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Basis for preparation

This Sustainability statement reflects Vetropack' s first voluntary application of the European Sustainability Reporting Standards (ESRS). By adopting ESRS ahead of regulatory requirements, we aim to provide transparent and comparable information and to support the continuous improvement of our sustainability management.

(ESRS 2 BP-1), (ESRS 2 BP-2)

Our transition to the European Sustainability Reporting Standards (ESRS)

Vetropack has prepared this Sustainability report in accordance with Articles 964a-c of the Swiss Code of Obligations regarding Transparency on Non-Financial Matters, as well as the Swiss Ordinance on Climate Disclosures.

At the same time, this reporting year marks our first application of the European Sustainability Reporting Standards (ESRS) following our transition from the GRI standards. Due to the presence of some of our entities in the European Union, we originally would have been required to comply with the Corporate Sustainability Reporting Directive (CSRD) for the 2025 fiscal year (so-called wave 2). We therefore prepared for the new reporting standards by conducting a Double materiality assessment in 2024.

Due to the 'Stop-the Clock Directive' (part of the 'Omnibus' proposals), the mandatory application of ESRS was postponed for wave 2 companies including Vetropack. While we were preparing this Sustainability statement, several political negotiations were in progress on issues such as the revision of ESRS Set 1 and further increases to the CSRD employee and financial thresholds.

Nevertheless, Vetropack has decided to apply ESRS Set 1 voluntarily for the 2025 fiscal year. The Sustainability statement has not undergone external assurance, as would have been required under the CSRD. We regard the systematic application of these standards as an opportunity to identify strengths and weaknesses in our sustainability management, and to ensure the proper imple-

mentation and monitoring of policies, actions and metrics addressing our material impacts, risks and opportunities. It was for these reasons that we chose to adopt ESRS at an early stage.

In preparing our first ESRS Sustainability statement, we reviewed several ESRS reports 2024 for structural guidance and sought advice from external consultancies (including our assurance provider) on the application and implementation of the Disclosure Requirements and datapoints.

Reporting scope, consolidation and value chain coverage

This Sustainability statement has been prepared on a consolidated basis, covering the entire Vetropack Group. It covers the same entities as in the consolidated Financial report, unless otherwise indicated alongside the respective datapoints. The value chain coverage in the Sustainability statement aligns with the scope of the double materiality assessment and the value chain position of the material impacts, risks and opportunities (IROs).

Our sustainability reporting scope includes direct suppliers and business partners (tier 1) and, where material, also tiers 2 and 3. In the downstream value chain, we address our customers and consumers where material. The chart in Strategy, value chain, stakeholders indicates where material impacts, risks and opportunities occur along the value chain and how each topical standard is reported.

Our reporting approach, data selection and omission

The basis for this Sustainability statement was ESRS Set 1 as per December 2023 and the EFRAG IG 3: List of ESRS Datapoints as per May 2024. The material sustainability matters (Double materiality assessment) formed the foundation for determining the Disclosure Requirements reported in this Sustainability statement. We used the EFRAG guidance on Mapping of sustainability matters to topical disclosures and applied the concept of materiality of information. In addition to ESRS, we continue to address material datapoints that were reported previously but are not covered by ESRS. This ensures consistency and comparability with our previous sustainability disclosures, and meets rating requests.

The ESRS index (ESRS 2 IRO-2) shows the Disclosure Requirements which are covered in this Sustainability statement. We have endeavoured to cover as many of the required datapoints as possible. We acknowledge that there is still room for improvement in our sustainability management and in the harmonisation of processes across our sites. Consequently, this Sustainability statement does not yet fully respond to all material ESRS datapoints. It reflects our objectives and the efforts we have made to prepare thoroughly and to continuously improve the completeness and accuracy of our reporting, and its alignment with the ESRS standards. In the future, we plan to continue updating and refining our sustainability disclosures, and to ensure that management of material impacts, risks and opportunities is more closely integrated into our corporate strategy.

Several ESRS datapoints require disclosing the financial implications of sustainability-related aspects. With the exception of climate-related risks and opportunities, where we qualitatively assessed the financial effects in fiscal 2024 in order to comply with the Swiss Ordinance on Climate Disclosures, this Sustainability statement does not disclose any finance-related metrics.

Disclosures in relation to specific circumstances

We aimed to align our measurement and calculation processes as closely as possible with ESRS, while recognising that we are not always fully in line with the standards. Information on the reporting principles for the quantitative datapoints (ESRS 2 MDR-M), such as the use of estimates, is provided alongside the respective data tables. Following the change in the reporting framework and methodology, data previously reported for 2024 may differ slightly in the 2025 reporting cycle (for example, energy consumption and GHG emissions under E1 Climate change). We apply professional judgement to determine whether data should be restated, and we indicate where restatements have been made.

As a result of the ESRS methodology, the number of employees reported for 2024 is higher than that previously disclosed in the Annual report 2024. Under GRI, apprentices, interns and trainees were classified as non-employees and therefore excluded from total employee figures. In contrast, ESRS define employees as all individuals in an employment relationship with the undertaking, which includes trainees, apprentices and interns. Further details are disclosed under S1 Own workforce.

For the Double materiality assessment, we have applied three time horizons: short-term (0–1 year), medium-term (2–5 years), and long-term (>5 years). These horizons are consistent with those defined in ESRS 1 section 6.4 Definition of short-, medium- and long-term for reporting purposes. In this context, we have also aligned the time horizons for the climate risks and opportunities identified in fiscal 2024 with the new ESRS definitions.

As we transitioned to the new reporting standards, we encountered some challenges where methodologies applied at our sites did not yet fully meet ESRS requirements. Where datapoints were not robustly or sufficiently aligned with ESRS requirements, we omitted them from public disclosure rather than using estimates.

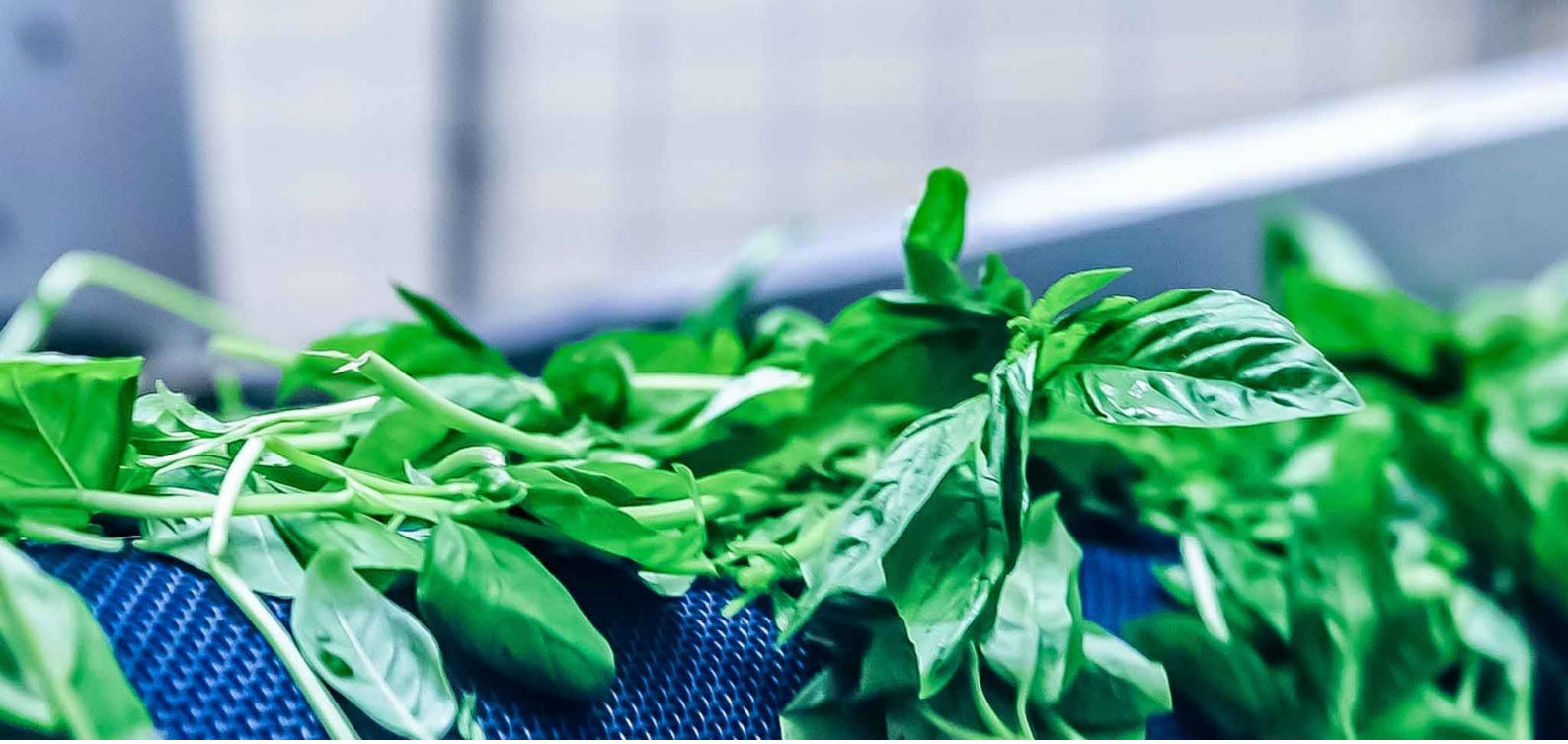
Incorporation by reference

We make use of the ESRS concept of 'incorporation by reference' to cover selected datapoints outside the scope of this Sustainability statement. This integrated reporting approach increases the readability of the entire Annual report and avoids repetition. We have incorporated by reference datapoints of the following Disclosure Requirements:

Incorporation by reference	Section in this Annual report
ESRS 2 GOV-1, 20a. 20c. Composition, expertise and skills of administrative, management and supervisory bodies	Corporate governance report
ESRS 2 GOV-2, 29a. Characteristics of incentive schemes	Remuneration report
ESRS 2 SBM-1, 40a, 42, Products, markets, customer groups, business model	Business model and strategy 2030+
ESRS 2 SBM-1 40a iii. Headcount of employees by geographical area	Key figures and highlights

Further requirements

The Swiss Ordinance on Climate Disclosures and its Explanatory Report require that climate-related disclosures must be published in an internationally recognised electronic format readable by humans and machines. At the time of preparing this Annual report and the climate disclosures, there was no existing electronic format in widespread international use that was applicable to climate disclosures. Therefore, Vetropack has not published its climate disclosures in the suggested XBRL format but instead, has continued to provide its report as a PDF and via an online-first website format.



Sustainability governance

Sustainability is one pillar of Vetropack's corporate strategy. Accordingly, our Board of Directors sets the framework for sustainability management; the Sustainability Steering Committee develops the action plans, and the Business Units are responsible for their operational implementation.

Governance bodies and sustainability matters addressed

General information on Vetropack's governance structure

(ESRS 2 GOV-1)

Vetropack's organisational structure is based on a clear delineation of responsibilities and tasks. The Board of Directors approves the Group's strategic direction and tracks annual progress. It may delegate duties to the Management Board, except for those duties reserved for the Board of Directors by Article 716a of the Swiss Code of Obligations. The Management Board acts within the guidelines issued by the Board of Directors and is responsible for operational management of the Vetropack Group.

Vetropack's Board of Directors comprises six men and two women; of these eight members, seven are non-executive members. In his role as executive chairperson, Claude Cornaz chairs the Board of Vetropack Holding Ltd and acts as Chairman and member of the Supervisory Boards of Vetropack's subsidiaries. He also serves as a member of the steering committees for several strategic projects. The Board of Directors comprises 50 percent independent members and 50 percent non-independent members. Claude Cornaz, Pascal Cornaz, and Richard Fritschi represent the Cornaz families and related entities, a significant shareholder in Vetropack Holding Ltd. In addition to these three representatives of the main shareholders, some Swiss proxy advisors regard two

members as non-independent member because he has served on the Board for more than twelve years. The Management Board comprises seven men, and the Extended Management Board consists of twelve men and two women.

Governance body	Gender diversity ratio (female:male)	Executive: non-executive	Independent: non-independent
Board of Directors	2:6	1:7	4:4
Extended Management Board	2:12	All members executive	n/a
Management Board	0:7	All members executive	n/a

Vetropack Holding Ltd is listed on the Swiss stock exchange and operates under Swiss law, which does not make provision for workers' councils to be represented on the Board of Directors. The only committee within the Board of Directors is the Nomination and Compensation Committee (NCC). Further information on the responsibilities of the Board of Directors, the Management Board and the Extended Management Board is provided in the Corporate governance report and in Vetropack's Articles of Association.

Sustainability governance

(ESRS 2 GOV-1), (ESRS 2 GOV-2), (G1 ESRS 2 GOV-1)

Vetropack's **Board of Directors** takes responsibility for defining the corporate strategy and overseeing climate-related matters. The Board of Directors approves the risk matrix, including climate-related risks and opportunities, and defines climate adaptation and mitigation actions. The Board also oversees the Clearly sustainable strategic pillar, including Vetropack's reduction targets for greenhouse gas emissions and the transition plan, and supervises the company's progress toward our sustainability targets. In accordance with the Swiss Code of Obligations, the Board of Directors approves our material sustainability topics and the Sustainability report, which includes the Climate report.

Vetropack's **Extended Management Board** is responsible for the annual update of the corporate risk matrix, which includes the assessment and management of climate-related risks and opportunities. The Extended Management Board also defines risk mitigation measures as part of the transition plan. The **CFO**, as a member of the Management Board, participates in the annual risk management process and leads the planning of financial resources for the decarbonisation roadmap and the transition plan.

The Board of Directors delegates operational implementation of the sustainability strategy (including the decarbonisation strategy) to the **CEO**, who fulfils his responsibility for sustainability matters as a member of the **Sustainability Steering Committee**. This Committee consists of the following Group functions:

- CEO
- Group Sustainability Manager
- Director Corporate Development and Integrated Management Systems (IMS)
- Chief Commercial Officer
- Chief Technology Officer
- Chief Supply Chain Officer
- Chief Human Resources Officer
- Group Communications Director

The Sustainability Steering Committee defines Vetropack's sustainability ambitions, and develops action plans to oversee the management and progress of sustainability topics. It performs these activities in the context of implementing the Clearly sustainable pillar of Vetropack's Strategy 2030+. The Committee met four times in the year under review. At least once a year, the **Group Sustainability Manager** reports to the Board of Directors (on behalf of the Sustainability Steering Committee) about progress related to sustainability targets and initiatives, including the climate transition plan.

The Sustainability Steering Committee develops the climate transition plan, including actions to reduce greenhouse gas emissions, and monitors the implementation. Our **Chief Technology Officer**, supported by the entire Engineering and Production department, plays a key role in defining the specific technical measures contained in our decarbonisation roadmap. The **Chief Supply Chain Officer** is responsible for managing our cullet and energy procurement strategies to support the achievement of our targets for recycled content and reductions in greenhouse gas emissions, particularly in Scope 3.

To identify and assess climate-related risks and opportunities, the Group Sustainability Manager collaborates closely with the **Risk Manager**. While the Risk Manager has the responsibility for the annual risk management process, local site managers are responsible for implementing climate mitigation and adaptation measures.

We ensure that our Board of Directors, Extended Management Board and Business Units have the required knowledge of sustainability. To this end, the Sustainability Manager regularly presents new developments to the Extended Management Board. During the reporting year, several members of the Extended Management Board completed external training courses supported by Vetropack that focused on sustainability and/or governance. In addition to the annual updates for the Board of Directors as described above, the Group Communications Director briefs the Board of Directors and Management Board regularly on sustainability reporting. The members of the Board of Directors have specific expertise in legal and compliance matters, human resources, production and engineering, and also procurement and logistics. Expertise in leadership of globally operating companies, strategy, sales and finance is also widely available within the Board of Directors. The Corporate governance report contains more details about the expertise and skills of Vetropack's administrative, management and supervisory bodies.

As well as sitting on the Extended Management Board, the members of the Sustainability Steering Committee act as subject-matter experts. They are responsible for managing impacts, risks, and opportunities related to Vetropack's material sustainability topics, and they serve as topic owners for the subject areas shown in the table below.

Group function/ member of the Sustainability Steering Committee	Technical expertise and responsibility
CEO	– Overarching responsibility of the Clearly sustainable strategic pillar
Director Corporate Development and Integrated Management Systems	– Environmental topics (E1, E2, E3, E5) – Health and safety of own workforce (S1) – Health and safety of consumers (S4)
Group Sustainability Manager	– Environmental topics (E1, E2, E3, E5)
Chief Commercial Officer	– Health and safety of consumers (S4)
Chief Technology Officer	– Environmental topics (E1, E2, E3, E5)
Chief Supply Chain Officer	– Resource inflows, Resource outflows (E5) – Management of relationships with suppliers (G1)
Chief Human Resources Officer	– Own workforce (S1)
Group Director Legal and Compliance [1]	– Business conduct (G1) – Own workforce (S1)
Group Communications Director	– Corporate reporting – General information (ESRS 2)

[1] not a member of the Sustainability Steering Committee

Sustainability-related incentives

(ESRS 2 GOV-3), (E1 ESRS 2 GOV-3)

Vetropack's Board of Directors and Management Board pursue a long-term strategy aimed at sustainable business success. The remuneration scheme is aligned with employees' levels of responsibility and experience, as well as local conditions. Members of the Board of Directors receive a fixed cash benefit with no variable components. Sustainability aspects are not incorporated into the assessment of the Board's performance.

Vetropack's top management, including the Management Board, strategic leaders and senior leaders (see S1 Own workforce, metrics on S1-9), receive a remuneration package consisting of fixed and variable components. The variable component, known as the Group bonus, comprises three elements: an individual element, a non-financial element, and a net result element. The non-financial element accounts for 15 percent of the bonus. For the 2025 fiscal year, the targets were:

- To achieve a Total Recordable Incident Rate (TRIR) of max. 2.1*
- To achieve average recycled content of 57 percent
- To improve forecasting accuracy, focusing especially (but not exclusively) on sourcing raw materials and other resources

*TRIR = Total Recordable Injury Rate: To calculate the TRIR, we follow the definition provided by FEVE, the European Container Glass Federation. TRIR represents the number of recordable incidents (Lost Time Incidents, LTIs and Medical Treatment Incidents, MTIs) occurring among a given number of employees over a given period of time (monthly or annually).

Vetropack's Nomination and Compensation Committee reviews the remuneration schemes for the Board of Directors and the Management Board on a regular basis. The Chief HR Officer proposes the sustainability-related indicators, which are validated by the Management Board and subsequently approved by the Nomination and Compensation Committee.

The validation of greenhouse gas emission reduction targets was included in the non-financial remuneration element for fiscal 2024. At present, Vetropack does not factor climate-related considerations into remuneration for members of its administrative, management and supervisory bodies. Their performance is not currently assessed against greenhouse gas emission reduction targets. Vetropack's Remuneration report provides comprehensive information on the company's remuneration schemes.

Statement on due diligence

(ESRS 2 GOV-4)

The table below indicates where information on our due diligence process can be found. The referenced sections explain how the underlying processes are implemented.

Core elements of due diligence	Section in this Annual report
Embedding due diligence in governance, strategy and business model	Business model and strategy 2030+ Sustainability governance Strategy, value chain, stakeholders
Engaging with affected stakeholders in all key steps of the due diligence	Strategy, value chain, stakeholders: Stakeholders
Identifying and assessing adverse impacts	Double materiality assessment
Taking actions to address those adverse impacts	Actions related to climate change Actions related to pollution Actions related to water Actions related to resource use and circular economy Actions related to own workforce Actions related to consumers Actions related to business conduct
Tracking the effectiveness of these efforts and communicating	Metrics related to climate change Metrics related to pollution Metrics related to water Metrics related to resource use and circular economy Metrics related to own workforce Metrics related to consumers Metrics related to business conduct

Risk management and controls related to sustainability reporting

(ESRS 2 GOV-5)

Vetropack has implemented a structured risk and control framework for sustainability reporting, with responsibilities assigned for each material ESRS topical standard and sustainability matters, as well as for qualitative and quantitative data points. The topic owners, who are mostly members of the Sustainability Steering Committee, act as subject matter experts in the reporting process. They are involved in collecting, compiling, reviewing and approving the sections of reporting assigned to them. The CEO and the Board of Directors oversee the sustainability reporting process, together with the related risks and controls.

We identified and assessed risks related to sustainability reporting due to the introduction of new datapoints and the transition from the GRI standards to ESRS. This made it necessary to adopt new requirements and methodologies. Internally, we applied a 'comply or explain' approach to each datapoint to determine whether it was available for disclosure. The new reporting standards harbour risks such as inconsistent data collection methods, lack of unified measurement methodologies across sites, and varying levels of expertise in applying the definitions. We integrated the findings from the risk assessment into our processes. We applied the ESRS definitions consistently whenever possible and trained data providers. Plausibility checks and sample controls were performed during data collection and calculation.

The transition from an Excel-based system to a tool-based data collection and calculation system marked a milestone. An interdisciplinary team comprising sustainability and financial experts integrated the non-financial data into the financial reporting software system. We documented and tested the data collection process by conducting a dry run for selected datapoints; we also trained some employees in order to ensure consistency and mitigate risks related to the reporting process.

Since the Board of Directors approves the Sustainability report, we regularly provide them with updates on its content, associated risks and processes. The knowledge, experience and judgement of the Board of Directors contribute to the development of risk mitigation measures.

Strategy, value chain, stakeholders

Sustainability is one of Vetropack's five strategic pillars and is integral to our corporate strategy. Through our Clearly sustainable initiative we pursue a holistic approach to sustainability. Stakeholder engagement along the value chain is embedded in our business activities to ensure that diverse perspectives inform our sustainability-related decisions.

Sustainability strategy

(ESRS 2 SBM-1)

Clearly sustainable is one of the five strategic pillars within our corporate strategy (Business model and strategy 2030+). We adopt a holistic approach to sustainability, with the aim of becoming a recognised partner for sustainability in our industry by 2030. Within our Clearly sustainable strategic initiative, we focus on the sustainable and circular use of resources, the decarbonisation of business activities and our value chain, the development of our employees in a health and safe working environment, as well as legally compliant business practices.

We aim to be acknowledged for innovative and responsible manufacturing processes, as well as for producing high-quality glass containers. We endeavour to use resources and water in closed loops, and to reduce greenhouse gas emissions. Based on our inclusive corporate culture, safe working conditions, and several training and skills development opportunities, we intend to position ourselves as an Employer of Choice.

Vetropack also faces challenges as we advance our sustainability strategy. In our industry, considerable costs are often involved with implementing sustainability measures, especially those related to reducing negative environmental impacts. As a company operating in the B2B sector, we depend on our customers' willingness to share these costs by accepting higher prices for sustainably produced glass containers. We note that sustainability still remains an important topic but even so, customers' readiness to pay higher prices for sustainable solutions can be limited.

