

# Notes to the report

<b>137</b>	<b>Notes to the report</b>
138	CO reference table
139	Statement by the Board of Directors
140	GRI content index
144	Due diligence and transparency

# Notes to the report

Each year, Vetropack publishes an annual report which includes the financial reporting together with reporting on all relevant non-financial matters. Since 2014, this report has been compiled in accordance with the requirements stipulated by the GRI standards, among others. The present report also follows this established practice. Furthermore, the concept and development of this year's report take account of the requirements of the Swiss Code of Obligations (Art. 964a – 964c, CO).

As this annual report also includes reporting on non-financial matters in accordance with the Swiss Code of Obligations (CO), the report contains a [CO reference table](#) which links the relevant sections of this report to the non-financial matters.

If a new presentation, a new calculation method or optimised data collection has led to different results for prior years in connection with individual GRI disclosures, this is mentioned in the notes to the relevant disclosures. The non-financial information and data has not undergone an external audit.

The present report covers the period from 1 January 2024 to 31 December 2024 and was published on 18 March 2025. Questions and suggestions regarding this report can be emailed via [info@vetropack.com](mailto:info@vetropack.com) to Corporate Communications at Vetropack Holding Ltd, CH-8180 Bülach.

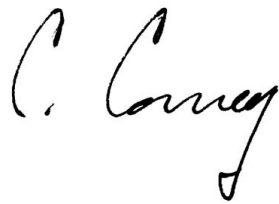
# CO reference table

Non-financial matters as per Art. 964b, Swiss Code of Obligations (CO)	Section in the Vetropack Integrated annual report 2024
Environmental matters	Climate protection
	Resources
	Water
	Climate reporting according to TCFD
Social issues	Product quality and product safety
Employee-related issues	Employee satisfaction
	Diversity, equity and inclusion
	Occupational health and safety
Respect for human rights	Employee satisfaction
	Compliance
	Supply chain management
Combating corruption	Compliance

# Statement by the Board of Directors

The Board of Directors of Vetropack Holding Ltd approved the non-financial report for the year of 2024 at its meeting on 12 March 2025.

Bülach, 12 March 2025



Claude R. Cornaz  
Chairman of the Board of Directors



Johann Reiter  
CEO

# GRI content index



## CONTENT INDEX ESSENTIALS SERVICE

2025

Vetropack has reported in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2024. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. This service was provided for the German version of the report.

GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	none

### General Disclosures

GRI Standard	Disclosure	Omission
<b>The organization and its reporting practices</b>		
GRI 2: General Disclosures 2021	2-1	<a href="#">Organizational details</a>
	2-2	<a href="#">Entities included in the organization's sustainability reporting</a>
	2-3	<a href="#">Reporting period, frequency and contact point</a>
	2-4	<a href="#">Restatements of information</a>
	2-5	<a href="#">External assurance</a>
<b>Activities and workers</b>		
GRI 2: General Disclosures 2021	2-6	<a href="#">Activities, value chain and other business relationships</a>
	2-7	<a href="#">Employees</a>
	2-8	<a href="#">Workers who are not employees</a>
<b>Governance</b>		
GRI 2: General Disclosures 2021	2-9	<a href="#">Governance structure and composition</a>
	2-10	<a href="#">Nomination and selection of the highest governance body</a>
	2-11	<a href="#">Chair of the highest governance body</a>
	2-12	<a href="#">Role of the highest governance body in overseeing the management of impacts</a>
	2-13	<a href="#">Delegation of responsibility for managing impacts</a>
	2-14	<a href="#">Role of the highest governance body in sustainability reporting</a>
	2-15	<a href="#">Conflicts of interest</a>
	2-16	<a href="#">Communication of critical concerns</a>
	2-17	<a href="#">Collective knowledge of the highest governance body</a>
	2-18	<a href="#">Evaluation of the performance of the highest governance body</a>

