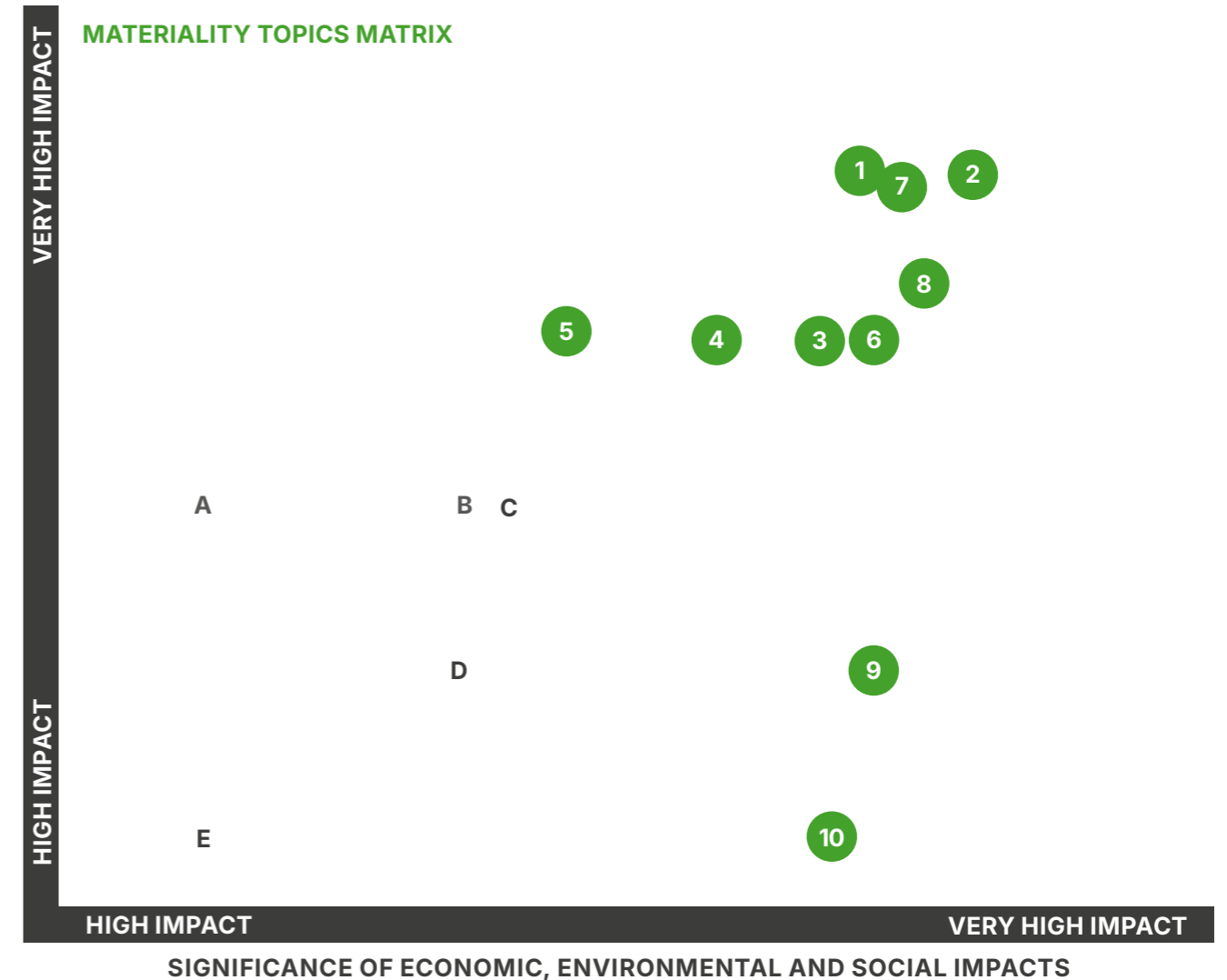
We have incorporated the key topics and concerns raised by our stakeholders in our materiality assessment. The material topics and concerns raised have been adopted into our approach and constitute the foundation for our sustainability objectives and how we work. The materiality matrix has been approved by the Ecolan Group Management Team.