Vetropack's sustainability targets

We have set the following targets to reduce negative impacts, mitigate risks, increase positive impacts, and make use of opportunities:

E1 Climate change

- Achieve a reduction of 50.4 percent in absolute Scope 1 and 2 greenhouse gas emissions by 2032, compared to 2021 as the base year.
- Reduce absolute Scope 3 greenhouse gas emissions (categories: purchased goods and services, capital goods, fuel- and energy-related activities, and upstream transportation and distribution) 30 percent by 2032 from a 2021 base year.

E2 Pollution

- Vetropack has not yet set any targets related to the material topic pollution of air.

E3 Water and marine resources

- Vetropack has not yet set any targets related to water.

E5 Resource use and circular economy

- Achieve an average recycled content of 70 percent by 2030.

S1 Own workforce

- Achieve a 30 percent quota of women among all employees in management functions by 2032.
- Achieve an average of 25 training hours per employee per year by 2032.
- Achieve a Group-wide Total Recordable Incident Rate (TRIR) of 2.0 by 2030.

S4 Consumers and end-users

- Achieve zero product recalls per year.

G1 Business conduct

- Achieve 100 percent participation of employees in training on compliance, the Code of Conduct, and the Business Ethics Policy.
- Maintain zero cases of corruption and bribery, zero breaches of respective applicable law, and zero complaints or breaches relating to data protection laws.

Vetropack' s contribution to the UN Sustainable Development Goals (SDGs)

Our business model and activities contribute to the following SDGs:

Promote basic and continuing education and training

Vetropack's approach to training and skills development is integrated into our Employer of Choice strategy. We have a comprehensive learning infrastructure in place to promote continuous learning and foster our employees' personal and professional development.

Sustainability matter:

Training and skills development (S1)

Create a diverse and inclusive workplace environment

We promote diversity and inclusion through fair recruitment practices, complemented by leadership development programmes and language training. Digital tools and accessibility measures support collaboration across nationalities and improve workplace inclusion.

Sustainability matter:

Diversity (S1)

Responsible use of water resources

Vetropack manages water use in glass production primarily through closed-loop cooling systems, which help reduce consumption and minimise the risk of contamination. Monitoring of water metrics ensures compliance with legal requirements and supports responsible water management.

Sustainability matters:

Water consumption, water withdrawals, water discharges (E3)

Promote the latest technologies and drive innovations ahead

Technological innovations reduce greenhouse gas emissions and improve energy efficiency in glass production. Our transition plan is based on several technical innovations such as new furnace technologies with a higher electricity share, installation of photovoltaic systems, and optimisation measures such as batch preheating and waste heat recovery. Innovations such as our thermally strengthened glass also contribute to SDG 9.

Sustainability matters:

Climate change mitigation (E1)

Promote responsible consumption thanks to glass packaging suitable for the circular economy

Vetropack aims to further increase the average recycled content in its glass packaging, thus supporting resource efficiency and minimising the use of non-renewable raw materials. Glass is a circular packaging material because it is infinitely recyclable and can be reused multiple times in closed-loop systems without loss of quality.

From the health perspective, glass packaging is popular because its inert structure provides optimal protection for food and beverages, and it does not impair their taste or quality.

Sustainability matters:

Resource inflows, resource outflows (E5)

Health and safety of consumers (S4)

Reduce greenhouse gas emissions by following a science-based mitigation pathway

Glass packaging is a greenhouse gas-intensive industry, primarily due to its high energy demand and the emissions generated during the melting of raw materials. Vetropack has set targets validated by the Science Based Targets initiative (SBTi) to reduce its climate-related impact. The most relevant decarbonisation levers include furnace transitions, increasing the share of renewable electricity, and using recycled content to produce new glass containers.

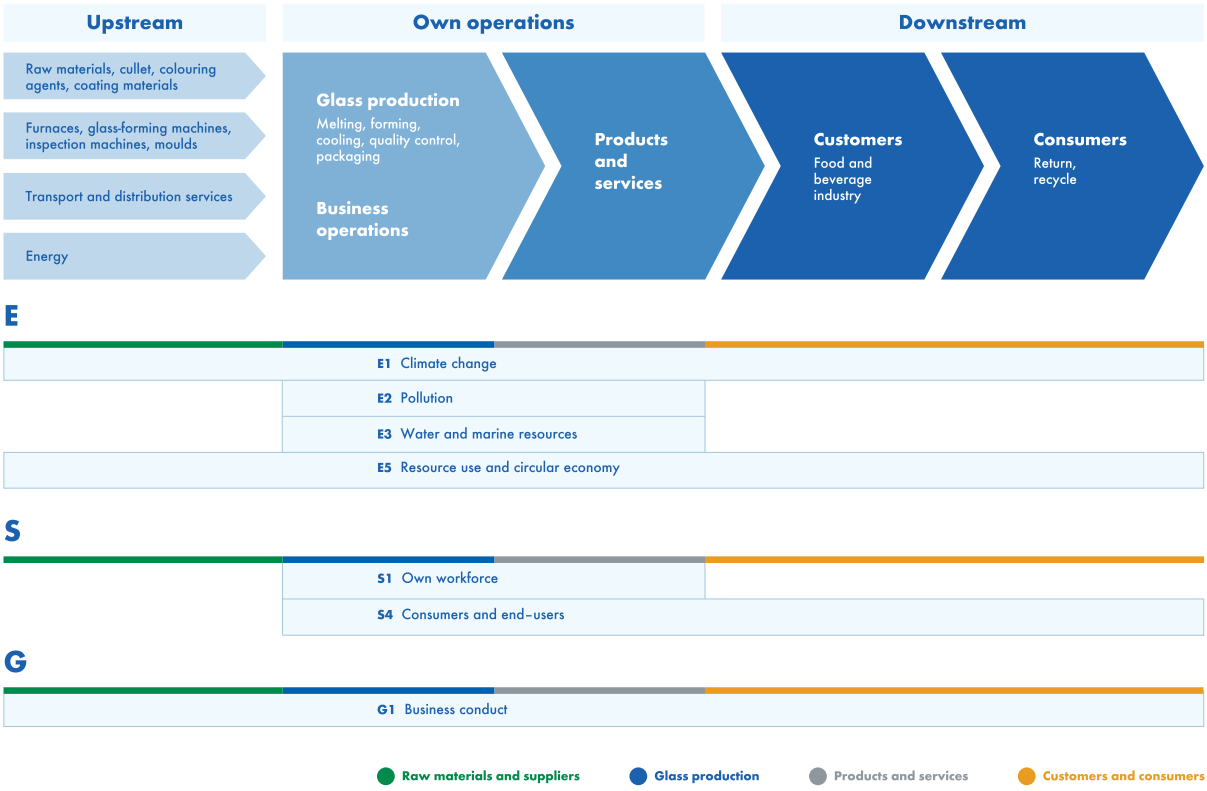
Sustainability matters:

Climate change mitigation, energy (E1)

Value chain

(ESRS 2 SBM-1)

The figure below complements Vetropack's business model (Business model and strategy 2030+) and illustrates our value chain. It also shows the scope of our double materiality assessment and indicates where material impacts, risks and opportunities occur along our value chain.



Raw materials and suppliers

To manufacture our glass packaging, we use the following raw materials:

- Recycled glass (cullet), quartz sand, soda, lime, dolomite, and feldspar
- Colouring agents such as iron, pyrite, chromite and selenium
- Coating materials

Important assets and commodities for our production include:

- Capital goods such as furnaces, glass forming machines, inspection machines and moulds
- Transport and distribution services
- Energy

We have around 5,000 direct suppliers and most of them are located in Europe. They include around 330 strategic suppliers that provide products and services to the entire Group. We operate seven cullet processing plants of our own. Thanks to them, we are able to increase the availability of high-quality cullet and use it as a starting material for new glass containers.

Glass production

We are committed to modern production processes, and we recognise the value of energy-efficient production in proximity to our customers. To manufacture glass, we melt the raw materials at temperatures of around 1,600°C. Shears cut the glass gobs, which

are then moulded into the desired shape in the glass forming machines. The moulded products are slowly cooled and tempered to give them their strength. Before our glass containers are packaged and sold, they undergo extensive mechanical and manual quality controls. Management systems and certifications guarantee high product quality and product safety. The finished products are packed on pallets for transportation to customers.

Products and services

As well as manufacturing our glass packaging for the food and beverage industry, we offer our customers a wide range of services as part of our Service plus+ approach. These include consulting and support in various areas: packaging analysis, filling/bottling and closure technology, glass finishing, and labelling. Our technical customer service provides support from the very start of the development process for new glass packaging. Our service team can measure the forces acting on the glass containers during filling, with the help of a sensor. Based on this information, our customers can adjust their filling processes optimally so as to reduce the risk of glass breakage.

Our product portfolio comprises glass packaging for beers and ciders, wines, spirits, soft drinks and foods. Our wide-neck jars, for instance, are ideal for preserving fruit and vegetables. Other highlights of our portfolio include jars for spreadables such as jam, and honey, jars for meat and fish, bottles for vinegar and oil, bottles and containers for sauces and dairy products, as well as containers for baby food. Our customers can access all our glass packaging products in our online catalogue by searching for criteria such as filling volume, shape, colours or closure types.

One of our most important products is our thermally strengthened glass bottle (Rezon). Glass bottles produced using this innovative process are around 30 percent lighter than standard reusable bottles, while at the same time being more resistant to abrasion. These lightweight yet robust glass bottles are already in use as reusable bottles, and they are set to become even more relevant under the Packaging and Packaging Waste Regulation (PPWR).

Customers and consumers

Glass packaging enables people to enjoy food and beverages in the most elegant, safest and most responsible way. We view glass as a sustainable packaging material because it is reusable and recyclable. Glass is inert; there are virtually no interactions between the contents and the packaging. Thanks to its inert properties, glass also provides a secure barrier against external influences, offering optimal protection for food and beverages and ensuring their shelf life. Another reason why glass packaging is gaining popularity is that it does not impair the taste or quality of the beverages and foods it contains.

Vetropack's customers range from multinational corporations to small manufacturers in the food and beverage industry. Our corporate website showcases various successful collaboration partnerships with our customers that have lasted many years.

Consumers can purchase food and beverages in our glass packaging from retailers and wholesalers, or enjoy them in catering trade outlets. We assume that the majority of consumers are located in Europe, but products such as wine bottles are also exported to other continents. For this reason, we do not have any more precise information on the geographical breakdown of our consumers.

End-of-life and recycling

The local glass collection infrastructure, legislation and consumer behaviour determine what happens to our glass containers after they have been used. In Europe – our largest sales market – glass collection rates vary sharply, as the study by the Close the Glass Loop initiative shows. As a member of the European Container Glass Federation (FEVE), we raise public awareness about the relevance of glass collection. Alongside factors such as cost, transport systems and export behaviour, the glass collection rate also influences the availability of cullet and, consequently, the mix of raw materials in new glass containers.

Stakeholders

(ESRS 2 SBM-2), (S1 ESRS 2 SBM-2), (S4 ESRS 2 SBM-2)

The table below presents our key stakeholders, their interests, the purpose and methods of stakeholder engagement, and the influence of these interactions on our company, business model and strategy. Members of the Extended Management Board are informed of the outcomes of stakeholder engagement at regular management meetings. The Board of Directors is updated on stakeholder engagement as part of the annual sustainability updates.

Stakeholders	Stakeholder interests, purpose of stakeholder engagement	Stakeholder engagement	Outcome of stakeholder engagement and impact of stakeholder engagement on strategy and business model
Shareholders	– Transparent information on financial and non-financial goals and targets, KPIs, risks – Definition of business activities and strategy	– Press releases – Financial and non-financial reporting – Annual General Assembly – Customer magazine (Vetrotime) – Website, newsletters, media, social media	–Shareholders' trust, with positive financial effects –Access to capital for implementation of Strategy 2030+ –Strategic initiatives are aligned with shareholder expectations
Employees	– Fair and safe working conditions, and secure jobs – Purposeful activities – Positive, ethical corporate culture – Opportunities for personal and professional development	– Employee surveys – In-house communication channels such as the employee app, Intranet, employee magazine – Performance reviews – Staff events – Website, newsletters, social media	–Employee satisfaction, motivation, engagement, retention –Creativity, innovation, development of new products and services –Insights and outcomes are integrated into the Employer of Choice strategy
Suppliers	– Transparent and fair business conditions – Reliable partnerships	– Regular audits, site visits – Risk assessments – Surveys on commitment to climate protection – Trade magazine (Vetrotime) – Website, newsletters, media, social media	– Supply chain stability, ensuring business continuity and product quality – Fair working conditions and ethical business conduct are guaranteed in the supply chain – Business success thanks to strong relationships with suppliers – Sustainability aspects are integrated into the upstream value chain
Customers	– Glass packaging compliant with customers' quality and safety specifications at fair market conditions – Inert packaging – Recyclable packaging material – Product information – Reliable and punctual deliveries – Innovation, sustainability	– Customer surveys – Trade magazine (feature articles, success stories) – Customer magazine (Vetrotime) – Customer talks –(Strategic) Account Management –Sales activities – Customer service –Trade fairs – Website, newsletters, media, social media	–Long-term business relationships –Brand reputation –Financial benefits –Development and offering of products and services in line with customers' expectations and requests –Market share is expanded
Consumers	– Shelf-stable food and beverages whose flavour is not impaired by the packaging – Safe, sustainable packaging for foods and beverages	– Measures to raise awareness about the environmental and health advantages of glass (Friends of Glass) – Website, newsletters, media, social media	–Increase the popularity of glass packaging with financial benefits –Brand reputation –Potential employee attraction
Local communities, nearby residents	– Local economy, infrastructure, jobs – Low-emission glass production, environmental protection	– Direct interaction through site managers – Sponsorship of local activities – Website, newsletters, media, social media	– Potential employees are attracted – Glass packaging becomes more popular, with financial benefits – Consultations or decision-making processes on investments and construction projects at sites
Legislators, policymakers	– Economic activities compliant with financial and non–financial local and international legal provisions and requirements	– Financial and non-financial reporting – Comments and statements, for example in connection with our membership of FEVE (the European Container Glass Federation)	– Processes (in production), working conditions, products and services, etc. are aligned with regulations (e.g. environmental law, labour law, product safety standards, etc.)

		– Website, newsletters, media, social media	
Financial analysts	– Transparent information on financial and non-financial goals and targets, KPIs, risks – Definition of business activities and strategy – Long term performance – Ratings	– Press releases – Financial and non-financial reporting – Annual results press conference – Investor calls/ presentations – Customer magazine (Vetrotime) – Website, newsletters, media, social media	– Shareholders' trust with positive financial effects – Access to capital to implement strategy 2030+ – Alignment of strategic initiatives with shareholder expectations – Investor cases/ stories
Media	– Transparent information on financial and non-financial performance	– Press releases, feature articles, success stories – Financial and non-financial reporting – Media conferences – Website, newsletters, social media	– Impact on Vetropack's reputation (and financial performance) in case of negative/ positive reporting
Trade unions	– Transparent, safe, secure and fair conditions for employees – Environment-friendly production – Transparent information on sustainability engagement	– Interaction through the HR department – Financial and non-financial reporting – Website, newsletters, media, social media – Events, conferences	– Improved working conditions – Collective bargaining agreements – Compliance with labour law – Vetropack's reputation as an employer is enhanced
Associations	– Collaboration for an innovative and successful container glass industry that can overcome future challenges	– Events, conferences, trade fairs – Joint (research) projects – Awareness-raising campaigns	– Knowledge exchange to drive innovation by adopting new production technologies and developing sustainable products – Best practices in glass packaging quality and safety are promoted and adopted – Customers and consumers are made aware of the benefits of glass packaging

Double materiality assessment

As the basis for this Sustainability statement, Vetropack conducted a double materiality assessment in accordance with ESRS. The process involved several internal and external stakeholders, resulting in seven material topical standards that reflect our most relevant sustainability-related impacts, risks and opportunities.

Process to identify and assess material impacts, risks and opportunities (IROs)

(ESRS 2 IRO-1)

Vetropack conducted a double materiality assessment (DMA) in accordance with ESRS in the second half of 2024, and finalised it at the beginning of 2025. The assessment covered the entire Vetropack Group and its value chain. In the upstream value chain, we focused on direct suppliers and business partners (tier 1), but we also considered tiers 2 and 3, including raw materials. In the downstream value chain, the assessment covered customers: specifically, brand owners in the food and beverage industry, and also consumers. The process was based on EFRAG IG 1: Materiality Assessment Implementation Guidance from the European Financial Reporting Advisory Group (EFRAG).

Context analysis

We started with a context analysis to provide inputs for identifying impacts, risks and opportunities (IROs). This included an overview and description of our business model, activities, products, services, geographical locations, and business relationships, as well as a mapping of the value chain. We took account of past sustainability reports, company documentation, and industry

context. A detailed analysis of our most relevant stakeholders supported our understanding of the value chain and provided the basis for future stakeholder involvement.

Initial assessment of potentially material topics (impact materiality and financial materiality)

We performed a benchmarking exercise to ensure that we captured all material topics. For this purpose, we considered Vetropack's previous material topics, the GRI standards, Swiss Code of Obligations requirements, industry-specific topics for the container and packaging industry defined by the Sustainability Accounting Standards Board (SASB), and sustainability reports from glass packaging peers. We mapped topics against all sustainability matters listed in ESRS 1 Application Requirement 16 (AR 16). Based on the initial assessment and the benchmarking, we removed sustainability matters (ESRS 1 AR 16) from scope if they were identified as clearly not material.

Several internal subject matter experts carried out an initial assessment of sustainability matters, indicating impact materiality and financial materiality. To identify potentially material and non-material topics, we considered not only our own activities and value chain, but also global trends, ESG regulations, and customer and market expectations.

Conducting stakeholder surveys

After the initial descoping of non-material sustainability matters, we conducted a survey on the impact materiality (first indication of impacts) of the remaining topics involving around 120 stakeholders from 18 countries (employees, customers, suppliers, policymakers and associations, shareholders and investors). A similar survey on financial materiality (first indication of risks and opportunities) involved more than 50 Vetropack employees in management functions.

Identification and assessment of Impacts, Risks and Opportunities (IROs)

Vetropack's subject matter experts identified IROs and evaluated them using ESRS criteria, considering actual and potential impacts, scale, scope, difficulty of remediation, and likelihood of negative impacts as well as scale, scope, and likelihood of positive impacts. Risks and opportunities were assessed in respect of magnitude and likelihood. We aligned the assessment criteria with the scale of our risk management. The IROs were characterised according to time horizon (Basis for preparation) and value chain location. In accordance with ESRS requirements, we prioritised severity of potential negative impacts over likelihood for topics related to human rights. We excluded likelihood from impact scores for these topics, resulting in scores based solely on severity.

As this was the first time we conducted such a comprehensive double materiality assessment, the process is not yet integrated into our corporate risk management framework. Since the same people were involved both in risk management and in the double materiality assessment, we plan to continue integrating and aligning the two processes.

Validation of sustainability topics and IROs by Vetropack's Extended Management Board and Board of Directors

Vetropack's Extended Management Board and Board of Directors refined and validated the preliminary results. By involving the two governance bodies, we not only ensured that a wide range of expertise was taken into account, but also that consideration was given to operational and strategic perspectives.

Our Extended Management Board applied a business operations perspective to review the initial assessment, using the results from the stakeholder surveys as a sense check. Two matrices were created, mapping topics based on positive and negative impacts, risks and opportunities. This visualisation of the ratings facilitated further assessments and assisted with setting thresholds.

In parallel, our Board of Directors reviewed the assessment from a governance perspective, focusing on Vetropack's context, circumstances and previous sustainability topics. The Board's review took the full list of ESRS 1 AR 16 sustainability matters into account and considered our strategic priorities, resulting in the exclusion of further topics and IROs. The results of all the previous steps and perspectives were aggregated, and the Board of Directors approved the new sustainability topics.

We will continue to update and refine our material IROs going forward, with the aim of strengthening the alignment between our sustainability priorities and our corporate strategy.

Material impacts, risks and opportunities, and their interaction with strategy and business model

(ESRS 2 SBM-3)

In the double materiality assessment, Vetropack identified 7 out of 10 topical standards, covering 19 sustainability matters, as material. Due to the nature and geographical scope of our business model and value chain, three ESRS topical standards were deemed non-material: E4 Biodiversity and ecosystems, S2 Workers in the value chain, and S3 Affected communities. In contrast to previous GRI reporting, no economic topics were identified as material; such aspects are now covered in other reporting sections of this Annual report where still relevant. Most of our sustainability topics have been reported previously, with Pollution of air (E2) identified as a new topic. Vetropack's previous materiality matrix is available at https://report.vetropack.com/2024/en/material-topics-and-sdgs. The following table maps our new material topics with those that formed the basis of our 2024 and 2023 Sustainability reports.

Material topics 2025/ Topical standards	**Material topics 2024/ 2023**
E1 Climate change	– Climate protection
E2 Pollution	[not covered]
E3 Water and marine resources	– Water
E5 Resource use and circular economy	– Resources – Supply chain management
S1 Own workforce	– Employee satisfaction – Diversity, equity, inclusion – Occupational health and safety
S4 Consumers and end-users	– Product quality and product safety
G1 Business conduct	– Compliance – Supply chain management

While the impacts, risks and opportunities for the previous economic topic of Product quality and product safety are now addressed under Health and safety of consumers (S4 consumers and end-users), the table below shows where the previous economic topics are covered in the present Annual report.

Section in the 2025 Annual report	**Material topics 2024/ 2023**
E1 Climate change E5 Resource use and circular economy	Innovation
Business model and strategy 2030+	Customer satisfaction
Financial report	Economic performance

Below is the overview of Vetropack's material impacts, risks and opportunities identified in the double materiality assessment. Information on how we manage them is included in the sections on specific topics.