	2-19	<a href="#">Remuneration policies</a>	
	2-20	<a href="#">Process to determine remuneration</a>	
	2-21	Annual total compensation ratio	Confidentiality constraints. Due to competitive advantage, Vetropack does not disclose the total compensation ratio between its CEO and the median of all employees.
<b>Strategy, policies and practices</b>			
GRI 2: General Disclosures 2021	2-22	<a href="#">Statement on sustainable development strategy</a>	
	2-23	<a href="#">Policy commitments</a>	
	2-24	<a href="#">Embedding policy commitments</a>	
	2-25	<a href="#">Processes to remediate negative impacts</a>	
	2-26	<a href="#">Mechanisms for seeking advice and raising concerns</a>	
	2-27	<a href="#">Compliance with laws and regulations</a>	
	2-28	<a href="#">Membership associations</a>	
<b>Stakeholder engagement</b>			
GRI 2: General Disclosures 2021	2-29	<a href="#">Approach to stakeholder engagement</a>	
	2-30	<a href="#">Collective bargaining agreements</a>	
<b>Material Topics</b>			
<b>GRI Standard</b>		<b>Disclosure</b>	<b>Omission</b>
GRI 3: Material Topics 2021	3-1	<a href="#">Process to determine material topics</a>	
	3-2	<a href="#">List of material topics</a>	
<b>Economic performance</b>			
GRI 3: Material Topics 2021	3-3	<a href="#">Management of material topics</a>	
GRI 201: Economic Performance 2016	201-1	<a href="#">Direct economic value generated and distributed</a>	
<b>Customer satisfaction</b>			
GRI 3: Material Topics 2021	3-3	<a href="#">Management of material topics</a>	
GRI 417: Marketing and Labeling 2016	417-1	<a href="#">Requirements for product and service information and labeling</a>	
	417-2	<a href="#">Incidents of non-compliance concerning product and service information and labeling</a>	
<b>Innovation</b>			
GRI 3: Material Topics 2021	3-3	<a href="#">Management of material topics</a>	
<b>Product quality and product safety</b>			
GRI 3: Material Topics 2021	3-3	<a href="#">Management of material topics</a>	
GRI 416: Customer Health and Safety 2016	416-1	<a href="#">Assessment of the health and safety impacts of product and service categories</a>	
	416-2	<a href="#">Incidents of non-compliance concerning the health and safety impacts of products and services</a>	
<b>Climate protection</b>			
GRI 3: Material Topics 2021	3-3	<a href="#">Management of material topics</a>	
GRI 302: Energy 2016	302-1	<a href="#">Energy consumption within the organization</a>	
	302-3	<a href="#">Energy intensity</a>	
	302-4	<a href="#">Reduction of energy consumption</a>	
GRI 305: Emissions 2016	305-1	<a href="#">Direct (Scope 1) GHG emissions</a>	
	305-2	<a href="#">Energy indirect (Scope 2) GHG emissions</a>	
	305-3	<a href="#">Other indirect (Scope 3) GHG emissions</a>	
	305-4	<a href="#">GHG emissions intensity</a>	

	305-5	Reduction of GHG emissions
		<b>Resources</b>
GRI 3: Material Topics 2021	3-3	Management of material topics
GRI 301: Materials 2016	301-1	Materials used by weight or volume
	301-2	Recycled input materials used
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts
	306-2	Management of significant waste-related impacts
	306-3	Waste generated
		<b>Water</b>
GRI 3: Material Topics 2021	3-3	Management of material topics
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource
	303-2	Management of water discharge-related impacts
	303-3	Water withdrawal
	303-4	Water discharge
		<b>Employee satisfaction</b>
GRI 3: Material Topics 2021	3-3	Management of material topics
GRI 401: Employment 2016	401-1	New employee hires and employee turnover
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employee
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs
	404-3	Percentage of employees receiving regular performance and career development reviews
		<b>Occupational health and safety</b>
GRI 3: Material Topics 2021	3-3	Management of material topics
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system
	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
	403-8	Workers covered by an occupational health and safety management system
	403-9	Work-related injuries
	403-10	Work-related ill health
		<b>Diversity, equity and inclusion</b>
GRI 3: Material Topics 2021	3-3	Management of material topics
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken
		<b>Compliance</b>
GRI 3: Material Topics 2021	3-3	Management of material topics
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption
	205-2	Communication and training about anti-corruption policies and procedures
	205-3	Confirmed incidents of corruption and actions taken
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data
<b>Supply chain management</b>		
GRI 3: Material Topics 2021	3-3	Management of material topics
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria



# Due diligence and transparency

## Compliance with due diligence obligations in relation to conflict minerals

Vetropack Group has adopted and implemented a Supply Chain Policy on Conflict Minerals and Child Labour, which sets out how Vetropack Group deals with the issue of conflict minerals and how it implements the provisions of Swiss legislation (CO, DDTro and Criminal Code) and the Regulation (EU) 2017/821 on Conflict Minerals. The goal is to ensure that no minerals or metals from conflict areas are processed within the Vetropack Group.

The Vetropack Group is exempt from the annual consolidated reporting and due diligence obligations in Switzerland because, in the calendar year 2024, (i) it did not place in free circulation or process in Switzerland minerals or metals containing tantalum, tungsten or gold, and (ii) regarding tin, it did not exceed the import and processing quantities set out in the DDTro. The relevant annual checks have been conducted and documented in accordance with DDTro.

The Vetropack companies in the EU are exempt from the annual consolidated reporting and due diligence obligations according to the Regulation EU 2017/821 on Conflict Minerals because, in the calendar year 2024, (i) they did not import into the EU minerals or metals containing tantalum, tungsten or gold, and (ii) regarding tin, it did not exceed the import quantities set out in the Regulation EU 2017/821 on Conflict Minerals. The relevant annual checks have been conducted and documented.

## Compliance with due diligence obligations in relation to child labour

Vetropack Group adopted and implemented a Supply Chain Policy on Conflict Minerals and Child Labour, which sets out how Vetropack Group deals with the issue of child labour and how it implements the relevant provisions of Swiss legislation (CO, DDTro and Criminal Code). The goal is to ensure that no products or services are offered that involve child labour, and that no children are employed or engaged within the Vetropack Group itself.

The Vetropack Group is exempt from the annual consolidated reporting and due diligence obligations because it did not offer any products or services in the calendar year 2024 for which there was a reasonable suspicion that they were manufactured or provided using child labour, either in its supply chain or in its own plants and operations. The relevant annual checks have been conducted and documented in accordance with DDTro.