IDENTIFIED MATERIAL TOPICS (PRIORITY)

- | | |
|------------------------------------|---------------------------|
| 1. Occupational health and safety | 5. Training and education |
| 1. Customer health and safety | 6. Effluents and waste |
| 2. Anti-corruption | 7. Recyclable packaging |
| 3. Marketing and labelling | 8. Emissions |
| 3. Diversity and equal opportunity | 9. Materials |
| 3. Non-discrimination | 10. Energy |
| 4. Human rights assessment | |

OTHER IMPORTANT TOPICS (NOT PRIORITY)

- A. Operational water in filling machines
- B. Market presence
- C. Energy use in filling machines
- D. Human rights in supply chain
- D. Environmental impact in supply chain
- E. Employee turnover



Ecolean sustainability programme

ENVIRONMENT

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%, and measure and reduce our scope 3 emissions, with 2018 as the base year. 100% of our products will be transported by sea or land by 2030.	Reducing GHG emissions by reducing use, shifting to renewable energy sources, optimising production and transports etc.	305, Emissions	Ecolean Customers Suppliers Logistics	Ecolean Code of Conduct Sustainability Policy
We continue to purchase 100% 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% 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 the 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

SOCIAL

ECOLEAN SUSTAINABILITY OBJECTIVES	ACTION	GRI STANDARD DISCLOSURE	BOUNDARY/ SPECIFIC INTEREST TO STAKEHOLDERS	MANAGEMENT APPROACH/ COVERED BY
We have zero tolerance for corruption.	We have zero tolerance concerning all forms of corruption and will work to maintain no corruption 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 promote this responsibility among 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% 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. We will work actively for a company culture and work environments free from discrimination and harassment.	405, Diversity and equal opportunity 406, Non-discrimination	Ecolean Ecolean	Ecolean Code of Conduct Sustainability Policy Ecolean People Policy
We have zero injuries and work-related illnesses by 2030.	Appropriate health and safety information and training are provided to employees along with standardisations and safety observations	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 by promoting professional development and satisfaction.	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

Our contribution to the impact on UN Sustainable Development Goals

UN SDG	RELEVANCE	ECOLEAN CONTRIBUTION AND IMPACT
	High	<ul style="list-style-type: none"> ● Ecolean packages bring safe food products to people all over the world – regardless of local distribution channels and climatic conditions. ● 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.
	Medium	<ul style="list-style-type: none"> ● Ecoleans operations involve health and safety risks. ● 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.
	Medium	<ul style="list-style-type: none"> ● 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.
	Low	<ul style="list-style-type: none"> ● Ecolean filling machines do not require water during filling, only during cleaning.
	High	<ul style="list-style-type: none"> ● 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. ● We work to increase the proportion of renewable energy at our production sites. ● We work to reduce energy use, both at our production sites and in our filling line equipment.
	High	<ul style="list-style-type: none"> ● 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. ● We contribute to economic growth by paying taxes and fees in the countries in which we operate.
	Medium	<ul style="list-style-type: none"> ● 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.
	High	<ul style="list-style-type: none"> ● The use of packaging can create waste that needs to be addressed by proper waste management systems and recycling infrastructure. ● Ecoleans 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
	High	<ul style="list-style-type: none"> ● With the use of packages, waste is created. Proper waste management systems and the availability of recycling infrastructure is a prerequisite in all markets. ● Ecoleans production today uses finite resources. We work to increase the use of renewable materials in our production. ● Ecoleans packaging solutions prevent food waste. Our packages are flexible and easy to empty. ● 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.
	High	<ul style="list-style-type: none"> ● Any manufacturing process or produced products generate carbon emissions. ● Ecoleans lightweight approach and efficient production process results in packages with a low carbon footprint. ● 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	<ul style="list-style-type: none"> ● 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.
	Low	<ul style="list-style-type: none"> ● 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 perspective.
	Low	<ul style="list-style-type: none"> ● Ecoleans Code of Conduct and supplier Code of Conduct set the rules regarding sustainability aspects such as corruption and human rights.
	Medium	<ul style="list-style-type: none"> ● 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 of plastic waste. ● 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.