E1 Climate change
Climate change adaptation, Climate change mitigation, Energy

Description	IRO	Time horizon			Value chain		
		Short-term	Medium-term	Long-term	Up-stream	Own ops.	Down-stream
Insufficient adaptation to climate change (e.g. inadequate implementation of protective measures against physical risks) can lead to business interruptions/disruptions.	risk	●	●		●	●	
Successful adaptation of the business model, the products (such as Rezon, our thermally strengthened glass) will increase business resilience and contribute to a competitive advantage, especially under the PPWR	opportunity		●	●		●	
At present, glass manufacturing is highly dependent on fossil fuels such as natural gas and carbonated raw materials (soda, lime, dolomite). Large amounts of natural gas are used as an energy source for melting raw materials, resulting in GHG emissions.	negative i.	●	●		●	●	
Vetropack is classified as a carbon-intensive industry due to the high levels of GHG emissions in its own operations and in the upstream value chain (raw materials, soda).	negative i.	●	●		●	●	
Exposure to physical risks – such as water-related issues, rising temperatures, heat stress and natural hazards – may impair employees' health or disrupt operations.	risk	●	●	●	●	●	
Alternative new packaging solutions with a smaller environmental footprint may adversely affect customers' and consumers' preference for glass.	risk			●		●	●
Minimisation of packaging and standardisation criteria under the PPWR may reduce the demand for customised bottle design and new packaging.	risk			●		●	●
Energy prices and carbon pricing may increase production cost and can reduce Vetropack's competitiveness.	risk	●	●	●		●	
Glass is a packaging solution in keeping with the circular economy.	opportunity	●	●	●		●	●
Customers' and consumers' preferences for glass packaging, driven by the PPWR and climate awareness, create opportunities not only for our thermally strengthened glass but also for glass as a reusable packaging material in general.	opportunity		●	●		●	●
Enhanced energy efficiency and on-site generation of renewable energy lower operational expense.	opportunity		●			●	

E2 Pollution
Pollution of air

Description	IRO	Time horizon			Value chain		
		Short-term	Medium-term	Long-term	Up-stream	Own ops.	Down-stream
Burning natural gas and melting raw materials (quartz sand, soda, lime, dolomite, feldspar) releases emissions into the air, including SOx, NO_x, VOCs, and particulate matter, which negatively impact air quality, ecosystems, and human health.	negative i.	●	●	●		●	
Failure to comply with environmental regulations (air emission limits) may lead to regulatory sanctions and financial penalties.	risk	●	●			●	
Stricter environmental regulations may lead to costs related to process modifications (such as new technologies).	risk		●	●		●	
Adoption of low-emission technologies could enhance the company's reputation as a responsible and innovative glass manufacturer.	opportunity		●	●		●	

E3 Water and marine resources
Water consumption, Water withdrawals, Water discharges

Description	IRO	Time horizon			Value chain		
		Short-term	Medium-term	Long-term	Up-stream	Own ops.	Down-stream
Glass manufacturing requires water for cooling machines. This water is withdrawn from nature, so water availability in local water bodies may be impacted.	negative i.	●	●			●	
Non-compliance with discharge water quality standards may adversely affect aquatic ecosystems.	negative i.	●	●			●	
Increasing water scarcity can put pressure on Vetropack to invest in process optimisations.	risk		●	●		●	
Exceeding water discharge limits could lead to regulatory and financial fines.	risk	●				●	
Efficient and responsible processes, water recycling, use of water in closed loops, water treatment, and modern, innovative technology are all factors that save costs and increase resilience.	opportunity			●		●	

E5 Resource use and circular economy
Resource inflows, incl. resource use, Resource outflows related to products and services, Waste

Description	IRO	Time horizon			Value chain		
		Short-term	Medium-term	Long-term	Up-stream	Own ops.	Down-stream
Glass manufacturing depends on large amounts of non-renewable raw materials such as quartz sand, soda, limestone, and colouring agents.	risk	●	●		●		
Increasing the recycled content reduces energy consumption during production and lowers the demand for raw materials.	positive i.	●	●	●	●	●	
Rightweighting and the production of reusable bottles reduce raw material demand	positive i.	●	●	●	●	●	
The dependency of glass production on large amounts of natural resources harbours reputational risks due to resource depletion.	risk	●	●	●	●	●	
Increasing the cullet content delivers a competitive advantage when Vetropack's customers have set targets for the recycled content of their packaging.	opportunity	●	●	●	●	●	●
Reusable glass packaging and closed-loop glass recycling reduce the consumption of raw materials.	positive i.	●	●			●	●
Glass packaging instead of plastic packaging reduces plastic waste in nature.	positive i.	●	●				●
Some aspects of the PPWR, such as minimisation targets, can be a risk for Vetropack's customised glass packaging.	risk		●	●		●	●
The PPWR makes reusable and lightweight packaging solutions more popular. Some markets already have a mandatory reuse quota.	opportunity		●	●		●	●
Innovations such as thermally strengthened glass lead to competitive advantages in the packaging industry.	opportunity	●	●			●	●
Cullet processing generates waste such as food residues, ceramics, and packaging materials. If (hazardous) waste is not properly treated and disposed of in accordance with environmental regulations, it can damage ecosystems.	negative i.	●	●			●	
Failure to comply with waste regulations may result in legal action, financial penalties, and reputational damage.	risk	●				●	
Efficient material handling and waste reduction will reduce costs associated with waste disposal and treatment.	opportunity	●				●	

S1 Own workforce
Health and safety, Training and skills development, Diversity

Description	IRO	Time horizon			Value chain		
		Short-term	Medium-term	Long-term	Up-stream	Own ops.	Down-stream
The glass production industry involves moving machinery, high temperatures, noise, emissions, and the handling of chemicals that can harm workers' health and safety.	negative i.	●	●			●	
A high workload can impair employees' (mental) health.	negative i.	●	●			●	
A healthy and safe working environment supports the physical and mental wellbeing of Vetropack's employees.	positive i.	●	●			●	
A high absenteeism rate due to work-related injuries and illnesses reduces productivity and business success.	risk	●	●			●	
In case of frequent safety incidents (e.g. due to non-compliance with safety standards), Vetropack would face a higher turnover rate as well as reputational, legal and financial risks.	risk	●	●			●	
A strong safety culture increases employee productivity and satisfaction, thus helping to retain employees and attract new ones, and contributing to business success.	opportunity		●	●		●	
Providing training and development opportunities increases employees' satisfaction and confidence.	positive i.		●	●		●	
A lack of training and skills development opportunities would reduce Vetropack's attractiveness as an employer, leading to higher employee turnover and a loss of talent, with financial downsides	risk		●	●		●	
Insufficient training and development opportunities can result in reduced efficiency, limited innovation and poor product quality, thus reducing financial performance.	risk		●	●		●	
Training and skills development contribute to high-quality work and foster innovation, thus strengthening customer relationships and promoting financial success.	opportunity		●	●		●	
Diversity and equal opportunities foster an atmosphere of inclusion, strengthen trust, boost employee morale, and reduce the risks of harassment, discrimination, and violence.	positive i.		●			●	
Failing to ensure and promote a diverse working environment can result in employee resignations and a loss of talent, negatively impacting product quality, customer satisfaction, and overall financial performance.	risk		●			●	
A diverse working environment opens up access to a larger talent pool, leading to a broader range of ideas and innovations that enhance competitiveness and thus contribute to business success.	opportunity		●	●		●	

S4 Consumers and end-users
Health and safety

Description	IRO	Time horizon			Value chain		
		Short-term	Medium-term	Long-term	Up-stream	Own ops.	Down-stream
If glass containers are not safe, or if they break or splinter (e.g. due to poor product quality), consumers' health and safety could be at risk.	negative i.	●	●				●
Glass containers are inert, they prevent potentially harmful substances from migrating into food and beverages, and they do not alter the taste of products. Thanks to these attributes, glass packaging extends the shelf life of foods and beverages.	positive i.	●	●				●
Recalls or customer complaints pose a risk of reputational damage, loss of brand trust, and financial downsides.	risk	●	●	●			●
Glass is becoming more popular as a food and beverage packaging material because consumers are taking a critical view of petroleum-based packaging materials.	opportunity	●	●	●			●

G1 Business conduct
Corporate culture, Protection of whistleblowers, Management of relationships with suppliers incl. payment practices, Corruption and bribery

		Time horizon			Value chain		
Description	**IRO**	**Short-term**	**Medium-term**	**Long-term**	**Up-stream**	**Own ops.**	**Down-stream**
Absence of a strong and positive corporate culture can lead to non-compliant and illegal behaviour, negatively affecting employees and the environment.	negative i.	●	●			●	●
An ethical and compliant corporate culture contributes to employee satisfaction, engagement and wellbeing, and protects the environment.	positive i.	●	●			●	
Without an ethical corporate culture, the risk of non-compliance and illegal behaviour increases, potentially leading to legal proceedings and financial penalties.	risk	●	●			●	
A strong and positive corporate culture promotes ethical and compliant behaviour, enhances Vetropack's reputation, and ensures business success.	opportunity	●	●			●	
Absence of protection for whistleblowers results in non-compliant, unethical behaviour.	negative i.		●		●	●	●
Proper whistleblowing processes can identify legal issues such as corruption, fraud, environmental damage and data protection violations at an early stage, before harm is caused. Protection of whistleblowers ensures ethical and compliant business conduct.	positive i.		●		●	●	●
Lack of access to grievance mechanisms and absence of protection for whistleblowers increase the risks of legal proceedings and financial penalties.	risk		●	●		●	
Poor management of supplier relationships and late payment practices can undermine suppliers' financial and operational stability, negatively impacting their working conditions.	negative i.		●		●		
Transparent and ethical management of suppliers can improve their working conditions and protect the environment.	positive i.		●		●		
Non-compliance in Vetropack's supply chain impairs the company's reputation and reduces customers' trust, with financial downsides.	risk		●		●	●	
Strong, responsible and sustainable business relationships increase product quality and foster the company's competitiveness and business success.	opportunity		●		●	●	●
Corruption and bribery erode trust, impair employee and business relationships, and increase inequality.	negative i.		●			●	●
Incidents of corruption and bribery could lead to legal proceedings and financial penalties, thus damaging Vetropack's brand reputation and stakeholder trust with negative effects on business success.	risk		●			●	●
Compliant business behaviour improves brand reputation, strengthens relationships with customers and attracts new ones, resulting in positive financial effects.	opportunity		●	●		●	●

E1 Climate change

Climate mitigation is a challenge in our industry, driven by the high energy demand of glass production and the greenhouse gas emissions generated during the melting of raw materials. Guided by our SBTi-validated targets, we undertake key initiatives such as furnace transitions, sourcing and generating renewable electricity, increasing the recycled content of raw material mixes, and decarbonising the supply chain.

Impacts, risks and opportunities related to climate change

(E1 ESRS 2 IRO-1), (E1 ESRS 2 SBM-3)

At present, glass manufacturing relies heavily on fossil fuels such as natural gas and also on carbonated raw materials such as soda, limestone, and dolomite. Vetropack uses significant amounts of natural gas because temperatures of around 1,600°C are required to melt the raw materials. These processes result in Scope 1 greenhouse gas emissions. The electricity consumption needed to power the furnaces and operate auxiliary equipment such as compressors or conveyors causes Scope 2 greenhouse gas emissions. Our most relevant Scope 3 greenhouse gas emissions fall under Category 1: Purchased goods and services, arising from soda and packaging materials; these are followed by emissions in Category 4: Upstream transportation and distribution, including transportation of raw materials by diesel truck from suppliers' sites to Vetropack's plants.

Process for identifying and assessing climate-related risks

We identified our climate-related impacts at the same time as we prepared and committed to science-based greenhouse gas emission reduction targets. When we first screened our Scope 3 emissions, we also assessed and calculated greenhouse gas emissions under the Forest, Land and Agriculture (FLAG) standard; such emissions were found to be not material. We also reassessed and validated our climate-related impacts in the course of the Double materiality assessment process.

Vetropack implemented the requirements of the Task Force on Climate-related Financial Disclosures (TCFD) in the 2024 fiscal year. For this purpose, we carried out a multi-stage process to identify potential climate-related risks and opportunities, so as to assess their impacts on our business model and value chain. This process involved internal experts in the fields of sustainability and risk management as well as the Management Board. The starting points were Vetropack's corporate risk management and the risk matrix. To advance the process, we organised several workshops and involved subject-matter experts from our Risk Management, Sustainability, Legal and Compliance, and Finance teams. We conducted a benchmarking exercise using climate-related risks applicable to our industry peers, as well as a mapping exercise based on risks as proposed by the TCFD framework. We consolidated potential climate-related transition risks and opportunities, which we then assessed using the corporate risk classification scheme. Potential climate-related risks that were rated as very low were descoped and excluded from further assessment. In a series of workshops, we then established where in our value chain climate-related risks and opportunities are most likely to arise. We determined the time horizons for their expected occurrence, and assessed the financial and strategic impacts on our strategy and planning. Financial impacts were assessed using a qualitative approach. Climate-related risks and opportunities were validated by the Management Board and the Board of Directors.

In the double materiality assessment, we took the climate-related risks and opportunities into consideration, and we consolidated some of these (such as the physical risks). We assessed the climate-related risks and opportunities as still valid, but we aligned the classification of time horizons with the ESRS classification, as described under Basis for preparation.

The transition to a lower-carbon economy involves changes relating to policy, legislation, technology, and the market economy. Transition risks entail financial risks, depending on the nature and speed of these changes. The following table shows Vetropack's material climate-related transition risks, their impact on our business model, and our mitigation actions.

Climate-related transition risks

Transition risks	Impacts on Vetropack	Measures
Packaging and Packaging Waste Regulation (PPWR) – Policy and legal risk – Value chain: own operations, downstream – Timeframe: long-term	– Minimisation of packaging and standardisation criteria in regulations may reduce demand for customised bottle design and new packaging – Financial impact: high	– Thermally strengthened glass packaging solutions for reusable systems – Rightweighting our packaging – Drive innovation as our strategic pillar to develop glass packaging in line with regulations
Energy prices and carbon pricing – Policy and legal risk, also market risk – Value chain: own operations – Timeframe: short-term, medium-term	– The glass industry relies heavily on energy sources such as natural gas and electricity – Prices of energy and carbon increase and fluctuate, the availability of renewable energy is limited – Costs of upgrading the electrical infrastructure (e.g. power supply to plants from the grid), electrifying the process – Financial costs and decreasing competitiveness – Operational disruptions – Financial impact: high	– Implement the decarbonisation roadmap to reduce greenhouse gas emissions and, therefore, costs due to carbon pricing – Invest in alternative and/or low-carbon energies – Produce renewable energy with solar panels – Increase recycled content to reduce energy demand in production
Customer and consumer preferences – Market risk – Value chain: downstream – Timeframe: long-term	– Alternative new packaging solutions with a smaller environmental footprint may adversely affect customers' and consumers' preference for glass – Financial impact: low	– Implement the decarbonisation roadmap – Participate in initiatives such as Friends of Glass to raise awareness of the health and environmental benefits of glass packaging – Offer reusable, lightweight glass packaging in line with the circular economy

Successful adaptation to climate change and implementation of mitigation measures can open up opportunities for organisations and positively impact their competitive ability. The extent of climate-related opportunities depends on the region, market, and industry where an organisation operates. Vetropack has identified the following climate-related opportunities.

Climate-related opportunities

Opportunities	Impacts on Vetropack	Measures
Glass as a packaging solution in line with the circular economy – Products and services – Value chain: own operations, downstream – Timeframe: short-term, medium-term, long-term	– Although regulations such as the PPWR define packaging reduction targets and ban single-use packaging, Vetropack benefits from these regulatory developments because glass is a material that is recyclable and reusable and made of recycled content (cullet) – Financial impact: medium	– Promote and advertise glass as a recyclable and reusable packaging in line with the circular economy – Manufacture innovative lightweight packaging solutions that can be used as a standard solution for reusable systems
Energy efficiency and renewable energies – Energy sources – Value chain: own operations – Timeframe: short-term, medium-term, long-term	– By generating our own renewable energy, we become more independent and can cut costs – Using cullet as input material for new products reduces the energy demand in manufacturing – New energy-efficient technologies yield financial savings – Financial impact: medium	– Install solar panels and optimise furnace technology – Make improvements to production performance and invest in new technologies – Rightweighting to reduce material and energy consumption without changing the purpose of the packaging – Increase cullet content to reduce energy demand in production – Source renewable energy (e.g. power purchase agreements)
Consumers' preferences for glass packaging – Products and services – Value chain: downstream – Timeframe: short-term, medium-term, long-term	– Glass packaging can be reused and recycled in closed systems – Consumers prefer glass packaging because it is healthy, 'premium', and reduces (plastic) waste – Financial impact: low	– Offer innovative lightweight packaging solutions that can be used as a standard solution for reusable systems – Promote glass as a circular packaging solution

Climate-related physical risks

Climate-related physical risks can be event-driven (acute), such as floods – or they may manifest as long-term shifts in climate patterns (chronic), such as temperature increases. Physical risks can have financial implications for organisations because of damage to assets. They require protective measures and corresponding financial investments.

In 2024, Vetropack carried out an analysis of climate-related physical risks using two different tools. One was the WWF Risk Filter Suite, which makes use of a water risk filter and a biodiversity risk filter. This first assessment was complemented by the ThinkHazard! tool, which is based on datasets from the Global Facility for Disaster Reduction and Recovery. This semi-quantitative approach enabled us to determine the likelihood of various climate-related natural hazards, providing a starting point for identifying climate-related physical risks. We considered the geospatial coordinates of Vetropack's sites, but did not take our supply chain partners into account. While the assessment considered likelihood and magnitude, the duration of hazards was not assessed. The combination of the two tools delivered a picture of Vetropack's potential exposure to climate-related physical risks. As the scope of both these tools is limited, we have supplemented the assessment of climate-related physical risks with direct experience from our sites. We validated the results of the assessment based on the tools by taking account of local geographical conditions and the occurrence of past impacts or damage due to climate-related physical risks.

Physical risks	Impacts on Vetropack	Measures
Water-related issues – Chronic physical risk – Value chain: own operations – Timeframe: short-term, increasing in the long-term	– Water quality (including water temperature) may become a challenge as Vetropack depends on water for cooling the machinery – Water scarcity may limit water supply in the near-term and trigger stricter regulations in the long-term – Financial impact: low	– Comply with local water legislation – Measure water temperature and water quality before discharge into municipal systems – Use water mainly in closed loops
Rising temperatures and heat stress – Chronic and acute physical risk – Value chain: own operations – Timeframe: short-term, increasing in the long-term	– Rising temperatures and extreme heatwaves may impair employees' health and entail financial downsides due to restricted productivity – Financial impact: low	– Increase cooling capacity to ensure a healthy work environment for our employees – Provide fair working hours and regular breaks to safeguard employees' health
Natural hazards – Acute physical risk – Value chain: own operations – Timeframe: short-term	– Extreme weather events such as floods can disrupt operations and damage the company – Financial impact: low	– Insurance for property damage and business interruption – Protective measures, if not provided by the municipality

Our plants regularly measure water temperature and monitor water quality before discharging water into municipal systems. We minimise water consumption by using water mainly in closed loops. For more information on this, see section E3 Water and marine resources. Due to rising temperatures, we are increasing our cooling capacity and using air conditioning in offices and production sites to reduce our employees' exposure to heat stress. Because conditions in glass manufacturing are inherently hot, we support our employees by providing adequate supplies of fluids and regular breaks for cooling.

Although floods have affected some of our sites in the past, they did not interrupt our production. Additionally, we have analysed any possible risks of wildfires and landslides, but the likelihood of these events occurring is presently rated as very low to non-existent. Our most relevant climate-related physical risks are also assessed on site by our property damage insurer during risk engineering visits.

Business resilience based on scenario analysis

(E1 ESRS 2 SBM-3)

To gain a better understanding of how material risks and opportunities impact Vetropack's business model and strategy, we conducted a qualitative scenario analysis to assess the robustness and resilience of our response to potential risks and opportunities. Climate scenarios are hypothetical representations of possible future climate conditions based on different sets of assumptions about variables such as greenhouse gas emissions, socio-economic developments, technological advances, and policy interventions. Scenario analysis can play a key role in strategic conversations about the future – about what might unfold differently from business-as-usual. It helps identify indicators for assessing the external environment and recognising how the environment and society might evolve.

When implementing the TCFD recommendations in 2024, Vetropack analysed several groups of climate scenarios and decided to follow the Shared Socio-economic Pathways (SSP) scenarios, as these are derived from the findings of the Intergovernmental Panel on Climate Change (IPCC) and are based on various Representative Concentration Pathways (RCPs). At the same time, these scenarios also take socio-economic developments into account. Vetropack's scenario analysis was conducted with a qualitative approach and did not apply mathematical models.

To assess the climate-related risks, as shown in the table below, we considered a high-emission scenario (SSP5) as well as a climate scenario in line with limitation of global warming to 1.5°C. Thus, our assessment of the physical risks was not based exclusively on a high-emission scenario. In such a scenario, however, we identified an increase in the severity of climate-related physical risks and a decrease in climate-related transition risks. On the other hand, in a scenario based on limitation of global warming to 1.5°C, we concluded that the impacts of physical risks would decrease whereas transition risks would increase.

SSP1 The 1.5°C pathway	SSP2 Most likely scenario	SSP5 Fossil pathway
Development of society and the environment – Greenhouse gas emissions are significantly reduced, global warming remains limited to less than 1.5°C – Global promotion of sustainable development – Global cooperation supports adaptation to climate change and implementation of mitigation measures – Planetary boundaries are respected – Low material consumption, low energy intensity, responsible use of natural resources, circular economy	Development of society and the environment – Greenhouse gas emissions will peak in 2040 and halve by 2100, global warming is likely to range between 2°C and 3°C – Environmental systems experience degradation, with some improvements – Inequality between countries – Slight decline in resource and energy consumption	Development of society and the environment – Greenhouse gas emissions keep rising until 2100, global warming exceeds 3°C or 4°C – Severe challenges for adaptation and climate protection measures – Environmental degradation due to exploitation of natural resources and intensive use of fossil energy
Impact on Vetropack – Strong cooperation (e.g. FEVE, IPGR) to implement measures for adapting to and mitigating climate change – ESG regulations (e.g. PPWR) in force – Produce and use renewable energy – Technological innovations, such as improved availability and accessibility of furnaces that do not rely on natural gas – Reduced costs for establishing the necessary infrastructure, such as connecting the plants to the power grid – Awareness of glass collection and recycling – Glass packaging as a key contributor to the circular economy – Physical risks decrease – Transition risks increase	Impact on Vetropack – More scope for brand identity, fewer standardisation requirements in focus – Rightweighting – Glass recycling and single-use packaging – Physical risks increase slightly and affect Vetropack's business success – Transition risks increase slightly	Impact on Vetropack – Very little political pressure regarding reusable packaging and climate protection – Low glass collection rates – Supply chain and operational disruptions due to physical risks – Investments in renewable energies and technologies do not translate into market advantage. – Physical risks increase – Transition risks decrease

Based on the scenario analysis, Vetropack conducted a qualitative resilience analysis. The scope of this analysis covered the entire value chain, with a focus on our own operations. The impacts of physical and transition risks were taken into account. The analysis was carried out qualitatively, without the use of mathematical models. We considered critical assumptions regarding the transition to a low-carbon economy, such as energy availability and technological developments. Long-term time horizons were applied, as indicated in the table above. We estimated the anticipated financial effects of material physical and transition risks on a qualitative basis.

We assume that in a 1.5°C scenario, single-use and plastic packaging will be severely limited, while reusable packaging solutions (such as our thermally strengthened glass) will become the standard. In this context, customers and consumers are expected to prefer glass packaging, in particular due to its recycled content and reusable solutions. We also expect that in a 1.5°C scenario, the development of innovative furnaces that favour low-emission technology will be rapid, helping the entire glass packaging industry to switch to low-emission manufacturing processes. Rising fossil fuel prices and high carbon taxes could expose Vetropack to financial risks in a 1.5°C scenario. To reduce the impact of transition risks, we must implement our decarbonisation roadmap. On the other hand, the impacts of physical risks will decrease sharply in the 1.5°C scenario, reducing the need for financial investments in protective infrastructure.

If policymakers, society, and economies fail to implement effective climate mitigation measures and global temperatures rise as the result, the impact of transition risks will decrease, while physical risks will intensify. We expect the effects of climate-related physical risks to become more severe in the long term, especially in case of a high-emission scenario. This leads us to view early planning of prevention and adaptation measures as even more relevant. In a high-emission scenario, supply chain and operational disruptions would become more frequent. Customers and consumers would show little interest in reusable packaging, and glass collection rates would not increase.

Scenario analysis and related resilience analysis are subject to uncertainties. There are various areas of uncertainty: political and geopolitical developments and related risks, the speed of technological development, market trends, regulations, customer preferences and consumer behaviour, and the availability of renewable energy.

Transition Plan

(E1-1)

The strategic actions to address the identified climate-related risks and opportunities, along with our decarbonisation roadmap, are core elements of Vetropack's transition plan towards a low-carbon economy. In 2024, the Science Based Targets initiative (SBTi) validated Vetropack's greenhouse gas emission reduction targets.

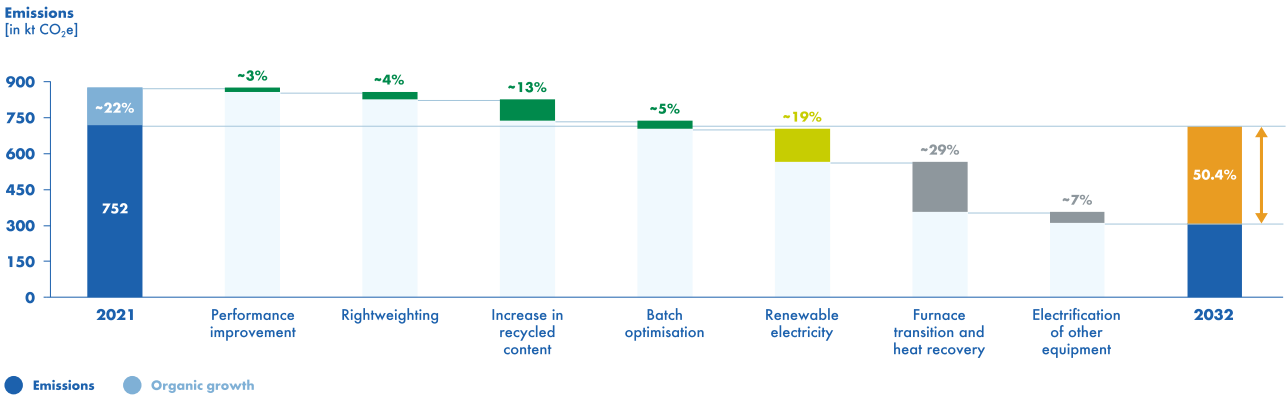
Vetropack is committed to achieving a reduction of 50.4 percent in its absolute Scope 1 and 2 emissions by 2032, compared to 2021 as the base year. We also aim to reduce absolute Scope 3 greenhouse gas emissions from purchased goods and services (soda and packaging), capital goods, fuel- and energy-related activities, and upstream transportation and distribution by 30 percent within the same timeframe. Our greenhouse gas emission reduction targets are aligned with the goals of the Paris Agreement, which aims to limit global warming to 1.5°C. In addition, we aim to obtain 100 percent of our electricity (across all our operations) from renewable sources by 2032.

To attain these goals, we have developed a transition plan based on the most relevant decarbonisation levers to reach our Scope 1 and Scope 2 climate targets. Some of these decarbonisation levers also impact Scope 3.

Vetropack's decarbonisation levers

Decarbonisation lever	Description	Scope of key actions	Time horizon
Performance improvement	– Improve energy efficiency as per the Performance Improvement Programme	all plants mainly Scope 1, 2	2032
Rightweighting	– Reduce the weight of glass packaging – Thermally strengthened glass	all plants Scope 1, 2, 3	2032
Increase of recycled content	– Increase recycled content in glass packaging (instead of raw materials)	all plants mainly Scope 1, 3	2030
Batch optimisation	– Reduce carbonates (soda) in the glass batch – Use synthetic carbonates (to replace dolomite); carbon capture (of production process emissions from furnace outlets), usage (mineralisation of CO_2 e.g. $NaCO_3$) and/ or storage (geological, mineral or chemical)	all plants mainly Scope 1	2032
100% renewable electricity	–Install photovoltaic plants at the sites –Sign Power Purchase Agreements (PPAs) –Buy certified renewable electricity	all plants with a focus on: Hum na Sutli, Kremsmünster, Boffalora mainly Scope 2	2024: St-Prex 2024: Kremsmünster 2025: Hum na Sutli 2026: Boffalora
Furnace transition and heat recovery	– Gradually increase electric boosting/ increase use of electrical energy in the new furnaces – Install additional equipment to support energy efficiency (e.g. batch preheating, waste heat recovery systems such as Organic Rankine Cycles (ORC))	all plants mainly Scope 1	2023: Boffalora 2024: Kyjov, Hum na Sutli 2027: Pöchlarn 2028: Kremsmünster
Electrification of other equipment	– Replace existing equipment with electric equipment (e.g. working ends, forehearths, lehrs)	all plants mainly Scope 1	2032

The following chart shows the contribution of each decarbonisation lever towards achieving our Scope 1 and Scope 2 greenhouse gas emission reduction target.



Disclaimer: the greenhouse gas reductions presented are projections for the coming years until 2032. These projections are based on assumptions such as: right-weighting of the products, availability and quality of recycled glass, usage of synthetic carbonates, percentage of renewable and low-carbon electricity, furnace re-build dates, and projected technology. These projections may be adjusted and are therefore subject to change.

Furnace transition and heat recovery: We continuously monitor the performance of our furnaces. Our most effective decarbonisation lever is the optimisation of our furnaces to improve efficiency, increase the percentage of electricity used, and thereby reduce reliance on natural gas. Furnace repairs and construction of new furnaces give us major leverage to make more efficient use of the natural gas required for the melting processes. When furnaces are rebuilt, we optimise their operating processes so their energy efficiency is improved by 10 to 15 percent. One way we can manage our greenhouse gas and energy-intense assets is by adopting new technologies. Our scope for action here depends on the technology available on the market. Going forward, the availability of government funding will become more important. In addition, we are installing equipment to improve energy efficiency, such as batch preheating (using heat from fumes to preheat raw materials before they enter the furnace) and Organic Rankine Cycles (ORC: generating electricity from the waste heat of furnace fumes).

Renewable electricity: By investing in low-carbon electricity, installing photovoltaic systems and generating our own energy, we become less dependent on external electricity suppliers and thus reduce our exposure to fluctuating energy prices. At the same time, these investments enable us to cut costs. We therefore aim to gradually increase the share of renewable electricity up to 100 percent by 2032, either through sourcing or from our own electricity production. As further measures to increase our percentage of renewable electricity, we buy certified renewable electricity and we plan to sign Power Purchase Agreements (PPAs).

Increase of recycled content: As described in section E5 Resource use and circular economy, we aim to achieve an average recycled content of 70 percent in our glass packaging by 2030. According to the European Container Glass Federation (FEVE), utilising 10 percent of used glass results in savings of about 2.5 percent on energy and 5 percent on CO_2 emissions, as compared to glass production using only non-renewable raw materials such as quartz sand and soda. Increasing the recycled content in our products lowers the energy demand in production and helps mitigate exposure to volatile energy prices.

Electrification of other equipment: We are evaluating the replacement of current equipment that uses natural gas with electric equipment. Examples include working ends, forehearths, and lehrs. Working ends are located downstream of the furnace, and their purpose is to improve the melting process. Forehearths convey the molten glass from the furnace to the various production lines.

Batch optimisation: Increasing the share of cullet is the main factor contributing to the reduction of greenhouse gas emissions generated during the melting process. The maximum achievable cullet content in the batch is limited by technical boundary conditions and is dependent on furnace design, raw cullet quality levels, and glass colour. To achieve further reductions in greenhouse gas emissions related to raw materials, we are investigating innovative material concepts in-house at Vetropack. Possible levers for further GHG emission reduction are:

- Reducing the volume of carbonates (e.g. soda, dolomite) in the batch
- Using decarbonated or synthetic carbonates
- New batch concepts that completely avoid the use of carbonated materials

We are also conducting trials with Carbon Capture and Storage (CCS) and Carbon Capture and Utilisation (CCU) technologies. In these processes, the CO_2 produced during glass manufacturing is collected from the furnaces and converted into minerals ($CaCO_3$, $NaCO_3$), which can either be reused in the production process (e.g. soda) or stored externally using geological, mineral, or chemical methods.

Rightweighting: As described in section E5 Resource use and circular economy, rightweighting of glass containers ensures that they meet the requirements for quality, design and functionality without the use of unnecessary material. After rightweighting, the glass is thinner, lower in weight, and has a reduced environmental footprint, but performance criteria such as quality, strength and design are maintained. Our thermally strengthened glass (Rezon) is around one third lighter than the glass used in conventional reusable bottles, yet is also more resistant to abrasion. Bottles produced using this manufacturing process save resources and reduce greenhouse gas emissions. So they offer an optimal solution in view of the Packaging and Packaging Waste Regulation (PPWR), and they also support our customers with their transition plans.

Performance improvement: Vetropack's drive to improve energy efficiency is based on our Performance Improvement Programme (PIP). The PIP aims to achieve economic and ecological efficiency thanks to strategic production planning. It focuses on optimisation of production capacities and optimal utilisation of furnace capacities.

Our **Scope 3** target is to achieve a 30 percent reduction in our absolute Scope 3 greenhouse gas emissions by 2032, compared to 2021 as the base year. These emissions fall under Category 1: Purchased goods and services from soda and packaging, Category 2: Capital goods', Category 3: Fuel- and energy-related activities, and Category 4: Upstream transportation and distribution. With regard to the decarbonisation of raw materials, capital goods and services such as soda, packaging, moulds and logistics, our main focus is on supplier engagement. We ask suppliers to provide information on the footprint of their products and to set greenhouse gas emission reduction targets. The most relevant levers to reduce our Scope 3 GHG emissions are:

- Category 1: Purchased goods and services: minimising carbonated raw materials such as soda, using packaging materials with a lower environmental footprint, replacing virgin foil by foil with recycled content.
- Category 2: Capital goods: recycling moulds.
- Category 3: Fuel- and energy-related activities: switching energy consumption from natural gas to renewable electricity.
- Category 4, Upstream transportation and distribution: switching from diesel to biodiesel and electric trucks for upstream transportation and distribution.

Vetropack also participates in research projects as a member of International Partners in Glass Research (IPGR). Key topics include optimising the composition of raw materials for glass production and testing of new furnace technologies.

To minimise the environmental footprint of our products, we apply the rightweighting approach in collaboration with our customers. We expect our thermally strengthened glass to play an increasing role in reducing the greenhouse gas emissions associated with our products. This packaging solution also supports reusability, in line with the Packaging and Packaging Waste Regulation (PPWR).

Vetropack's Board of Directors oversees our Clearly sustainable strategic pillar, which included the transition plan. Our greenhouse gas reduction targets and the transition plan are key elements of this strategic focus. Our Sustainability Steering Committee, with the CEO as a member, is responsible for developing and defining climate targets and emission reduction measures. The Committee also oversees implementation of the transition plan. Our Chief Technology Officer proposes the investment budget, which is subsequently approved by the CFO, CEO, and the Board of Directors. Comprehensive information on Vetropack's climate-related responsibilities is available in the Sustainability governance section.

Vetropack's transition plan and decarbonisation roadmap are fully embedded in and aligned with our overall business strategy (Business model and strategy 2030+) and our financial planning. The decarbonisation roadmap is also integrated into our long-term investment strategy. Clearly sustainable is the first of the five pillars of our corporate strategy, underscoring this integration. More on our sustainability strategy can be found under Strategy, value chain, stakeholders.

We have identified locked-in greenhouse gas emissions resulting from our assets. The term 'locked-in emissions' refers to future greenhouse gas emissions that are expected to occur due to existing infrastructure. In Vetropack's case, these emissions are associated with existing furnaces that operate primarily with natural gas and have an average lifespan of around 15 years. However, these emissions do not jeopardise the attainment of our greenhouse gas emission reduction targets, because the relevant assets have been accounted for in our transition plan. We acknowledge that such locked-in emissions may contribute to (or exacerbate) transition risks, particularly those related to energy prices and carbon pricing.

We have been working to align our financial activities with the EU Taxonomy (the classification system for environmentally sustainable economic activities). To develop our decarbonisation roadmap in line with the SBTi targets, we calculated the additional investments required to meet those targets. Due to the Omnibus package, we are treating this year as a trial year for sustainability re-

porting in accordance with the European Sustainability Reporting Standards (ESRS). Therefore, we have decided not to disclose the quantification of investments supporting the implementation of our transition plan. Moreover, we will not disclose objectives for aligning our economic activities with the EU Taxonomy criteria. Vetropack is not excluded from the EU Paris-aligned Benchmarks.

Vetropack made progress with implementing its transition plan during the reporting year. In 2025, the Board of Directors approved the investment for the furnace rebuild in Pöchlarn (Austria). The furnace, scheduled to start up in 2027, will be equipped with an electrical boosting system. Switching from fossil energy to electrical energy will initially reduce the furnace's GHG emissions by more than 20 percent. In Boffalora (Italy), the decision was taken to invest in a photovoltaic system which will be operational in 2026. The plant is designed to produce peak electrical power of 8.8 MWp. Additionally, the Performance Improvement Programme (PIP) focused on reducing soda consumption across the Group. We established the Rightweighting working group, which has begun work on optimising the weight of our most relevant products. Progress was also made with expanding the use of renewable electricity, and we have started procuring certified electricity, achieving approximately 25 percent renewable electricity by the end of the reporting year.

Policies related to climate change

(E1-2), (ESRS 2 MDR-P)

Vetropack's Health, Safety and Environmental Policy sets out the company's approach and actions to fulfill its responsibilities regarding environmental stewardship. As regards climate change, the policy's primary goal is to reduce greenhouse gas emissions and energy consumption. The policy covers climate change mitigation and energy efficiency.

Our Code of Conduct further reinforces Vetropack's dedication to protecting the environment and reducing the ecological footprint. While there are no specific technical policies dedicated to climate change, Vetropack implements appropriate measures to address climate-related issues such as energy use and emissions, and we ensure adherence to local legal requirements. The Health, Safety and Environmental Policy currently includes a commitment to reducing the company's environmental footprint, which encompasses climate change: all employees are expected to take the necessary steps to support responsible energy use and the reduction of greenhouse gas emissions. This policy, applicable to all employees and Business Units, calls for environmental awareness throughout the entire product lifecycle.

Responsibility for execution of the Environmental, Health and Safety Policy starts with the Management Board, and the policy is formally endorsed by the CEO. The Integrated Management System (IMS) department, covering quality, health and safety, environment, and sustainability, coordinates and oversees environmental activities including those related to climate change and energy, and develops guidelines to ensure effective implementation. The Sustainability Steering Committee supervises and directs related initiatives. The Engineering and Production department manages energy and climate-related aspects in production. IMS teams at each site are responsible for implementing the policy in respect of climate change and energy, ensuring that local requirements are met. We implement aspects of the policy relating to climate change as we put our decarbonisation actions into practice so as to achieve our SBTi targets.

Vetropack's Environmental, Health and Safety Policy does not reference external standards or initiatives, but is aligned with national environmental laws. No external parties were involved in its development. The policy is available to employees through the Integrated Management System but is not published externally. Employees are informed about the policy during the onboarding process, and its provisions are documented and distributed internally with translations provided to ensure understanding across all locations.

Actions related to climate change

(E1-3), (ESRS 2 MDR-A)

The overview below shows our most relevant actions to reduce greenhouse gas emissions. As part of our roadmap to achieve the SBTi targets, we calculated the amount of greenhouse gas emission reductions for each action. However, due to uncertainties and because estimates are included, we decided not to publicly disclose quantitative figures.

Decarbonisation lever	Action	Scope (plant)	Time horizon
Furnace transition and heat recovery	Replacement of two furnaces	Boffalora mainly Scope 1, 2	2023
Furnace transition and heat recovery	Furnace rebuild	Kyjov Scope 1, 2, 3	2024
Furnace transition and heat recovery	Furnace rebuild	Hum na Sutli mainly Scope 1	2024
Renewable electricity	Installation of several photovoltaic systems	Kremsmünster mainly Scope 2	2024-2026
Renewable electricity	Construction of a third solar power plant	Hum na Sutli mainly Scope 2	2025
Renewable electricity	Installation of an 8.8 MWp photovoltaic system	Boffalora mainly Scope 2	2025-2026
Rightweighting	Commissioning of the first industrial plant to produce thermally strengthened glass	Pöchlarn Scope 1, 2 and 3	2026
Furnace transition and heat recovery	Furnace rebuild	Pöchlarn mainly Scope 1	2027
Furnace transition and heat recovery	Combining the two furnaces to create one large furnace, capacity and energy efficiency will improve	Kremsmünster mainly Scope 1	2028 and onwards
Renewable electricity	Installation of several photovoltaic systems	Hum na Sutli Scope 2, 3	2019-2025

Our investments focus on technological innovations that promote the ecological efficiency of our processes. These investments include new furnaces with a higher electrical share. Furnaces lose around one percent of their efficiency every year due to natural ageing. On average, new furnaces deliver 10 percent better energy performance than predecessor models. This means that investments in various optimisation and refurbishment measures for our furnaces are crucial so we can produce more energy-efficiently and achieve our climate targets going forward. This is also why such investments are at the core of our decarbonisation roadmap, which sets out the strategic direction for achieving our climate targets as validated by the Science Based Targets initiative.

(E1-7)

Vetropack does not currently implement GHG removal activities, nor do we finance climate mitigation projects through carbon credits. Consequently, Disclosure Requirement E1-7 GHG removals and GHG mitigation projects financed through carbon credits is not applicable.

(E1-8)

As the glass packaging industry in the EU is subject to the EU Emission Trading Scheme (EU ETS), Vetropack applies an internal carbon price to support furnace capital expenditure (CapEx) investment decision. This carbon price primarily affects furnace operating expenses (OPEX) and is an integral part of the business case calculation. The carbon pricing approach is applied to furnace rebuilds at our sites within the European Union. Consequently, Vetropack's internal carbon price covers part of our Scope 1 and Scope 2 greenhouse gas emissions. In 2025, Vetropack applied an internal carbon price of 77 Euro per tCO_2. To define the internal carbon price, we use data from several leading analysts in the field of carbon markets and greenhouse gas pricing. These data are collected by FEVE and distributed to its member companies.

Targets related to climate change

(E1-4), (ESRS 2 MDR-T)

Vetropack has set greenhouse gas emission reduction targets in line with the goals of the Paris Agreement. The targets were validated by the Science Based Targets initiative in 2024.

- Reduce absolute scope 1 and scope 2 greenhouse gas emissions 50.4 percent by 2032 from a 2021 base year.
- Reduce absolute scope 3 greenhouse gas emissions (categories purchased goods and services (soda and packaging), capital goods, fuel- and energy-related activities and upstream transportation and distribution) 30 percent by 2032 from a 2021 base year.
- Source 100 percent of renewable electricity (entire operations) by 2032.

Our greenhouse gas emission reduction targets for Scope 1 and Scope 2 cover 100 percent of our greenhouse gas inventory boundaries. As defined in the Science Based Targets criteria, Scope 3 targets must cover at least 67 percent of the greenhouse gas inventory boundaries. In Vetropack's case, the Scope 3 target includes Category 1: Purchased goods and services (soda and packaging), Category 2: Capital goods, Category 3: Fuel- and energy-related activities, and Category 4: Upstream transportation and distribution. With a time horizon of 2032, our climate targets are defined as near-term targets; consequently, we do not have any interim targets.

We calculated our greenhouse gas emissions by applying the Greenhouse Gas Protocol and the SBTi methodologies. We did not use a sectoral decarbonisation pathway to derive our targets, because no such standard exists for our industry. When setting the targets, we took underlying climate and policy scenarios and future developments into account, as these considerations influence our ability to reduce greenhouse gas emissions.

Key input factors for our Scope 1 and Scope 2 target included energy consumption, raw material consumption, and supplier-specific emission factors regarding electricity. For our Scope 3 target, the most important input data comprised: quantities of purchased raw materials and packaging, expenditure on purchased goods and services, capital goods, energy consumption, goods transportation distances, quantity of waste, commuting distances, business travel expenses, leased assets, energy consumption for processing and use of products, quantity of products sold, and related emission factors.

Our greenhouse gas inventory, its system boundaries and the respective targets have been reviewed and validated by the Science Based Targets initiative in 2024. We chose 2021 as the baseline year because it is representative of the activities covered. In 2021, our site in Moldova was already part of the Group, and the Ukrainian site was fully operational. Vetropack also involved its strategic customers in the target-setting process.

The following table shows the progress towards achieving the GHG emission reduction targets compared with the 2021 base year:

GHG emissions reduction compared to the base year 2021	**2025**	**2024**	**2023**	**2022**	**2021**
Percentage reduction of combined Scope 1 and Scope 2 market-based GHG emissions	– 13%	– 9%	– 12%	– 13%	
Percentage reduction in Scope 3 GHG emissions within the Scope 3 target boundary	n/a	11%	22%	– 15%	
Percentage reduction in Scope 3 GHG emissions	n/a	14%	21%	– 15%	
Percentage of total GHG emissions reduction	n/a	1%	3%	– 14%	

Compared with the 2021 base year, Vetropack reduced its Scope 1 and Scope 2 GHG emissions by 13 percent. For the Scope 3 target (Category 1: Purchased goods and services, soda and packaging; Category 2: Capital goods; Category 3: Fuel- and energy-related activities; Category 4: Upstream transportation and distribution), Vetropack's GHG emissions increased by 14 percent between the 2021 base year and 2024. This increase is due to the use of more accurate emission factors for the calculation of Scope 3 emissions since 2023. As a result, comparability with the base year is limited. Vetropack is considering recalculating the base year value in the future. As described later in this chapter, Vetropack's Scope 3 GHG emissions are reported with a one-year delay.