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



External initiatives

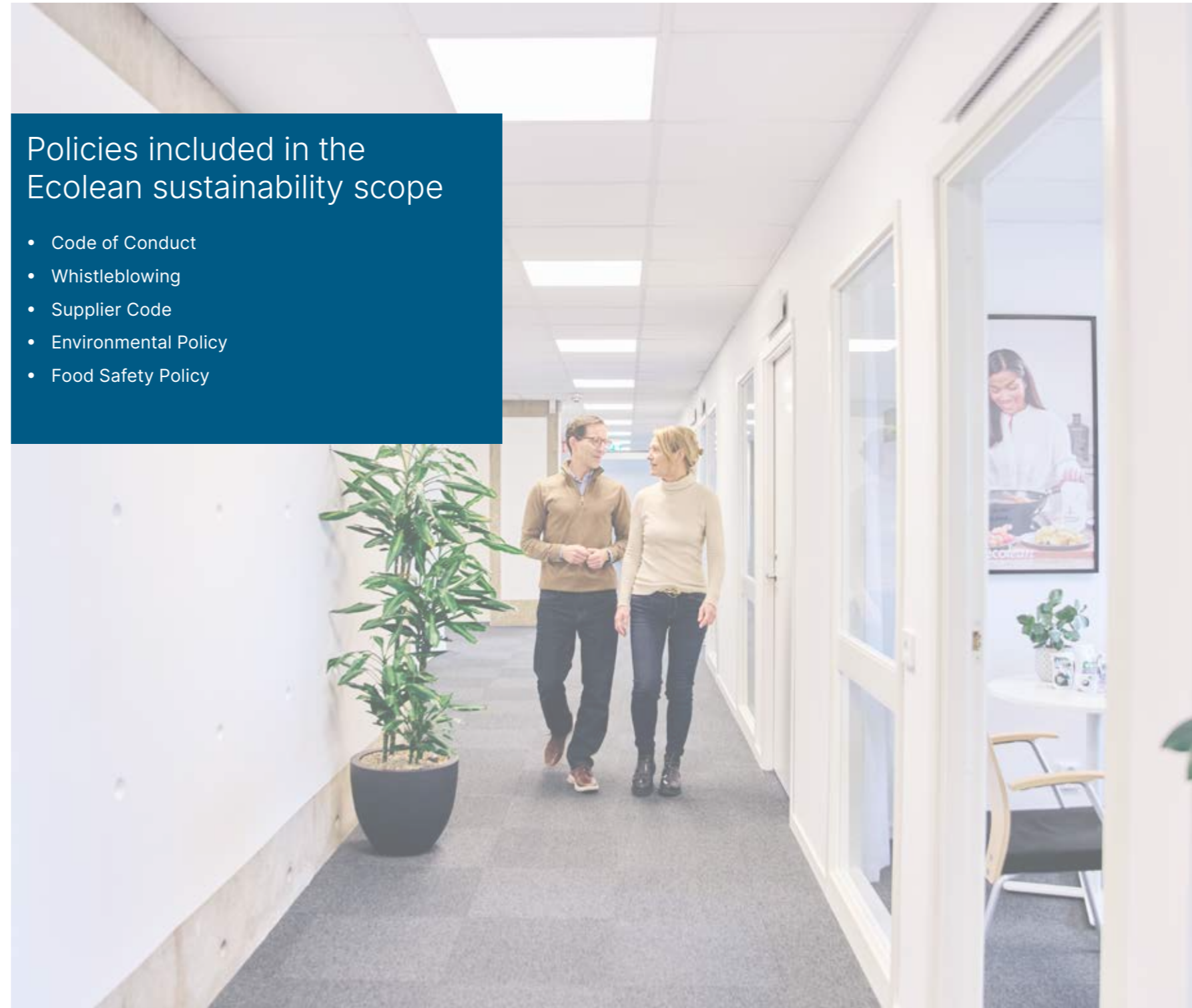
ORGANISATION	MEMBERSHIP	GEOGRAPHIC AREA
The United Nations Global Compact	Participant	Global
CEFLEX	Member	Europe
EUROPEN	Member	Europe
EHEDG	Member	Europe
Normpack	Member	Sweden
Swedish Association for Quality	Member	Sweden
FTI AB	Member	Sweden
IKEM	Member	Sweden
SWEFLEX	Member	Sweden
SIS – Swedish 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	Member	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