Metrics related to climate change

Energy consumption

(E1-5), (ESRS 2 MDR-M)

Energy consumption and mix in MWh	Change	2025	2024
Fuel consumption from coal and coal products	n/a	–	–
Fuel consumption from crude oil and petroleum products	– 17%	8 602	10 346
Fuel consumption from natural gas	2%	2 188 031	2 137 807
Fuel consumption from other fossil sources	n/a	–	–
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	– 27%	224 855	309 917
Total energy consumption from fossil sources	**– 1%**	**2 421 488**	**2 458 070**
Share of fossil sources in total energy consumption (%)	**– 3%**	**91%**	**94%**
Total energy consumption from nuclear sources	**– 15%**	**125 773**	**147 315**
Share of energy consumption from nuclear sources in total energy consumption (%)	– 17%	5%	6%
Fuel consumption from renewable sources	n/a	–	–
Consumption of purchased or acquired electricity, heat, steam, cooling from renewable sources	4.610%	112 941	2 398
Consumption of self-generated non-fuel renewable energy	114%	2 026	948
Share of renewable sources in total electricity consumption (%)	**2.400%**	**25%**	**1%**
Total energy consumption from renewable sources	**3.336%**	**114 967**	**3 346**
Share of renewable sources in total energy consumption (%)	**n/a**	**4%**	**0%**
Total energy consumption	**2%**	**2 662 228**	**2 608 731**
Energy intensity per net revenue (MWh/MCHF)[1]	**10%**	**3 418**	**3 098**
Energy intensity per metric tonnes of glass produced (MWh/t)[2]	**– 0%**	**1.81**	**1.82**
Non-renewable energy production	47%	66 198	44 964
Renewable energy production (e.g. photovoltaic plants)	114%	2 026	948
Total energy production	49%	68 224	45 912

[1] Vetropack's entire energy consumption is associated with activities in a high climate impact sector (NACE C23.1.3). The entire revenue is generated from activities within a high climate impact sector.

[2] Entity-specific: Glass produced that satisfies all quality and safety requirements thus qualifying for sale

Reporting principles: Vetropack's energy consumption metrics cover our own operations, with the exception of leased locations in Zagreb and Bucharest. These office locations are rented and not under Vetropack's operational control. Energy consumption metrics include heating and stationary combustion sources such as furnaces, working ends, forehearths and lehrs. They also cover the vehicle fleet (owned and leased vehicles) and equipment such as forklifts, dumpers and front loaders. Fugitive emissions are included, too.

Energy consumption is calculated by multiplying the fuel consumption (e.g. in litres or Nm^3) by the lower heating value LHV (net calorific value NCV) of each fuel and converting the result into MWh. Fuel consumption from crude oil and petroleum products includes the consumption of light fuel oil, petrol and diesel. In our understanding, fuel consumption from natural gas includes natural gas, CNG (compressed natural gas) and LPG (liquefied petroleum gas). Energy consumption from nuclear sources is determined by first considering contractual instruments for electricity with specified attributes (if applicable) and subsequently multiplying the remaining grid-delivered electricity by the nuclear share of the electricity mix. The consumption of self-generated non-fuel renewable energy relates exclusively to electricity generated by the Group's own photovoltaic installations. The 2024 and 2025 energy data are based on actual measured values.

The main petroleum-based products consumed are diesel and petrol for the vehicle fleet, and light fuel oil for stationary combustion. The 17 percent decrease between 2024 and 2025 is attributable to the fact that, in 2024, Vetropack Straža used a significant amount of diesel due to a two-day natural gas outage. Fuel consumption from natural gas (including liquefied petroleum gas) increased slightly (+2 percent) between 2024 and 2025 due to an overall increase in production. The consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources decreased by 27 percent due to changes in the volume of

purchased electricity from renewable sources. The decrease in consumption from nuclear sources (–15 percent) is due to an increase in energy consumption from renewable sources. As a result of increased purchases of electricity from renewable sources (e.g. Power Purchase Agreements) the overall consumption of purchased or acquired electricity from renewable sources increased significantly (+4,610 percent). Total energy consumption from renewable sources also increased significantly, by 3,336 percent. Non-renewable energy production (related to heat recovery) increased (+47 percent) due to higher production levels in Kremsmünster, Pöchlarn, Kyjov and Gostomel, as well as new energy production in Boffalora. Renewable energy production increased due to higher renewable energy generation related to the photovoltaic plants at Vetropack Straža (+114 percent). Overall, total energy consumption increased by 2 percent between 2024 and 2025. Due to a decrease in net revenue, energy intensity per net revenue increased by 10 percent.

The total energy consumption figure for 2024 slightly differs from the value published in the Annual report 2024. This is primarily due to the fact that under previous reporting in accordance with GRI, no distinction was made between lower heating value and higher heating value. In addition, alignment with the EU Emissions Trading System (EU ETS) and the increased availability of site-specific data have improved the accuracy of the reported figures.

Greenhouse gas emissions

(E1-6), (ESRS 2 MDR-M)

Gross Scope 1 and 2 GHG emissions (tCO_2e)	**Change**	**2025**	**2024**
Gross Scope 1 + 2 GHG emissions (market-based)	**– 5%**	**654 934**	**685 883**
Gross Scope 1 GHG emissions	2%	558 412	545 599
Percentage of Scope 1 GHG emissions from regulated emissions trading schemes	– 2%	79%	81%
Gross Scope 2 GHG emissions (location-based)	– 14%	104 978	121 611
Gross Scope 2 GHG emissions (market-based)	– 31%	96 522	140 284
Percentage of contractual instruments used for sale and purchase of bundled energy with attributes about energy generation in relation to Scope 2	– 12%	15%	17%
Percentage of contractual instruments used for sale and purchase of unbundled energy with attribute claims in relation to Scope 2	58%	38%	24%

Reporting principles: Vetropack's greenhouse gas inventory is calculated in accordance with the Greenhouse Gas Protocol Corporate Standard. The operational control approach has been applied. Emission factors for Scope 1 GHG emissions from fuel combustion are either supplier-specific (primary emission factors provided by fuel suppliers or determined through laboratory analysis) or derived from the DEFRA GHG Conversion Factors dataset (2025 dataset for reporting year 2025 and 2024 dataset for 2024). Scope 1 process emissions relate to the decomposition of carbonate raw materials (soda, limestone and dolomite). These emissions are calculated in line with EU ETS monitoring requirements using material-specific calculation methods. Emission factors used for the calculation of Scope 2 location-based GHG emissions are based on country-specific electricity grid factors published by the International Energy Agency (IEA) (2025 dataset for 2025 and 2024 dataset for 2024). Scope 1 covers direct GHG emissions from sources owned or controlled by Vetropack, including stationary combustion (primarily natural gas), process emissions from carbonate decomposition in raw materials (mainly soda, limestone and dolomite), mobile combustion from the fleet, and fugitive emissions from refrigerant leakages. Scope 2 market-based GHG emissions are calculated using supplier-specific emission factors as provided by Vetropack's energy providers. Where supplier-specific emission factors or contractual instruments are not available, residual mix factors are applied. Market-based Scope 2 emissions are determined by considering the following sources and contractual instruments: self-generated electricity (e.g. from photovoltaic installations), energy attribute certificates, which are contractual instruments used for the purchase of bundled or unbundled electricity with specific attributes, green energy tariffs, the quantity of grid-supplied electricity, supplier-specific emission rates or, where these are not available, residual mix emission factors or location-based emission factors.

Vetropack reduced its combined Scope 1 and Scope 2 GHG emissions covered by the SBTi target by 4.5 percent between 2024 and 2025. The main driver of this reduction was the purchase of electricity from renewable sources. Scope 1 GHG emissions increased slightly between 2024 and 2025 due to an increase in production. These emissions arise from the combustion of natural gas and process emissions, as well as from the combustion of other fuels (light fuel oil, diesel, petroleum, liquefied petroleum gas) and fugitive emissions (refrigerant leakages). The reduction in the percentage of Scope 1 GHG emissions covered by regulated emissions trading schemes is related to the closure of the production plant in St-Prex in 2024. Vetropack's Scope 2 GHG emissions (location-based) decreased due to lower emission factors. Scope 2 GHG emissions (market-based) decreased by 31.2 percent as a result of the purchase of electricity from renewable sources.

Total Scope 1 and Scope 2 GHG emissions for 2024 deviate by 0.8 percent compared to the values published in Annual report 2024. As described under energy consumption, the lower heating values (LHV) of fuels were applied for the calculation of energy

consumption. In addition, alignment with the EU Emissions Trading System methodology and the increased use of site-specific data improved the accuracy of Scope 1 emissions. The slight change in Scope 2 emissions is primarily attributable to the use of 2024 market-based emission factors, whereas the previously published 2024 figures were calculated using 2023 emission factors due to data availability constraints.

Gross Scope 3 GHG emissions (tCO_2e)	**Change**	**2024**	**2023**
Gross Scope 3 GHG emissions	– 6%	667 770	712 260
Scope 3 GHG emissions within target boundary: purchased goods and services (soda, packaging), capital goods, fuel- and energy-related activities, upstream transportation and distribution	– 9%	473 404	520 221
1. Purchased goods and services	– 2%	262 209	266 712
2. Capital goods	– 51%	50 045	102 869
3. Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	3%	97 492	94 565
4. Upstream transportation and distribution	4%	141 794	135 809
5. Waste generated in operations	1%	11 656	11 594
6. Business travel	– 28%	767	1 068
7. Employee commuting	– 5%	3 716	3 910
8. Upstream leased assets	3%	3 582	3 475
9. Downstream transportation and distribution	5%	64 115	60 834
10. Processing of sold products	3%	6 332	6 142
11. Use of sold products	n/a	-	-
12. End-of-life treatment of sold products	3%	25 971	25 191
13. Downstream leased assets	0%	89	89
14. Franchises	n/a	-	-
15. Investments	0%	2	2

Reporting principles: Vetropack's Scope 3 GHG emissions were calculated in accordance with the Greenhouse Gas Protocol (Corporate Value Chain (Scope 3) Accounting and Reporting Standard). The reporting of Scope 3 GHG emissions is subject to a one-year time lag. Consequently, it is currently not possible to disclose the aggregate Scope 1, 2 and 3 GHG emissions for the 2025 reporting year, as required by the ESRS.

Category 1 Purchased goods and services includes greenhouse gas emissions arising from the production of purchased goods and services, such as raw materials, packaging materials and externally sourced services. Emissions were calculated using activity-based data for raw materials and packaging and spend-based data for indirect spend. Emission factors were sourced from Ecoinvent.

Category 2 Capital goods covers GHG emissions associated with the manufacture of capital goods, including machines and equipment, moulds, buildings, furnaces and refractories. Emissions were calculated using spend-based data and emission factors provided by the U.S. Environmental Protection Agency (EPA) and Exiobase.

Category 3 Fuel- and energy-related activities includes GHG emissions from fuel and energy related activities not included in Scope 1 or 2, arising from the purchase of natural gas, electricity and other fuels as well as energy-related activities not included in Scope 1 or 2, arising from the purchase of natural gas, electricity and other fuels. Emissions were calculated using activity-based data based on fuel and energy consumption (MWh and litres). Emission factors were sourced from CO2emissiefactoren.be and the International Energy Agency (IEA).

Category 4 Upstream transportation and distribution comprises emissions from inbound and outbound transportation of goods by road, rail and sea under the control of Vetropack. Emissions were calculated using activity-based data based on transport mode. Emission factors were sourced from the Ecoinvent database and the Global Logistics Emissions Council (GLEC) framework. Inbound transportation was allocated across transport modes based on estimated modal splits for each major raw material category. Outbound transportation was calculated based on assumed modal splits.

Category 5 includes GHG emissions from waste management activities, such as recycling, incineration and landfilling of operational waste. Emissions were calculated using activity-based data based on quantities of waste generated, including waste streams and wastewater. Emission factors were sourced from DEFRA and ADEME.

Category 6 Business travel covers GHG emissions from business travel, including car rental, air travel, and hotel services. Emissions were calculated using spend-based data and emission factors sourced from the U.S. Environmental Protection Agency (EPA), Mar-

ket Economics Limited, and Exiobase. Allocation across travel modes was based on estimated spending patterns and external survey data.

Category 7 Employee commuting includes GHG emissions from employee commuting using private cars or public transportation. Emissions were calculated using activity-based data based on the number of employees and estimated commuting patterns. Emission factors were sourced from CO2emissiefactoren.nl. Assumptions regarding working days, transport modes, and average commuting distances were applied.

Category 8 covers GHG emissions from leased warehouses used to store goods and from leased offices in Zagreb and Bucharest. Emissions were calculated using a combined approach based on spend-based data for leased warehouses and activity-based data for leased office space. Emission factors were sourced from the U.S. Environmental Protection Agency (EPA) and the International Energy Agency (IEA).

Category 9 Downstream transportation and distribution includes GHG emissions from the transportation and distribution of products to customers and managed by the customers (so called 'self-pickers') and from retail-related activities. Emissions were calculated using activity-based data based on tonne-kilometres of downstream transportation. Emission factors were sourced from the Ecoinvent database and the Energy Information Administration (EIA). Downstream transportation was assumed to be predominantly conducted by road transport.

Category 10 Processing of sold products covers emissions arising from the processing of sold products, including the filling of packaging by filling companies and the decoration of bottles. Emissions were calculated using activity-based data based on energy consumption and volumes of processed glass. Emission factors were sourced from the International Energy Agency (IEA) and the GHG Protocol.

Category 11 Use of sold products is not applicable, as Vetropack's products do not generate greenhouse gas emissions during their use phase.

Category 12 End-of-life treatment of sold products includes GHG emissions from the recycling, incineration and landfilling of Vetropack's products at the end of their life cycle. Emissions were calculated using activity-based data based on volumes of glass placed on the market. Emission factors were sourced from DEFRA. End-of-life treatment pathways were allocated across recycling, landfill, and combustion based on data from FEVE.

Category 13 Downstream leased assets covers GHG emissions from residential properties leased in Switzerland. Emissions were calculated using spend-based data based on rental amounts. Emission factors were sourced from the U.S. Environmental Protection Agency (EPA).

Category 14 Franchises is not applicable, as Vetropack does not operate franchises.

Category 15 Investments includes emissions associated with Vetropack's investment in the company Austria Glass Recycling. Emissions were calculated using activity-based data based on the number of employees and office floor space. Emission factors were primarily sourced from CO2emissiefactoren.nl and the International Energy Agency (IEA).

Vetropack managed to reduce its Scope 3 GHG emissions by 6 percent between 2023 and 2024, with a 9 percent reduction within the GHG emissions reduction target boundary (Category 1: Purchased goods and services – soda and packaging; Category 2: Capital goods; Category 3: Fuel- and energy-related activities; Category 4: Upstream transportation and distribution). The largest reduction (–51 percent) was achieved in Category 2, mainly due to lower expenditure on capital goods such as machinery and equipment. GHG emissions in Category 1 decreased by 2 percent, primarily as a result of reduced purchases of soda and lower indirect spend. Emissions in Category 3 increased slightly (+3 percent) due to higher production volumes. Category 4 emissions increased by 4 percent as a result of higher activity data. Besides the categories included in our Scope 3 target, GHG emissions related to business travel decreased (–28 percent).

Total GHG emissions Scope 1, 2, 3 (tCO_2e)	**Change**	**2024**	**2023**
Total GHG emissions (Scope 1, 2, 3)			
sum of Scope 1, Scope 2 (location-based), Scope 3	– 2%	1 334 980	1 357 798
sum of Scope 1, Scope 2 (market-based), Scope 3	– 2%	1 353 653	1 374 769
Total GHG emission intensities			
location-based (per MCHF revenue)	5%	1 585	1 511
market-based (per MCHF revenue)	5%	1 607	1 530
market-based (per metric tonnes of glass produced)	– 4%	0.94	0.99
Biogenic emissions	n/a	-	-

As a company in the glass packaging industry, Vetropack does not generate biogenic emissions, as it neither combusts biomass nor uses processes involving the biodegradation of biomass.

Total GHG emissions intensities per revenue increased due to a decrease in revenue.

E2 Pollution

Air emissions from glass production, in particular nitrogen oxides and sulphur oxides, have been identified as a new sustainability matter. We address related impacts, risks and opportunities by applying Best Available Techniques (BAT) and taking measurements as required by law.

Impacts, risks and opportunities related to pollution

(E2 ESRS 2 IRO-1)

As part of our double materiality assessment, we analysed potential impacts, risks and opportunities related to the pollution topics listed in ESRS 1, Application Requirement 16 (AR 16), and we identified pollution of air as a material sustainability matter. This process involved internal experts from the Engineering and Production department together with the Sustainability Manager and external stakeholders, as described under Double materiality assessment.

Combustion of natural gas in furnaces and melting of cullet and raw materials such as quartz sand, soda, dolomite, and feldspar generate air emissions including nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOCs), and fine particulate matter (PM). Dust emissions can occur when cullet is crushed in the cullet treatment plants. These emissions may adversely affect air quality and can harm ecosystems and human health. Non-compliance with emission limits can lead to sanctions. Stricter environmental standards may require process adjustments or investments in new technologies. Conversely, investing in Best Available Techniques (BAT) to reduce air emissions can offer an opportunity. Our site managers maintain dialogue with local authorities regarding environmental regulations.

Policies related to pollution

(E2-1), (ESRS 2 MDR-P)

Vetropack's Health, Safety and Environmental Policy sets out our objectives for managing responsibilities regarding health, safety and environmental protection. With respect to air pollution, the overarching aim of the policy is to minimise negative environmental impacts while maintaining and improving environmental standards. We prioritise environmental protection throughout the entire lifecycle of our products, including the reduction of emissions to air.

Vetropack's Code of Conduct reinforces our commitment to environmental responsibility and to reducing our ecological footprint. Vetropack takes the necessary measures to address related issues and ensure compliance with applicable environmental regulations; this also includes applying the Best Available Techniques in production. Local rules and regulations specified by authorities define air pollution limits.

Our Health, Safety and Environmental Policy applies to all employees and entities. With regard to air pollution, the policy focuses on our own operations but requires environmental awareness throughout the entire product lifecycle. The policy does not currently specify substances and pollutants, but refers to air emissions in general.

Accountability for implementing the Health, Safety and Environmental Policy begins with the Management Board. The policy is signed off electronically by the CEO. The Integrated Management System (IMS) department, which covers Quality, Health and Safety, Environment, and Sustainability, coordinates and monitors activities related to environmental protection (including air emissions); it also develops and enacts guidelines to ensure implementation. The Sustainability Steering Committee oversees related actions. The Engineering and Production department is responsible for implementing appropriate technology to comply with environmental rules and regulations. The local IMS and technical teams implement the policy on air pollution, and ensure that local air-related requirements are met.

Our Health, Safety and Environmental Policy does not refer to any third-party standard but is aligned with environmental legislation. When defining the policy, we considered the interests of relevant stakeholders such as employees, customers, and authorities. Employees can access the Health, Safety and Environmental Policy via the Integrated Management System, although the policy is not publicly available. It is translated into local languages to ensure employees understand it and can act accordingly.

Actions related to pollution

(E2-2), (ESRS 2 MDR-A)

Vetropack not only ensures compliance with environmental law, but also aims to reduce air pollution. For new investments, the company's focus is on consistently applying Best Available Techniques (BAT) as the engineering standard for new projects. This means that every new investment in relevant technologies (such as filter systems) will lead to a significant reduction in air pollution.

Technical measures include the use of low-NOx burners and electrification, as well as prioritisation of furnace designs with the highest energy efficiency levels to limit the amount of exhaust gas produced during the melting process. Vetropack also installs efficient gas cleaning equipment in its plants to ensure that air pollutants, including nitrogen oxides (NOx) and sulphur dioxide (SO_2), remain below the thresholds defined by local and international regulations such as the EU Industrial Emissions Directive (IED) (2010/75/EU).

Most of our sites are equipped with electrostatic precipitators (ESPs) to remove dust. Other sites, such as Boffalora (Italy), use DeNOx technology, which is a technology that abates NOx in the fumes leaving the furnaces.

Compliance with emission regulations is monitored locally in accordance with applicable requirements. The frequency and scope of measurements vary by site, depending on local regulations. Some plants operate automatic continuous measurement systems. These are connected to state authorities so the plants can report emissions directly to them as required by law. At other plants, measurements are taken once per year. In certain Business Units, compliance levels are integrated into management's balanced scorecards, as is the case at our Italian site in Boffalora.

As part of our decarbonisation roadmap (E1 Climate change), Vetropack is working to electrify its furnaces. This reduces natural gas consumption and consequently lowers NOx emissions due to reduced air intake. New furnace investments are expected to decrease energy consumption and achieve further reductions in air emissions.

Targets related to pollution

(E2-3), (ESRS 2 MDR-T)

Given that pollution of air has been newly identified as a material sustainability matter, Vetropack has not set any quantitative targets for reducing its emissions into air. However, we are confident that we will be able to reduce air pollution by implementing furnace rebuilds and transitioning to furnaces with a higher electrical share, within the scope of our decarbonisation roadmap and transition plan. Since our greenhouse gas emission reduction targets will also contribute to reducing air pollution, Vetropack does not currently plan to set separate targets for air pollution.

Vetropack defines its standards for preventing air pollution in alignment with applicable rules and regulations in all countries where it operates. These targets are primarily determined by national legislation and industry standards.

Metrics related to pollution

(E2-4), (ESRS 2 MDR-M)

Pollution of air metrics in kilogram	Change	2025	2024
Nitrogen oxide emissions (NO_x/ NO_2)	1%	2 055 136	2 031 106
Sulphur oxide emissions (SO_x/ SO_2)	16%	849 160	729 863

Reporting principles: Based on Annex II of Regulation (EC) No 166/2006 of the European Parliament and of the Council (European Pollutant Release and Transfer Register E-PRTR Regulation), we identified nitrogen oxide emissions and sulphur oxide emissions as pollutants for which the applicable threshold values specified in Annex II of the Regulation (EC) No 166/2006 are exceeded.

Vetropack's Austrian manufacturing sites in Kremsmünster and Pöchlarn have continuous measurement systems in place for nitrogen oxide (NOx/NO_2) and sulphur oxide (SOx/SO_2) emissions. The sites in Kyjov (Czech Republic), Gostomel (Ukraine), Nemšová (Slovakia), Boffalora (Italy) and Hum na Sutli (Croatia) measure NOx/NO_2 emissions at least once per year. These measurements typically last several hours in order to calculate an average emission rate (kg per hour), which is then multiplied by the number operating hours per year (plants operate throughout the entire year) to determine annual emissions. The production site in Chișinău (Moldova) does not carry out direct air-emission measurements. Air emissions at this site are therefore calculated using legally prescribed emission factors.

NOx emissions at all production sites exceeded the threshold values set by the E-PRTR Regulation in both 2024 and 2025. SOx emissions at Vetropack's sites in Croatia, Moldova and Italy exceeded the threshold values in 2024. In 2025, the same sites, as well as the Ukrainian site, exceeded the threshold values.

There was a slight increase in nitrogen oxide emissions due to the restart of a furnace at Vetropack Gostomel (Ukraine) and an increase in production at our Italian site. Sulphur oxide emissions also increased between 2024 and 2025 as a result of higher production levels in Boffalora, as well as the Ukrainian site exceeding the threshold and increasing its production.

E3 Water and marine resources

Water is an important resource in glass production. It is used primarily to cool machinery in closed-loop systems. As part of our commitment to sustainable operations, we implement efficient water management practices that include monitoring water withdrawal, consumption, and discharge.

Impacts, risks and opportunities related to water

(E3 ESRS 2 IRO-1)

To identify water-related impacts, risks, and opportunities, Vetropack assessed its business model and operations by applying the ESRS double materiality process. We involved experts from Engineering and Production together with external stakeholders such as customers, suppliers, shareholders and policymakers. Material impacts, risks and opportunities related to water were identified in our own operations and particularly in glass manufacturing, where water is essential for cooling hot unformed glass, air compressors and electrical transformers. Water circulates in closed-loop systems during this process. Other uses of water include cleaning cullet before it is processed to make new glass containers, and cleaning reusable plastic pads and pallets. Oils and emulsions are used to cut gobs with shears, a process that requires proper treatment of the water before it is discharged or reused.

High levels of water consumption and withdrawal at certain sites may negatively impact local water availability and aquatic ecosystems. Failure to comply with water quality standards or environmental regulations could result in regulatory or financial penalties. In the future, we may face risks related to increasing water scarcity, which could necessitate investments in process adjustments. On the other hand, opportunities for cost reduction and operational resilience may arise from implementing efficient water management practices. The overview of the IROs related to water can be found under Double materiality assessment. At present, no regular consultations regarding water-related impacts, risks and opportunities take place with affected communities.

Policies related to water

(E3-1), (ESRS 2 MDR-P)

Vetropack's Health, Safety and Environmental Policy outlines the company's objectives and measures for managing its responsibilities in relation to health, safety, and the environment. As regards water, the overarching aims of the policy are to reduce negative environmental impact and handle natural resources responsibly, while maintaining and continuing to develop environmental standards. Environmental protection is a priority throughout the entire lifecycle of Vetropack's products. This includes adopting a responsible approach to water consumption and discharge, as stated in the policy.

In addition, the Code of Conduct strengthens Vetropack's commitment to environmental responsibility. Although no specific technical policies for water management are in place, Vetropack implements the measures necessary to address water-related issues, and we ensure compliance with all local regulations by applying the best available technology in production.

All employees are required to take the measures necessary to ensure responsible water management. The policy applies to all employees and entities. With regard to water, the policy focuses on Vetropack's own operations but also requires environmental awareness throughout the product lifecycle.

Accountability for implementing the Health, Safety and Environmental Policy begins with the Management Board, and the policy is signed off by the CEO. The remit of the Integrated Management System (IMS) department covers quality, health and safety, the environment, and sustainability. This department coordinates and monitors activities related to the environment, including water, and it develops and enacts guidelines to ensure implementation. The Group Sustainability Manager is responsible for the strategic management of water-related impacts, risks and opportunities. The Sustainability Steering Committee oversees related actions. Our Engineering and Production department is responsible for water management in production. Our IMS teams at the sites implement the water-related policy and ensure that local water-related requirements are met.

Vetropack's Health, Safety and Environmental Policy does not explicitly refer to any third-party standards or initiatives, but it is aligned with local environmental legislation. When setting the policy, we took into account the interests of key stakeholders, such as employees (with regard to health and safety), customers, and authorities. The policy is accessible to employees via the integrated management system but is not publicly available. The provisions are set out in writing and translated into local languages to ensure understanding.

Actions related to water

(E3-2), (ESRS 2 MDR-A)

Vetropack's approach to water management is based on stewardship and compliance with all applicable legal requirements. In glass production, water is primarily used for cooling processes in closed-loop systems, which reduce consumption and the risk of contamination. Environmental criteria – including water consumption – are considered in procurement decisions for new equipment and machinery, as set out in our Procurement Policy. When replacing cooling systems, Vetropack favours the adoption of closed-loop technology and oil-free technologies (such as oil-free compressors) to mitigate the risk of water hazards.

Our water-related actions focus on our own operations. The expected outcomes are a continuous reduction in water withdrawal, consumption, and discharge, as well as ongoing compliance with legal requirements.

Monitoring and measurement of water withdrawal, consumption, and discharge are core elements of our water management. Other actions to save water include the elimination of leakages in water networks, the systematic conversion of all water circuits to closed-loop systems, the prioritisation of air-cooled compressors and transformers, and the installation of adiabatic coolers when cooling towers are replaced.

Water quality, including water temperature, is routinely checked prior to discharge. Water treatment systems are in place to ensure that regulatory thresholds for wastewater are not exceeded. We carefully manage oils and emulsions used in production to prevent contamination of water networks, and our water treatment systems are designed to meet legal discharge requirements.

In the year under review, Vetropack conducted a water risk assessment to identify areas at water risk, including areas of high-water stress. These are defined as regions where the percentage of total water withdrawn is high (40-80 percent) or extremely high (greater than 80 percent) in the Aqueduct Water Risk Atlas tool of the World Resources Institute (WRI). We therefore applied the WWF Water Risk Filter and the WRI Aqueduct Water Risk Atlas. This dual-tool approach provided robust, region-specific insights

into water supply risks, flooding risks, water quality risks, and regulatory risks. The water risk assessment process involved the following steps:

- setting up the site and extracting tool-based risk indicators
- screening and merging complementary indicators
- assessing relevance and descoping non-applicable indicators
- integrating site-specific water use data (withdrawals, discharge, consumption)
- final risk rating

The assessment concluded that none of Vetropack's sites are located in areas of 'high or very high' water stress, as defined by CSRD/ESRS.

In the year under review, Vetropack achieved its first certification for an environmental management system. Our Croatian site at Hum na Sutli has been certified to ISO 14001, which supports standardised water management.

Targets related to water

(E3-3), (ESRS 2 MDR-T)

Currently, we have not set a target for water.

Metrics related to water

(E3-4, ESRS 2 MDR-M)

Water metrics in cubic meters	**Change**	**2025**	**2024**
Water withdrawals	23%	1 548 557	1 255 585
Water discharges	25%	1 290 577	1 033 161
Water consumption	16%	257 980	222 424
Thereof water consumption in areas at water risk, incl. high water stress	n/a	–	–
Water recycled and reused	n/a	not available	not available
Water stored	n/a	not available	not available
Water intensity ratio [m^3/MCHF revenue]	25%	331	264
Water intensity ratio [m^3/metric tonnes of glass produced][1]	13%	0.18	0.15

[1] Glass produced that satisfies all quality and safety requirements thus qualifying for sale

Reporting principles: We do not disclose the material datapoints 'Water stored and changes in storage' and 'Water recycled and reused' as such data are not yet available at a quality that meets the required criteria. For the other water metrics, we follow the definitions and suggested calculation procedures provided by the ESRS. Water withdrawal is defined as the sum of water drawn from sources such as surface water, groundwater and third-party water. Water discharge is defined as the sum of water released to surface water, groundwater or third parties; rainwater is likewise excluded if it is not used. Water consumption is calculated as the difference between water withdrawal and water discharge. It represents the amount of water drawn within the boundaries of Vetropack's facilities that is not discharged back into the water environment. Vetropack's water metrics cover all owned locations. Leased locations (Zagreb and Bucharest) are excluded. Water meters are the primary source of our quantitative water data.

Metrics on water discharges and water consumption for 2024 have been restated, as the amount of water evaporated at one site had previously not been estimated. Estimates have been made based on the 2025 ratio between water consumption and water withdrawals. Analysis of historical data indicates that this ratio remains stable under typical conditions; therefore, the assumption is considered justifiable.

The increase in all water metrics is related to the commissioning of a new heat recovery system at Boffalora (Italy) and the restart of the furnace at our Ukrainian plant, which led to higher production.

E5 Resource use and circular economy

Vetropack focuses on increasing the recycled content of its glass packaging, rightweighting, and expanding its range of reusable packaging solutions. Our glass containers support and promote the circular economy, including closed-loop recycling. Innovations such as thermally strengthened glass (Rezon) reduce environmental impact and advance circularity, in line with industry standards and the Packaging and Packaging Waste Regulation (PPWR).

Impacts, risks and opportunities related to resource use and circular economy

(E5 ESRS 2 IRO-1)

Glass is made from cullet (recycled glass) and raw materials such as quartz sand, soda, dolomite and feldspar. Increasing the recycled content reduces energy consumption during production and lowers the requirement for non-renewable raw materials. Rightweighting and production of reusable bottles are two ways of decreasing the demand for raw materials. Dependency on natural resources can expose the glass packaging industry to reputational risks. At the same time, increasing the cullet content offers a competitive advantage, given that our customers increasingly set targets for recycled content in packaging.

While glass is heavier than other packaging materials, it is also a material that can be recycled in closed loops. Regulatory changes such as those set out in the Packaging and Packaging Waste Regulation (PPWR) pose risks for customised glass packaging due to minimisation targets. At the same time, the PPWR creates opportunities by promoting reusable and lightweight solutions. For Vetropack, opportunities arise from innovations such as thermally strengthened glass.

Alongside the subtopics of resource inflows and resource outflows, we have identified waste as a material sustainability topic. Cullet processing generates waste such as food residues and ceramics. Plastic packaging materials represent another relevant waste stream. If waste is not properly treated and disposed of, it may damage ecosystems. Risks arising from non-compliance with waste regulations include legal, financial and reputational consequences. Opportunities are linked to efficient material handling and waste reduction, which can lower disposal and treatment costs.

To identify impacts, risks and opportunities related to resource use and the circular economy, we assessed our business model and the entire value chain by applying the ESRS double materiality process. Subject matter experts from the Engineering and Production, Supply Chain, and Integrated Management System (IMS) departments were involved alongside external stakeholders. Vetropack engages with local communities to source cullet, which is collected by municipalities or external service providers.

Policies related to resource use and circular economy

Resource inflows, resource use

(E5-1), (ESRS 2 MDR-P)

Vetropack's Health, Safety and Environmental Policy defines the objectives and measures for managing environmental responsibility, and for a responsible approach to handling raw materials and resources. The overarching aim is to manage environmental needs and expectations while maintaining and continuing to develop environmental standards. Environmental protection is regarded as a priority throughout the entire lifecycle of Vetropack's products. The policy requires all employees to act with environmental awareness. The Health, Safety and Environmental Policy is signed off by the CEO, and accountability begins with the Management Board.

The policy ensures compliance with environmental legislation. Regarding resource inflows, the policy supports our goal of increasing the cullet content in our glass containers. Responsibilities for sourcing raw materials and cullet are assigned to the Supply Chain Management team, led by the Chief Supply Chain Officer. The Engineering and Production team calculates optimal resource use for new products. Thanks to collaboration between the Engineering and Production team and the Supply Chain team, we are able to strategically address impacts, risks and opportunities related to resource use and the circular economy. The Chief Technology Officer has developed quality standards for raw materials purchasing to maximise usage of recycled materials and provide guidance for our Supply Chain team.

Vetropack's Procurement Policy complements our approach to responsible resource use by embedding sustainability in our purchasing practices. An aim of the Procurement Policy is to transition away from non-renewable raw materials towards recycled materials. The policy sets sustainable procurement objectives (such as integrating social and environmental clauses in contracts) and it defines certificates as a focal point. It also supports our goals of increasing recycled content and reducing carbon emissions. Responsibilities for procurement decisions are assigned to the Lead Buyers and the Group Procurement Manager.

No external stakeholders were involved in drawing up the policies described above. The principles of the policies apply to all Vetropack entities, and to our entire workforce. The Health, Safety and Environmental Policy and the Procurement Policy are available to our employees via our internal document management system. The policies are implemented as part of the Clearly sustainable pillar within our Strategy 2030+ and our resource-related targets. The policy texts are distributed to employees with relevant responsibilities, and are translated into local languages to ensure understanding.

The publicly available Code of Conduct reinforces Vetropack's commitments to environmental responsibility and to minimising its ecological footprint. Further information on the Code of Conduct and its implementation is provided in S1 Own workforce and G1 Business conduct. Our Supplier Code of Conduct requires suppliers to act in an environmentally responsible manner, comply with all applicable standards, laws and regulations, and continuously work to reduce negative environmental impacts. The applicability of the Supplier Code of Conduct and its implementation process are described under G1 Business conduct.

Together, these policies ensure that sustainability objectives are integrated into operations and procurement, and we conduct internal audits to monitor their implementation.

Waste

(E5-1), (ESRS 2 MDR-P)

The Health, Safety and Environmental Policy also applies to the sustainability topic of waste. It guarantees responsible waste management throughout the Vetropack Group and requires compliance with legal provisions. Vetropack's Integrated Management System (IMS) department coordinates and monitors all related activities, develops binding guidelines, and ensures their implementation. While we have a specific Group procedure and monitoring process at Group level, our site managers are responsible for execution at local level. The policy includes a statement on adhering to legal requirements and taking necessary measures to manage waste and environmental impacts from product use and end-of-life.

Resource outflows

(E5-1), (ESRS 2 MDR-P)

The most relevant policy regarding our products is the Quality and Food Safety Policy. It sets out our overarching intentions for the quality and safety of our glass containers, and includes our obligations to comply with food safety regulations, customer specifications, and food safety standards (FSSC 22000, ISO 22000). The purpose of this policy is to guarantee consumers' health and safety. As it does not focus specifically on environmental aspects, its scope and applicability are described in S4 Consumers and end-users. Lightweighting is a key element of product development within our product management process, and it provides one of the main triggers for new product development and improvement.

Actions related to resource use and circular economy

Resource inflows, resource use

(E5-2), (E5-4), (ESRS 2 MDR-A)

Vetropack's most relevant resource inflows are the raw materials used to manufacture our glass containers: quartz sand, soda, dolomite, limestone, and feldspar. To enhance resource efficiency and circularity across our operations and value chain, we implement the Group-wide Performance Improvement Programme (PIP), which focuses on optimising production processes and reducing environmental impacts. This programme also prioritises production planning by focusing on products with long production runtimes. Colour concepts reduce product scrap and improve production efficiency thanks to strategically planned colour changes. Optimising utilisation of furnace capacity is another aspect of the PIP that enables economically and ecologically efficient production. Other key measures of the PIP to lower greenhouse gas emissions in production include increasing the share of recycled glass (cullet content) and reducing the soda content.

Vetropack pursues higher rates of secondary materials through its cullet sourcing strategy, which aims to secure sufficient high-quality recycled glass for new products. Increasing the cullet content reduces the need for non-renewable raw materials such as sand, soda and feldspar, as well as lowering the energy demand for the melting process. This makes an additional contribution to closed-loop glass recycling. Our cullet sourcing strategy takes account of regulatory changes as well as trade and transport barriers for recycled glass, and it includes strategic partnerships. Alongside our Group-wide target of increasing the average recycled content to 70 percent by 2030, each furnace has its own targets for recycled content. Such data is collected from the furnace managers, analysed and reported by the Engineering and Production department, and is then evaluated by our Procurement team and the Sustainability Steering Committee. To ensure the availability of high-quality cullet, we also operate our own cullet treatment plants in Switzerland, Austria, the Czech Republic, Slovakia, Croatia, and Ukraine. These plants are inspected regularly to determine whether technical optimisations are needed. Cullet treatment plants are key investments that improve our economic and ecological efficiency.

We apply circular design principles to continue reducing the environmental impact of glass packaging. Key concepts here include rightweighting and lightweighting. Rightweighting means that the packaging meets customer requirements for quality, design and functionality without the use of additional material. This makes the glass thinner and lowers its weight. Our lightweighting initiative involves collaboration with customers to review the product portfolio and identify weight reduction potential, without changing filling capacities. These efforts are aligned with PPWR requirements.

We also participate in industry associations with the aims of driving innovation and increasing the circularity of our products. Our most relevant membership is in the European Container Glass Federation (FEVE), which represents the interests of the container glass industry. Vetropack is also a member of the Close the Glass Loop initiative, which aims to attain a glass collection rate of 90

percent in Europe by 2030. Through the Friends of Glass initiative, we support campaigns that raise awareness about the environmental and health advantages of glass, as well as encouraging glass collection and recycling so as to maintain the closed-loop nature of glass packaging. Vetropack also chairs International Partners in Glass Research, a global R&D network and key partner dedicated to increasing and maintaining the competitiveness of glass in the packaging industry.

In 2024/2025, Vetropack Straža d.d. partnered with FEVE as well as a multinational food company and a local municipal service provider to launch a pilot digital campaign in Croatia. The aims of the campaign were to raise awareness and encourage citizens to increase glass collection. This initiative addressed encountered barriers such as misconceptions about recycling and the perceived effort involved. The campaign used messages targeted at the public to show how simple actions can make a difference. Thousands of local households were reached via social media. Follow-up surveys not only confirmed an improvement in recycling knowledge, but also highlighted challenges such as behavioural and infrastructural barriers. The findings will serve as a blueprint for similar initiatives in the future.

Waste

(E5-2), (E5-5), (ESRS 2 MDR-A)

Our waste management procedure follows the waste hierarchy and outlines how waste is handled from generation through to prevention, reuse, recycling, recovery and disposal. Key actions focus on preventing waste, increasing reuse and recycling, and minimising recovery and disposal. Expected outcomes include an overall reduction in waste, higher rates of reuse and recycling, and a decrease in recovery and disposal volumes. Whenever possible, we prioritise reusable packaging, including wooden pallets and polypropylene layer pad. Waste from the cullet treatment plants is recycled on site. We also recycle materials such as refractories, moulds, wooden pallets, cardboard, metals and hazardous waste oil. The final option is disposal. Our waste management is aligned with the EU waste hierarchy as follows:

- Prevention: Rightweighting our products, internal recycling of cullet, internal recycling of the dust from the electrostatic precipitators, reduction of the thickness of the packaging foils
- Reuse: Reusable packaging (e.g. wooden pallets and PP layers, Holistic Pallet and Pads Management)
- Recycling: Waste from cullet treatment plant (ceramics, stones, porcelain, fine glass, contaminated glass), refractories, moulds, wooden pallets, cardboard packaging, metals, waste oil
- Recovery: n/a
- Disposal: Waste from cullet treatment plant (dust, plastics)

The majority of Vetropack's waste is generated during the processing of used glass. This waste consists of foreign substances that adhere to the glass or were incorrectly disposed of in glass containers. Such waste includes food residues, ceramics, packaging made from other materials, or types of glass unsuitable for manufacturing new packaging for the food industry.

Wherever possible, reuse initiatives are in place to address packaging materials such as plastics and wood that originate from the packaging of raw material deliveries. For example, Vetropack operates the Holistic Pallet and Pad Management (HPPM) system to minimise single-use packaging and promote circular practices. When feasible, we favour reusable pallets and pads, and we prefer recyclable foil and cardboard as packaging materials.

To reduce packaging waste, we conducted a trial of foil packaging with 30 percent recycled content. We tested this new packaging material at our sites in Pöchlarn (Austria), Nemšová (Slovakia), Straža (Croatia) and Boffalora (Italy).

When furnaces are refurbished or rebuilt, large quantities of refractory and metal waste are generated. Such materials are handled by external specialist companies.

In the year under review, Vetropack achieved its first certification for an environmental management system. Our Croatian site at Hum na Sutli has been certified to ISO 14001 – a step that will help us standardise our management of waste and other environmental topics going forward. We also aim to certify our other sites.

Resource outflows

(E5-5), (ESRS 2 MDR-A)

Vetropack's business model promotes the circular economy by providing reusable and recyclable glass packaging. Glass is regarded as a circular packaging material because it is reusable, can be collected and recycled at scale, and is 100 percent recyclable with no loss of quality. Because glass can be recycled almost indefinitely, it supports closed-loop systems and circular economy principles.

Glass is a chemically inert material that is non-toxic and impermeable. This means that it does not degrade or alter product quality over time: consequently, the shelf life of the packaged goods is determined by the contents, because glass itself does not expire. Glass remains chemically unchanged so, for example, it can be reused as many as 50 times in closed loops. The typical reusage rate for reusable glass containers is 20–30 times. However, glass can break and splinter. By nature, it is not repairable.

Vetropack has developed thermally strengthened glass bottles that are around 30 percent lighter than standard bottles, yet more resistant to abrasion. This innovation improves physical resilience and enables longer reuse cycles. These robust bottles are already in use as reusable packaging and thanks to their reduced weight, they help to minimise resource usage as well as logistics effort and outlay. The combination of higher stability, less abrasion, and lighter design advances circularity and supports the growing importance of reusable solutions in line with the PPWR.

Targets related to resource use and circular economy

Resource inflows, resource use, resource outflows

(E5-3), (ESRS 2 MDR-T)

Vetropack aims to achieve an average recycled content of 70 percent in products by 2030. This target was set in 2019 as part of the Clearly sustainable strategic pillar within our corporate strategy.

The recycled content is calculated according to the FEVE guidelines. The figure refers to the average value for all colours combined. This goal helps to increase our circular material use rate and to minimise the demand for raw materials.

In the reporting year, we achieved an average recycled content of 58 percent, representing a slight increase compared to 2024, when the average recycled content was 57 percent.

Waste

(E5-3), (ESRS 2 MDR-T)

Currently, we have not set a quantitative target for waste. However, Vetropack aims to comply with local legislation and – following the waste hierarchy – to reduce waste production, increase reuse, recycling and recovery, and reduce incineration and landfill.

Metrics related to resource use and circular economy

Resource use

(E5-4), (ESRS 2 MDR-M)

Resource use in metric tonnes	Change	2025	2024
Total weight of products and technical and biological materials	4%	1 658 889	1 596 006
Thereof products [1]	n/a	not disclosed	not disclosed
Thereof technical materials [2]	4%	1 658 889	1 596 006
Thereof biological materials [3]	n/a	–	–
Percentage of biological materials used to manufacture Vetropack's products [3]	n/a	n/a	n/a
Total weight of secondary materials used to manufacture products (external cullet)	6%	898 461	850 550
Percentage of secondary materials used [4]	2%	54%	53%
Recycled content total [5]	2%	58%	57%
Recycled content green glass	4%	77%	74%
Recycled content amber glass	4%	73%	70%
Recycled content white glass	2%	41%	40%

[1] Accurate and complete data are currently not disclosed. Vetropack identifies packaging materials (wooden pallets, cardboard, plastic foil, layer pads) as a material category and will report on this in the future.