United Nations Global Compact Index

United Nations Global Compact index	Relevant pages in this report
PRINCIPLE 1: Businesses should support and respect the protection of internationally proclaimed human rights.	7, 19, 25, 28, 34–35, 38
PRINCIPLE 2: make sure that they are not complicit in human rights abuses.	19, 25, 28, 38
PRINCIPLE 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	19, 24, 38
PRINCIPLE 4: the elimination of all forms of forced and compulsory labour.	19, 38
PRINCIPLE 5: the effective abolition of child labour.	19, 38
PRINCIPLE 6: the elimination of discrimination in respect of employment and occupation.	7, 19–20, 25, 34, 38
PRINCIPLE 7: Businesses should support a precautionary approach to environmental challenges.	9–17, 31–33, 38
PRINCIPLE 8: undertake initiatives to promote greater environmental responsibility.	9–17, 29, 31–33, 38
PRINCIPLE 9: encourage the development and diffusion of environmentally friendly technologies.	3–4, 11–13, 17, 29, 38
PRINCIPLE 10: Businesses should work against corruption in all its forms, including extortion and bribery.	7, 19, 28–29, 35, 38

Policies included in the Ecolean sustainability scope

- Code of Conduct
- Whistleblowing
- Supplier Code
- Environmental Policy
- Food Safety Policy



Glossary of key terms

Biogenic carbon dioxide (CO₂): Carbon dioxide emissions resulting from the combustion or decomposition of biologically based materials, excluding fossil fuels.

Circular economy: An economic system aimed at eliminating waste and continually using resources through reuse, recycling, refurbishment and material recovery.

CSRD (Corporate Sustainability Reporting Directive): An EU directive that requires companies to disclose sustainability-related information as part of their management report, including environmental, social and governance impacts, risks and opportunities.

Designed for Recycling: Packaging design principles that ensure materials can be effectively collected, sorted and recycled within existing or emerging recycling systems.

EcoVadis: An independent sustainability ratings provider that assesses companies' environmental, social and governance performance across global supply chains.

Environmental Product Declaration (EPD): A third-party verified document that communicates transparent, comparable life cycle environmental data for products, prepared in accordance with ISO 14025.

ERM (Enterprise Risk Management): A structured process used by Ecolean to identify, assess, manage and monitor risks across the organisation, including sustainability-related risks.

ESRS (European Sustainability Reporting Standards): The EU's mandatory sustainability reporting standards under CSRD, defining how companies report environmental, social and governance information.

FSSC 22000: A globally recognised food safety certification scheme based on ISO 22000 and additional sector-specific requirements.

GHG Protocol: The globally accepted framework for measuring and managing greenhouse gas emissions across scope 1, scope 2 and scope 3.

Greenhouse gas (GHG) emissions: Gases that trap heat in the atmosphere, including carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O).

I-REC (International Renewable Energy Certificate): A certificate verifying that 1 MWh of electricity was generated from renewable sources and fed into the electricity grid.

Life cycle assessment (LCA): A methodology for assessing environmental impacts associated with all stages of a product's life, from raw material extraction to end-of-life treatment.

Location-based method (scope 2): A method for calculating scope 2 emissions using average emission factors of the local electricity grid.

Market-based method (scope 2): A method for calculating scope 2 emissions based on contractual instruments such as renewable energy certificates.

PPWR (Packaging and Packaging Waste Regulation): An upcoming EU regulation that sets requirements for packaging recyclability, recycled content and waste reduction, aiming to support a circular packaging economy.

Raw materials: Materials purchased by Ecolean that are used in packaging production, printing, filling machines and secondary packaging.

Science Based Targets initiative (SBTi): A partnership that validates corporate climate targets in line with the goals of the Paris Agreement.

Scope 1 emissions: Direct greenhouse gas emissions from sources owned or controlled by Ecolean.

Scope 2 emissions: Indirect greenhouse gas emissions from the generation of purchased electricity, heating, cooling or steam consumed by Ecolean.

Scope 3 emissions: All other indirect greenhouse gas emissions occurring in Ecolean's value chain, including purchased goods, transport, business travel and waste.

SRM (Supplier Relationship Management system): A digital system used to manage supplier onboarding, compliance, risk screening, audits and sustainability performance.

Supplier Code of Conduct: Ecolean's requirements for suppliers covering ethics, human rights, environmental responsibility and health and safety.

TRIF (Total Recordable Injury Frequency): A health and safety metric measuring the number of recordable injuries per one million hours worked.

UN Global Compact (UNGC): A United Nations initiative encouraging companies to align operations with principles on human rights, labour, environment and anti-corruption.

Value chain: The full range of activities required to bring a product from raw material sourcing through production, distribution, use and end-of-life.

ecolean
a lighter approach to packaging

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