[2] External cullet, soda, dolomite, limestone, quartz sand, feldspar and other raw materials used to manufacture Vetropack's glass containers

[3] Vetropack doesn't use any biological materials as raw materials to manufacture glass containers

[4] Secondary materials (external cullet) divided by total materials (raw materials + external cullet)

[5] (External cullet + other recycled material) divided by metric tonnes of glass that qualifies for sale

There was an increase in the weight of products and technical materials, driven by an overall increase in production. The weight of secondary materials increased for the same reason. Across the Group, recycled content performance improved from 57 to 58 percent compared to the previous year as a result of increased cullet utilisation throughout our operations. Higher cullet incorporation rates, supported by improved cullet availability and more efficient internal processes, contributed to stronger results across all colour groups. The highest cullet content was 77 percent for green glass, while the lowest share was 41 percent for white glass. This reflects the market availability of the respective colours.

Raw materials used in metric tonnes	Change	2025	2024
Recycled glass (external cullet)	6%	898 461	850 550
Soda	2%	128 573	125 992
Dolomite	4%	59 493	57 202
Limestone	– 1%	82 926	83 765
Quartz sand	1%	439 223	434 732
Feldspar	26%	38 040	30 257
Other raw materials (colorants such as iron, pyrite, chromite, cobalt, selenium)	– 10%	12 173	13 508

Reporting principles: Resource use data include the raw materials (including external cullet) used to produce Vetropack's glass packaging. The table on raw materials presents all raw materials used to manufacture our glass containers. All resource use data cover our production plants but exclude Bülach, Trezzano sul Naviglio, Zagreb and Bucharest, as no production takes place at these sites. St-Prex is included in the 2024 data, as glass production was still ongoing. The data presented do not include glass scrap (so-called internal cullet), which is recycled within Vetropack's plants (melted and reused to produce new glass containers). Specifications for individual data points are provided in footnotes beneath the table.

Overall raw material usage increased slightly as a result of higher production levels. The higher share of cullet (6 percent) is also reflected in a slight increase in the average cullet content. The increase in feldspar consumption is attributable to the commissioning of larger furnaces in Kyov and Hum na Sutli and the restart of the furnace at our Ukrainian site. At the Chișinău site, increased feldspar was used to enhance product quality.

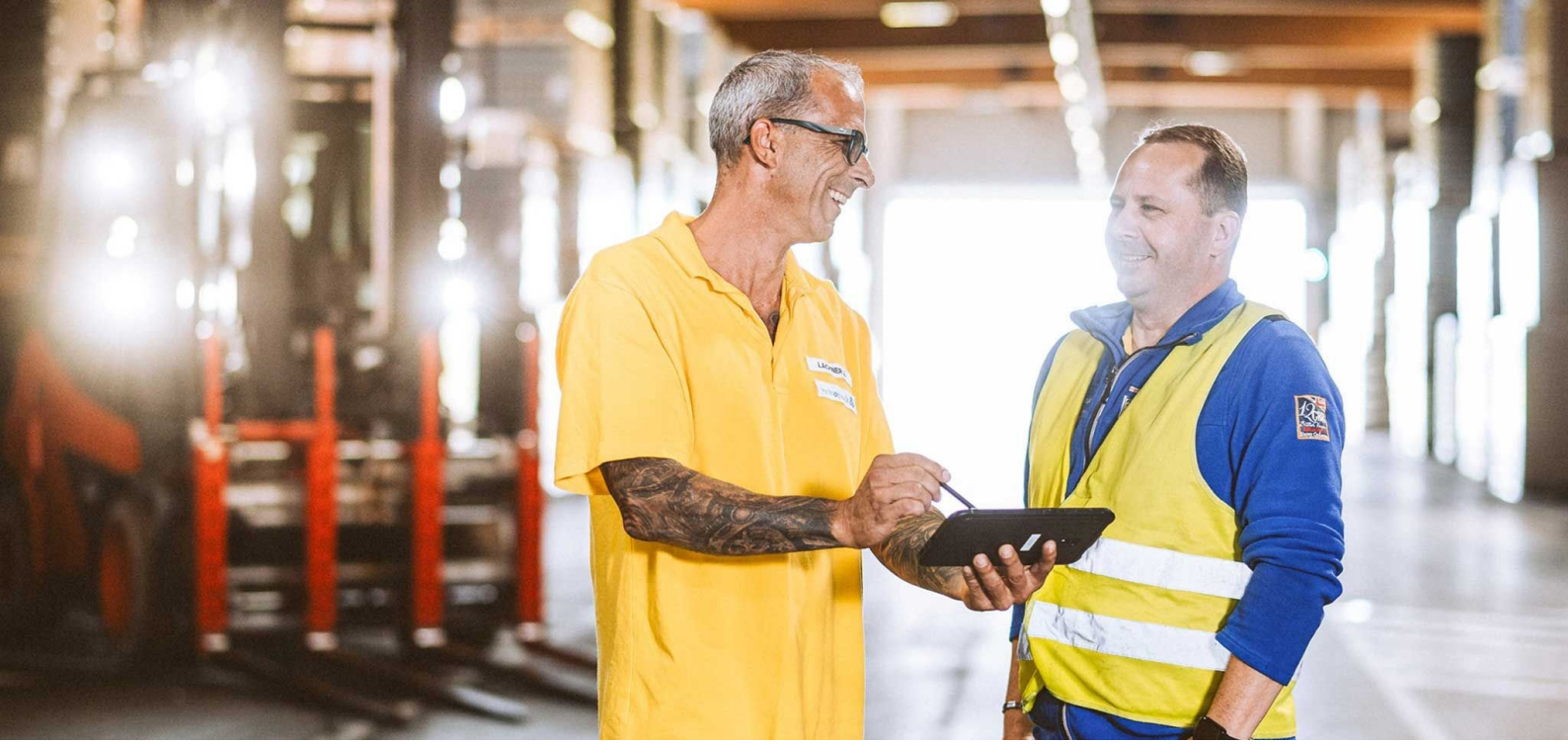
Waste

(E5-5), (ESRS 2 MDR-M)

Waste metrics in metric tonnes	Change	2025	2024
Total waste generated	**– 14%**	**70 766**	**82 163**
Total hazardous waste diverted from disposal	**18%**	**192**	**163**
Hazardous waste diverted from disposal due to preparation for reuse	197%	15	5
Hazardous waste diverted from disposal due to recycling	26%	144	114
Hazardous waste diverted from disposal due to other recovery operations	– 24%	34	44
Total non-hazardous waste diverted from disposal	**– 13%**	**52 546**	**60 662**
Non-hazardous waste diverted from disposal due to preparation for reuse	– 42%	473	819
Non-hazardous waste diverted from disposal due to recycling	– 12%	50 358	57 284
Non-hazardous waste diverted from disposal due to other recovery operations	– 33%	1 715	2 559
Total hazardous waste directed to disposal	**– 19%**	**1 652**	**2 033**
Hazardous waste directed to disposal by incineration	20%	342	285
Hazardous waste directed to disposal by landfill	– 29%	908	1 284
Hazardous waste directed to disposal by other disposal operations	– 13%	402	464
Total non-hazardous waste directed to disposal	**– 15%**	**16 375**	**19 305**
Non-hazardous waste directed to disposal by incineration	– 50%	1 610	3 209
Non-hazardous waste directed to disposal by landfill	– 7%	14 761	15 954
Non-hazardous waste directed to disposal by other disposal operations	– 96%	5	142
Total amount of non-recycled waste	**– 16%**	**18 028**	**21 338**
Percentage of non-recycled waste	**– 4%**	**25%**	**26%**
Total amount of hazardous waste	**– 16%**	**1 845**	**2 195**
Total amount of radioactive waste	**n/a**	**–**	**–**

Reporting principles: The majority of Vetropack's waste is generated during the processing of used glass. Waste data are collected at site level by weighing the different waste types and recording the respective treatment methods. Vetropack's waste figures therefore represent actual measured values in metric tonnes. The data cover all sites (production and offices), with the exception of the leased offices in Zagreb and Bucharest. Non-hazardous waste that is typically recycled (classified as non-hazardous waste diverted from disposal) originates from our cullet treatment plants or is attached to cullet and consists mainly of food residues. Non-hazardous waste also includes cardboard and wooden pallets. Refractories, moulds, metals and hazardous waste are recycled by specialised external companies. Ceramics, dust and plastics attached to cullet are included in the category of non-hazardous waste directed to disposal. Hazardous waste diverted from disposal typically consists of waste oil. Traces of radioactive waste may occur due to refractory materials.

In the year under review, no furnaces were rebuilt or refurbished. As a result, no refractory waste was generated, leading to a slight decrease in several waste metrics compared with 2024, when a furnace at Vetropack Straža was drained, demolished and reconstructed.



S1 Own workforce

The strategic focus for our workforce is underpinned by a strong commitment to human rights, health and safety, diversity, and continuous training and skills development. We foster a safe and inclusive working environment, guided by high industry standards and our Employer of Choice strategy. By promoting fair treatment, supporting employee well-being, and investing in professional growth, Vetropack aims to attract, retain, and empower talented people. These priorities are essential to our business success and shape our daily actions and policies.

Impacts, risks and opportunities related to own workforce

(S1 ESRS 2 SBM-3)

Vetropack has identified material impacts, risks and opportunities (IROs) related to its own workforce through a double materiality assessment, involving external stakeholders and internal experts, including the HR department. Experiences from daily interactions and collaborations across all sites influenced the outcome. The most relevant sustainability matters (health and safety, training and skills development, and diversity) are closely connected to our strategy and business model, which both depend on qualified, engaged employees to produce glass containers that fulfil customers' requirements, meet quality standards and satisfy market demand.

Health and safety is a particular focus, as workers in glass manufacturing are exposed to moving machinery, high temperatures, noise, emissions, and chemicals. These conditions can negatively impact physical and mental health, leading to absenteeism and – in severe cases – reputational, legal, and financial risks for our company. On the other hand, a strong safety culture supports well-being, increases productivity, and helps to retain and attract employees, thus contributing to business success.

Training and skills development is another material sustainability matter. Providing development opportunities boosts employee satisfaction and confidence, positioning Vetropack as an Employer of Choice. Effective training fosters high-quality work, promotes innovation, and strengthens relationships with our customers. Insufficient training would result in reduced efficiency, limited innovation, and poor product quality.

Diversity and equal opportunities foster inclusion, trust, and morale, reducing the risk of harassment and discrimination. A diverse workforce gives us access to a broader talent pool and drives innovation, enhancing competitiveness and business success. Failing to promote diversity can lead to resignations and loss of talent, impacting product quality and financial performance.

The sustainability impacts listed above apply to our entire workforce, but those related to health and safety are especially relevant for our employees who work in manufacturing.

Vetropack operates in compliance with high industry standards and European labour laws, so risks such as child or forced labour are kept low. The countries in which we operate have ratified and enforce the ILO Minimum Age Convention. Our HR teams are required to comply with all applicable laws, which include adherence to this convention.

The quality of our glass containers depends on our skilled, trained, and diverse workforce. We adapt our strategy and actions on the basis of the identified impacts, risks, and opportunities, thus ensuring transparent, safe, and supportive working conditions for all employees. The characterisation of all IROs related to our own workforce is presented in the Double materiality assessment.

Our own workforce is positively affected by our transition plan (E1 Climate change): modernising, repairing and electrifying our furnaces can lead to safer working conditions thanks to reduced air emissions. By developing innovative lightweight glass containers – another element of Vetropack's transition plan – we create opportunities for upskilling our workforce.

Policies related to own workforce

(S1-1), (ESRS 2 MDR-P)

Vetropack's approach to upholding human rights is anchored in our Business Ethics Policy and our Code of Conduct. The Business Ethics Policy is based on our Code of Conduct and our values – ensuring accountability, navigating safely together, guaranteeing leadership in quality, anticipating change, generating trust and confidence, and exercising environmental responsibility, thereby fostering integrity.

We do not currently have a standalone human rights policy because our approach to human rights is embedded in the Code of Conduct and the Business Ethics Policy. Our human rights commitments apply to all employees across all entities and locations. Our approach addresses discrimination, forced labour and unsafe working conditions, and these policies promote fair treatment, inclusion and employee well-being.

Our Code of Conduct and Business Ethics Policy define the framework for respectful collaboration and compliance with labour laws. They affirm Vetropack's commitment to the Universal Declaration of Human Rights, the International Labour Organization's Core Conventions, and the UN Guiding Principles on Business and Human Rights. By adhering to these frameworks, we acknowledge our responsibility for upholding human rights, ensuring fair treatment, protecting freedom of association and collective bargaining, and fostering a work environment free from harassment. Forced and child labour are strictly prohibited in our own workforce and value chain (Due Diligence and transparency).

Our human rights approach is also embedded in internal Human Resources policies and leadership practices, making it an integral element of our Employer of Choice strategy. Our employees have access to Vetropack's human rights commitment via our internal document system. Employees without access to a computer sign all our compliance documents and policies upon joining the company. Our Human Resources and Legal and Compliance departments conduct onboarding sessions, training courses, awareness-raising initiatives, internal audits and compliance reviews. Accountability for implementing Vetropack's human rights approach across the company's own workforce lies with the Chief Human Resources Officer (CHRO). The Group Legal and Compliance Director takes responsibility for the governance and content of the Code of Conduct and Business Ethics Policy, ensuring their alignment with legal requirements and international standards. External stakeholders were not involved in creating the policies. The principles that ensure respect for human rights are integrated in our internal human resources and leadership practices. Vetropack's People and Culture strategy operationalises these principles through leadership development, employee engagement, and inclu-

sive hiring practices: Our hiring process involves not only line managers but also Group functions and matrix managers. This ensures that the best candidate is selected by taking all perspectives into consideration. Personal characteristics such as gender, religion, origin or similar factors are not considered. Selection is based exclusively on qualifications, experience and skills.

Training measures and internal audits support the implementation of the Code of Conduct and the Business Ethics Policy. Engagement with employees on human rights is ensured through regular communication and by raising awareness of the alignment between actions and company policies.

In line with our Business Ethics Policy, employees are required to report any known or suspected violations of the Code of Conduct, the Business Ethics Policy, or applicable laws and regulations – including human rights violations – to their line managers, Human Resources, or the Legal and Compliance Department. Reports submitted in good faith will not result in negative consequences. All cases are investigated confidentially to protect employees' personal rights. An additional reporting channel, the anonymous SpeakUp system, is also available. All reports are handled confidentially and without retaliation. Confirmed violations lead to corrective actions, including remediation and disciplinary measures.

Vetropack's policies and processes relating to human rights are aligned with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises, so as to ensure accountability, fair treatment, non-discrimination, and protection of employee rights. While 'trafficking in human beings' is not explicitly mentioned, the prohibition of forced and child labour addresses the core risks associated with this issue. Our People and Culture strategy puts these principles into practice through leadership development, inclusive hiring practices, and active employee engagement.

Health and safety

(S1-1), (ESRS 2 MDR-P)

In our industry, a strong safety culture and a robust accident prevention policy are essential. Our Code of Conduct enshrines the principle of ensuring safe working conditions. Our Health, Safety and Environmental Policy specifies our objectives, and defines measures to manage our responsibilities for the health and safety of our own workforce. The policy's goal is to ensure safety in the workplace and to protect employees from influences that might adversely affect their health. As stated in this policy, we accord high priority to health, safety and the protection of people in relation to products and processes. As well as observing all legal provisions, we endeavour to maintain and continue improving our health and safety standards. Every level of the Vetropack Group contributes to improving occupational health and safety. In addition to our policy commitment, the majority of our plants have their health and safety management systems certified to ISO 45001

Responsibility for enforcing safety standards is shared across various levels of leadership, ensuring that the standards are implemented on a daily basis. The Director Corporate Development and Integrated Management Systems (IMS) has formal accountability for our Health, Safety and Environmental policy. He oversees the Group-wide standards and is responsible for coordination. Vetropack's General Managers are responsible for health and safety at their respective plants. The local health and safety managers ensure implementation and oversee the related processes, such as those defined by ISO 45001. Regular exchange in the safety peer group fosters knowledge sharing and supports consistent implementation across different sites. Cross-site learning, internal audits and safety concepts are implemented by the health and safety teams. Awareness initiatives such as 'Safety Minutes' ensure that all employees understand the policy.

The health and safety aspects covered by the Health, Safety and Environmental Policy apply to our entire workforce. The policy also promotes awareness of health and safety among suppliers and customers. It is based on the principles of the ISO 45001 standard for occupational health and safety management systems. The policy was developed jointly by the Director Corporate Development and Integrated Management Systems and the Group Sustainability Manager, and was approved by the CEO. In setting the policy, we took into account the interests of key stakeholders, such as employees (with regard to health and safety), customers, and authorities. The policy is not publicly available. Employees can access it via our internal document management system or through their manager if they do not have access to a computer. It is also distributed in writing to employees with health and safety responsibilities, and is translated into local languages to ensure full understanding across all sites. Furthermore, the policy is integrated into onboarding processes.

Diversity

(S1-1), (ESRS 2 MDR-P)

Our policies and practices to eliminate discrimination and promote diversity, equal opportunities and inclusion are embedded in our Code of Conduct, our Business Ethics Policy and our Employer of Choice strategy. The Code of Conduct is aligned with the Universal Declaration of Human Rights and the ILO Core Conventions. The Code of Conduct and Business Ethics Policy are issued

to new recruits during the onboarding process, and they are always available to all employees via internal platforms. Our Group induction programme introduces new employees to our diversity, equity, inclusion and belonging (DEIB) priorities.

All Vetropack companies are committed to evaluating, hiring and promoting employees based solely on their qualifications and suitability for the respective position, regardless of race, gender, age, or religion. Vetropack also fosters a work environment free from harassment, and we prohibit discrimination and unfair treatment in all our employment practices.

We implement our inclusion and anti-discrimination practices through structured HR governance and leadership development. Our approach to diversity is embedded in recruitment and promotion processes. These principles are put into practice through mandatory training on ethics and inclusion, awareness initiatives – such as those led by our Agility Scouts – and leadership programmes such as Vetrocademy. Employees involved in hiring and recruitment receive dedicated training materials to support consistent implementation of the principles. Internal communication campaigns reinforce our values around diversity, equity, inclusion and belonging across the organisation.

To monitor the implementation of our diversity approach, we make use of internal audits conducted by a neutral person, onboarding processes, leadership overviews, and diversity, equity and inclusion metrics. Our diversity principles are applied consistently across all Vetropack entities, with local adaptations as needed. Although Vetropack does not currently have a standalone policy that specifically addresses people from groups at particular risk of vulnerability, our People and Culture strategy, Employer Value Proposition and Code of Conduct include commitments to non-discrimination, inclusive hiring, and fair treatment across our entire workforce. We devote particular attention to our workers in production and people with disabilities. These commitments are operationalised by inclusive recruitment practices and targeted retention strategies. The current focus is on our own workforce; diversity commitments do not extend to upstream or downstream value chain partners.

Our Chief HR Officer (CHRO) is the most senior executive responsible for implementing our diversity-related policies. This remit includes overseeing our strategic direction and our alignment with legal frameworks. The CHRO also supports the Nomination and Compensation Committee in matters of diversity governance.

Vetropack's overall HR strategy is defined by the Board of Directors and the Management Board. Internal stakeholders have been involved in shaping our diversity-related commitments through the Employer of Choice Strategy, the double materiality assessment, and various governance processes. These include HR leadership and site-level HR teams, which contribute to inclusive hiring and recruitment practices. In addition, our diversity practices are influenced by the results from employee surveys and engagement mechanisms.

Given our integrated approach of embedding our diversity approach in other existing frameworks, we do not currently envisage creating a standalone diversity policy. Nevertheless, we are monitoring regulatory developments and stakeholder expectations to reassess this position should a change be needed.

Training and skills development

(S1-1), (ESRS 2 MDR-P)

Our approach to training and skills development aims to build a future-ready workforce by addressing skills gaps and turnover risks. It also fosters employee engagement and strengthens individual confidence. This approach is implemented by our Development Strategy as an element of the Employer of Choice framework. Additional mechanisms for implementing our approach to training and skills development include our Talent and Organisation Review (TOR) process, coaching and mentoring programmes, and training needs analyses. Progress is tracked through our internal Learning Management System, with HR leadership providing oversight.

Our training and skills development policy applies to our employees in production and offices, across all Vetropack entities and locations. It covers onboarding and leadership development, with local HR teams adapting the policy to site-specific needs. The approach focuses exclusively on our own workforce. The Chief HR Officer (CHRO) is the most senior executive accountable for our training and skills development approach. This remit includes strategic oversight of the Development Strategy and Group wide-learning governance, with support from the Talent Manager and the Group Learning and Development Manager. Our Group Learning and Development team defines our training and skills policy, and local HR teams handle implementation.

Our approach to training and skills development is informed by several widely recognised third-party frameworks such as the Kirkpatrick model for evaluating training effectiveness and the 70/20/10 model, which guides the design of learning experiences by balancing on-the-job development with social learning (such as coaching or mentoring), and formal training. We use our internal skills matrix to assess competency gaps, define training plans, and support ISO 9001 audit requirements. These frameworks are not explicitly named in policy documents but are embedded in the Employer of Choice strategy, the Development Strategy, and the Talent and Organisation Reviews.

The HR leadership and site-level HR teams contributed to the design and rollout of the Development Strategy and Vetrocademy, our development platform. As part of the Employer of Choice strategy and its learning components, our Management Board and Board of Directors reviewed our approach to training and skills development, which was also shaped by feedback from our employees gathered from internal surveys and engagement sessions.

Vetropack's workforce can access our training and skills development policy via our internal document system or our intranet. Documents are available in several languages. The intranet enables our workforce to access internal learning resources and development tools. We also operate a Learning Management System that hosts training content and tracks participation in training. In addition, we use Group induction programmes, internal communications and leadership briefings to make our learning and skills approach available to our employees.

We follow an integrated approach to training and skills development. Rather than having a standalone policy, these topics form part of our Employer of Choice strategy and other internal frameworks, as described above. Nevertheless, we continue to monitor stakeholder expectations and regulatory developments, and will reassess our position should a change be needed.

Engaging with our workforce

(S1-2)

Group-wide employee surveys are carried out every three years to assess workforce satisfaction and engagement. These surveys are conducted by Great Place To Work, the independent survey institute, and they include both standardised and Vetropack-specific questions. The surveys are anonymous and digital, and are translated into local languages. The results are analysed at Group as well as local levels, providing input for leadership development and local projects. The results deliver insights into our strengths and weaknesses as an employer, and they inform leadership development as well as strategic and cultural initiatives aimed at improving Vetropack's corporate culture. Our most recent survey identified feedback culture and psychological safety as focus topics.

We also offer what are known as 'Strategy talks' with the CEO. In these Group-wide sessions, the CEO updates employees on strategic priorities. By providing a platform for employees to address questions directly to the CEO, these talks foster transparency and dialogue. In addition, our Chief HR Officer offers 'HR talks', during which employees have the opportunity to raise people-related concerns, such as performance, engagement, diversity or organisational culture. Internal communication channels and digital platforms such as the Engage platform, our employee app, and Vetronet (our intranet) support transparent communication and provide feedback loops across all sites and all languages spoken at Vetropack.

We use local and functional workshops, together with communication campaigns, as transparent means of prioritising employee engagement feedback and integrating it into our processes. Leadership alignment sessions are used to validate and endorse related communication plans. The tools applied in this context include the employee app, our intranet, and our employee magazine. The employee app offers an integrated translation function, enabling employees to engage in dialogue and access information in their preferred language. These tools ensure multilingual access to information and facilitate feedback. This combination of engagement approaches ensures that employees' voices are incorporated into organisational processes.

Engagement with our own workforce occurs as a structured and ongoing mechanism across the entire employee lifecycle. We engage with our employees during onboarding, performance reviews, training, and specific transformation initiatives. Our Agility Scouts, a network of around 20 employees, represent an additional channel for employee interaction, acting as a bridge between the company and its workforce. Engagement covers the material sustainability topics of health and safety (e.g. Safety Days), training and skills development (e.g. Vetrocademy), and diversity as a focus topic in our culture and change management. We systematically evaluate feedback from these activities and use it to guide leadership development and workplace improvements. Participation rates and follow-up actions are tracked to assess effectiveness. Operational responsibility for workforce engagement at Vetropack rests with the Group HR department, led by the Chief HR Officer.

In all our operating countries in the European Union, employee representatives or work councils are consulted, in line with the local legal requirements. We engage in collective agreements that are negotiated either locally with workers' representatives or at national level (Austria and Italy), depending on the country and legal framework. These agreements cover topics such as working conditions, compensation, benefits and job security. They provide insights into workforce perspectives and ensure that employees' voices are considered in matters related to labour rights. Around 90 percent of our workforce is covered by collective bargaining agreements. In Moldova, Ukraine and Switzerland, employees' voices are heard via internal communications channels and engagement surveys.

We use tools such as survey analytics to track the effectiveness of our workforce engagement, and we compare results across survey cycles. Success in implementing actions based on the survey results is tracked by HR dashboards, and discussed by the HR leadership team and Group Management.

Although we do not currently have a dedicated mechanism focusing specifically on vulnerable groups, we place particular emphasis on supporting our employees who work in production. This focus aligns with our Diversity, Equity, Inclusion and Belonging Strategy, which reflects our ambition of creating a workplace where everyone feels valued, respected, and included.

Channels to raise concerns and remediation

(S1-3)

Vetropack provides multiple channels for employees to raise concerns or express needs, with guaranteed accessibility, confidentiality, and protection from retaliation. The mechanisms are set up and operated by an external service provider so as to guarantee full anonymity. Where necessary, issues are escalated to the Board of Directors. Key mechanisms for raising concerns include:

- SpeakUp system: An anonymous, multilingual platform accessible via phone or website from all Vetropack locations. It enables employees to report concerns related to suspected legal misconduct, discrimination, harassment, inappropriate behaviour, or violations of Vetropack policies such as the Code of Conduct. Reports are handled confidentially, documented, and monitored. Section G1 Business conduct provides further insights into our whistleblowing system and the SpeakUp policy.
- Internal reporting lines: We encourage our employees to contact their line manager, local HR, the Legal and Compliance department (compliance@vetropack.com), or the CEO of the Vetropack Group in case of suspected misconduct or questions relating to policies.
- Local HR support: HR teams are responsible for addressing grievances professionally and in compliance with legal requirements.

Stakeholders are involved through direct feedback unless the concern was raised anonymously. Local HR and Compliance teams serve as accessible points of contact and address concerns in a culturally and contextually appropriate manner. We ensure the accessibility and visibility of grievance and reporting channels in the following ways:

- Onboarding: Onboarding sessions introduce new employees to the Code of Conduct, SpeakUp system, and compliance procedures.
- Training: Mandatory courses on compliance, business conduct and reporting channels. These courses are available via our internal learning platform, and they are supported by regular refresher sessions and awareness-raising initiatives.
- Internal communication: Regular updates and guidance on safe and confidential reporting, shared via internal platforms and the intranet.
- Leadership engagement: Local HR and compliance officers act as accessible contact points. In some locations, such as Croatia, roundtables and feedback sessions promote open dialogue.

To prevent negative impacts such as safety incidents, we train our employees to proactively report unsafe conditions or behaviours. Reported incidents trigger prompt initial investigations. Preventive and detection measures may include procedural reviews, targeted training, and audits. Corrective actions consist of emergency procedures and medical treatment, if required. Negative impacts on employees' mental health are addressed through workload assessments or the redesign of the work environment, as well as by providing access to support resources. Local HR teams are trained to identify early signs of stress and initiate adjustments. Cases of discrimination or harassment can be reported confidentially via the reporting channels, and they are investigated by our HR and Legal and Compliance teams. Confirmed cases result in disciplinary actions and, where appropriate, mediation or training interventions. To assess the effectiveness of these measures and remedies, we use follow-up surveys, incident tracking, and feedback loops involving HR or health and safety managers.

Actions related to own workforce

Health and safety

(S1-4), (ESRS 2 MDR-A)

A safe and accident-free work environment is a priority for Vetropack. We foster a strong safety culture by offering regular training and awareness programmes on work-related hazards. We also conduct regular health and safety risk assessments to identify and evaluate negative impacts of operational tasks or conditions on employees' health and safety.

We familiarise employees with occupational safety guidelines through four safety principles ('I keep to the rules', 'I protect myself', 'I don't enter into any risks', 'I look out for others') and nine golden safety rules (See Annual report 2024). 'I'm more important

than production' is the principle that empowers employees to discontinue their work if they perceive a safety risk. Awareness initiatives such as Safety Days at each site and specific training for production employees familiarise our workforce with our safety culture. Provision of adequate personal protective equipment and defined procedures for handling chemicals are standard practices.

Work-related incidents can occur when safety rules are violated due to carelessness or time pressure. We deliberately aim to remedy such lapses by implementing the Safety Minutes philosophy. Safety Minutes are brief training sessions that convey relevant safety information and instructions on behaviour. They encourage employees to actively identify and communicate work-related hazards and non-compliant behaviour.

In line with our Procurement policy, we also consider safety aspects when purchasing new equipment. Wherever possible, we prioritise low-emission and low-noise machinery to reduce potential negative impacts on the health and safety of our workforce. For example, our servo-driven NIS glass forming machine helps to mitigate safety risks. At our Italian site, a modern automated warehouse reduces human interaction, thereby increasing workplace safety.

Employees working in production undergo regular health check-ups to help prevent work-related illness. If employees show early signs of occupational illness or disease, Vetropack supports them and adjusts their activities where possible. If an incident occurs, it is analysed and safety alerts are communicated to other plants as a preventive measure. General Managers are involved in incident analysis, and related improvement actions are implemented Group-wide.

Due to high temperatures in the glass melting process (around 1,600°C), there is an elevated risk of fire. For this reason, some plants have their own firefighters to prevent dangerous situations and fires. They carry out regular inspections, collaborate closely with the local fire brigade, sensitise Vetropack's workforce, and train them on dealing with hazards.

As safety concepts may vary between individual plants due to local safety legislation and differing levels of safety awareness in specific countries, we began implementing best-practice standards in the year under review. The goal is to ensure that all plants are on the same safety level, thus positively impacting the health and safety of our workforce. The project will be completed by mid-2026, and implementation is included in the planned safety budgets for each site. The project covers the following topics:

- Implementing a uniform system of access control to our plants
- Standardising job descriptions for safety managers
- Adding a paragraph on safety in job descriptions for all supervisors and managers
- Defining additional internal safety KPIs (consistent tracking from 2026 onwards)
- Standardising personal protective equipment
- Risk assessments related to workplace safety
- Implementing a Group-wide incident analysis tool
- Standardising training with a structured library of training documents

We monitor the effectiveness of health and safety measures by regular internal and external safety audits. External audits are conducted as part of the (re-)certification process for ISO 45001. Internal audits take place when safety managers from one plant examine the processes at another production site. At present, the occupational safety management systems of our plants at Pöchlarn (Austria), Kremsmünster (Austria), Kyjov, (Czech Republic), Nemšová (Slovakia) and Hum na Sutli (Croatia) are certified to ISO 45001. We plan to have the remaining sites certified by 2026 (except for our Ukrainian site).

When defining appropriate actions related to health and safety, we rely on risk assessments based on the principles defined by ISO 45001. To prevent future injuries and accidents, our workforce is required to report near-misses. Health and safety managers evaluate equipment and processes to ensure proper risk management. The newly-implemented incident analysis process will provide the information required to define improvement actions, which will then be implemented across all sites as applicable.

As described under the Policies section, the Director Corporate Development and Integrated Management Systems (IMS) has formal responsibility for occupational health and safety. The Group Health and Safety Manager reports to this function. General Managers of the plants and local health and safety managers implement actions at local levels.

Diversity

(S1-4), (ESRS 2 MDR-A)

Our actions focus on creating a fair work environment, promoting inclusion through training and communication, and driving cultural change across the Group. We are building a Diversity, Equity, Inclusion and Belonging strategy that includes psychological safety assessments, inclusive leadership programmes, and pay equity reviews. To ensure transparent processes, we use a performance management module (SuccessFactors from SAP) to standardise goal-setting and performance reviews for the entire Group.

A harmonised grading and compensation framework is also in place to support fairness and comparability of roles across sites. In addition, our total compensation strategy ensures equal access to pay, benefits and flexible working time models.

Other actions to promote diversity focus on training and awareness-raising. We provide mandatory training on ethics, inclusion and fair recruitment practices for our HR teams, complemented by leadership development programmes (such as Vetrocademy). We cover diversity topics in the onboarding process, deliver refresher training where necessary, and train HR teams to recognise and take action against signs of exclusion or bias. We also invest in language training to foster collaboration across our nine official languages and over 40 nationalities. Digital tools and accessibility measures make inclusion tangible in everyday work. Internal communication platforms such as Viva Engage are in place to support multilingual collaboration with the help of integrated translation functions. Structural upgrades at our sites improve accessibility for employees with physical limitations.

Several programmes aim to strengthen inclusive leadership and drive cultural transformation. These include initiatives such as the Agility Scouts programme, in which internal change agents promote empathy and diversity, as well as targeted actions such as the feedback culture programme launched in Croatia. We also conduct psychological safety surveys to monitor inclusion, while initiatives such as 'Women in Glass' place additional emphasis on our commitment to inclusion.

We take a proactive and structured approach to preventing discrimination and harassment, and to promoting diversity, as set out in our Code of Conduct and HR governance framework. Confirmed cases of discrimination or harassment result in disciplinary action, mediation or training interventions. As anchored in our Code of Conduct, we prohibit retaliation against individuals who raise concerns in good faith.

Actions to promote diversity are coordinated by Group HR and local HR teams, with strategic oversight by our Chief HR Officer to ensure alignment with the corporate strategy. We track the effectiveness of actions on the basis of KPIs such as pay equity, engagement survey scores and results from psychological safety assessments, or by using digital tools such as SuccessFactors and Viva Engage. DEI initiatives are integrated into the HR balanced score card. Results are reviewed by Group HR and escalated to the Board of Directors when necessary.

We hold cross-functional workshops to ensure alignment on DEI priorities, and we cascade actions across countries and functions. Benchmarking against local market standards helps to monitor progress. At management and Board level, our Nomination and Compensation Committee reviews diversity. Actions related to diversity are prioritised according to risk level (e.g. European and local regulations on gender equity in salaries), strategic relevance (e.g. stakeholder expectations), and feasibility.

As part of our Employer of Choice strategy, we allocate dedicated technical and personnel resources to manage material impacts, risks and opportunities related to diversity: for example, our Group HR Department as well as our local HR teams and site managers support inclusive practices across all sites. Technical resources include the digital platforms mentioned above such as SuccessFactors, our intranet and our employee app Viva Engage, our (online) learning infrastructure, and software to create HR dashboards. These resources are coordinated by Group HR and aligned with Vetropack's Strategy 2030+, ensuring that diversity efforts are embedded in both operational and strategic planning.

As part of our Employer of Choice strategy, we plan to expand diversity-related initiatives in the short to medium term. In 2025–2028, actions include scaling the Agility Scouts programme from Croatia to additional sites, integrating additional DEI KPIs into HR dashboards, and enhancing inclusive leadership content in Vetrocademy.

Training and skills development

(S1-4), (ESRS 2 MDR-A)

Vetropack's approach to training and skills development is embedded in our Employer of Choice strategy, with emphasis placed on operational readiness, leadership development, and inclusive growth. Vetropack offers several learning options and various learning channels such as classroom training, virtual training and eLearning courses. Programmes include onboarding, technical upskilling, Vetrocademy leadership courses, leadership skills development courses, and career development planning.

Our Learning Management System with Litmos ensures a structured approach to training and skills development. A key element is our eLearning platform, with over 1,500 courses available. The Learning Management System tracks training completion rates and gathers feedback. Additionally, peer learning is fostered through cross-site initiatives and communities of practice, which promote shared knowledge and reduce isolation.

To ensure that employee development is effective, Vetropack makes use of a structured training needs analysis that aligns learning content with specific roles, and avoids cognitive overload. This analysis is conducted annually; it covers all employees, and ensures that programmes are aligned with Vetropack's strategic goals. Local HR teams and line managers monitor training intensity and make adjustments based on feedback from engagement surveys and performance reviews.

Strategic talent management is led by three Group functions: Talent Attraction and Acquisition, Talent Management, and Learning and Development. The training initiatives are coordinated by the Group Learning and Development Manager in collaboration with local HR teams. Centralised KPI dashboards provide insights into training hours, costs and participation rates, thus providing support for regular reviews by HR and local teams. In addition, we use performance reviews and individual development plans to assess the effectiveness of training and skills development initiatives.

Digital tools and learning platforms provide a key foundation for training and skills development at Vetropack. Digital learning platforms such as Litmos empower employees to manage their training flexibly so as to avoid pressure. Local HR teams and line managers actively monitor training intensity and gather feedback through engagement surveys and performance reviews, enabling them to make responsive adjustments. We utilise digital platforms such as Litmos and SuccessFactors to manage learning content, track progress, and support digital development plans. In 2025, we activated LinkedIn Learning for selected groups, expanding access to external content and opening up further development opportunities. In line with our target to increase the annual training hours per employee, we will strengthen our digital learning ecosystem, expand the use of digital tools, enable learning via a mobile app, and improve access to our internal resources.

In our largest training centre at Pöchlarn (Austria), our employees can acquire industry-specific expertise and craftsmanship in a safe environment thanks to the deployment of virtual reality technologies. Other plants offer similar training facilities on a smaller scale.

To identify the actions needed to develop training and skills, we use training KPIs and have our employees participate in rating exercises and workshops. We align HR actions with business needs in our annual workforce planning cycles. Training investments are tracked via internal budgeting and dashboards. We have also set an internal target for training investment per employee.

Targets related to own workforce

Health and safety

(S1-5), (ESRS 2 MDR-T)

By 2030, Vetropack aims to achieve a TRIR (Total Recordable Injury Rate) of 2.0. This target applies to all manufacturing sites. The calculation of TRIR follows the definition provided by FEVE, the European Container Glass Federation. TRIR represents the number of recordable incidents (Lost Time Incidents (LTIs) and Medical Treatment Incidents (MTIs)) occurring within a given period (monthly or annually). The target was established by the CEO in 2019. Progress is monitored on a monthly basis by health and safety managers.

In the reporting year, we achieved a TRIR of 2.37, representing an increase compared with 2024 when the TRIR was 1.88.

Diversity

(S1-5), (ESRS 2 MDR-T)

We aim to achieve a 30 percent representation of women among all employees with a management function by 2032. As described under Metrics, this refers to a entity-specific datapoint and covers employees leading others. We grade them internally as leaders (L1 and above).

In the reporting year, the women representation amongst our management was 25 percent.

This target, as well as the target on training and skills development, was defined by the Sustainability Steering Committee in 2025.

Training and skills development

(S1-5), (ESRS 2 MDR-T)

We aim to achieve an average of 25 training hours per employee per year by 2032. In 2025, Vetropack's employees participated in an average of 24.3 hours of training.

As outlined above, our focus is on providing access to a broad range of digital tools and training opportunities. The target includes internal training, online training, and external training that our employees undertake with third-party providers outside Vetropack.

Metrics related to own workforce

Characteristics of Vetropack's own workforce

(S1-6), (S1-7), (ESRS 2 MDR-M)

Employee headcount by gender	Change	2025	2024
Male	– 2%	2 640	2 704
Female	– 3%	892	918
Other [1]	n/a	–	–
Not disclosed [1]	n/a	–	–
Total employees	**– 2%**	**3 532**	**3 622**

[1] All employees are given the option to choose 'other' or 'not disclosed' as their gender.

Employee headcount by country	Change	2025	2024
Switzerland	– 16%	153	183
Austria	– 3%	720	744
Czech Republic	3%	496	483
Slovakia	1%	422	417
Croatia	7%	732	685
Ukraine	5%	329	314
Italy	9%	339	310
Moldova	– 30%	337	481
Romania	– 20%	4	5
Total employees	**– 2%**	**3 532**	**3 622**

Employee headcount by contract type and gender	2025					2024				
	Male	Female	Other	Not disclosed	Total	Male	Female	Other	Not disclosed	Total
Permanent employees	2 519	836	–	–	3 355	2 654	879	–	–	3 533
Temporary employees	121	56	–	–	177	50	39	–	–	89
Non-guaranteed hours employees	–	–	–	–	–	–	–	–	–	–
Full-time employees	2 612	834	–	–	3 446	2 674	877	–	–	3 551
Part-time employees	28	58	–	–	86	42	29	–	–	71

Reporting principles: To collect employee data, Vetropack's sites enter HR information into SAP SuccessFactors. If certain data is not maintaned in SuccessFactors (e.g. hours worked, performance reviews, apprentices, interns and trainees), it is entered into standardised reporting templates issued by Group HR. Once site-level data is provided, the information is consolidated in Power BI, from where data is transferred to the final reporting system. Employee data are reported as headcount, as at 31 December, and cover all sites unless stated otherwise (S1-14, TRIR, TRISR). Specifications for individual data points are indicated with footnotes beneath the respective tables. As described under Basis for preparation, Vetropack revised the scope of its employee data, following the transition from GRI Standards to ESRS. While in previous Annual reports apprentices, interns and trainees were defined as non-employees and therefore not included in the total HR data, as required by GRI (GRI 2-8), the ESRS define employees as individuals who are in an employment relationship with the undertaking (Vetropack) in accordance with national law or practice, as defined in ESRS S1. Under ESRS, non-employees include individual contractors supplying labour as well as people engaged in 'employment activities' (NACE Code N78), which include individuals hired by placement and temporary employment agencies. To ensure comparability and methodological consistency between the HR data for 2025 and 2024, Vetropack recalculated and restated the 2024 HR data. This resulted in a total of 3,622 employees for 2024, compared to 3,585 (+37, of whom 7 were female and 30 male) as reported in the Annual report 2024, reflecting the inclusion of trainees, apprentices and interns previously excluded. For the restatement of 2024 data, trainees, apprentices and interns employed in Switzerland (6 individuals) and

Austria (31 individuals) were included. These individuals were assumed to be employed under temporary and/or part-time contracts, in line with employment practices in the respective countries.

Employee turnover	Change	2025	2024
Employees who have left (headcount)	– 9%	535	591
Employee turnover rate (%)	– 6%	15.03%	16.07%
Employees who have voluntarily left (headcount)	– 2%	146	149
Voluntary turnover rate (%)	1%	4.10%	4.05%

Reporting principles: To calculate employee turnover, Vetropack uses the average number of employees as the denominator, calculated as the headcount at the start of the year plus the headcount at the end of the year, divided by two. Vetropack defines voluntary turnover (non-ESRS) as the proportion of employees who choose to leave the company on their own initiative, rather than being terminated or laid off. Reasons may include resignation, career change, family reasons or retirement. Voluntary turnover excludes dismissals and redundancies and is measured as a percentage over a 12-month period. Voluntary turnover is a subset of total turnover.

Non-employees (headcount)	Change	2025	2024
Number of non-employees	n/a	126	not available
Self-employed	n/a	5	not available
Other employment activities	n/a	121	not available

Reporting principles: Vetropack engages non-employees for trial periods and temporary positions, for example in HR, marketing and sales. In addition, consultants are engaged in the fields of quality and production, as well as for the operation of recycling facilities. These individuals are employed by external agencies. Vetropack did not collect these data on non-employees for 2024.

Diversity

(S1-9, ESRS 2 MDR-M)

	Change	2025		2024	
Top management by gender[1]		headcount	%	headcount	%
Male	6%	55	76	52	74
Female	– 6%	17	24	18	26
Other	n/a	–	–	–	–
Not disclosed	n/a	–	–	–	–
Management by gender[2]		headcount	%	headcount	%
Male	9%	96	75	88	73
Female	0%	32	25	32	27
Other	n/a	–	–	–	–
Not disclosed	n/a	–	–	–	–

[1] Strategic leaders (SL1 and SL2) and senior leaders (L2 and L3)

[2] Non-ESRS datapoint, people leading others being graded as leaders (L1 and above)

Employees by age group	Change	2025		2024	
		headcount	%	headcount	%
< 30 years	1%	469	13	463	13
30 – 50	5%	1 815	51	1 725	48
> 50 years	– 13%	1 248	35	1 434	40

Training and skills development

(S1-13, ESRS 2 MDR-M)

Percentage of employees with regular performance and career development reviews	Change	2025	2024
Male	423%	68%	13%
Female	254%	99%	28%
Other	n/a	0%	0%
Not disclosed	n/a	0%	0%
Total	347%	76%	17%

Number of training hours per employee	Change	2025	2024
Total average	44%	24.30	16.90

Reporting principles: Performance review data are tracked in SuccessFactors or by local HR teams. The 2024 data are based on SuccessFactors and refer to performance reviews conducted at Group level. The following Group functions are included: Finance, Commercial, HR, Legal and Compliance, IT, Communications, Supply Chain, Engineering and Production, and IMS. Included are employees with management functions. The 2025 data also include performance review data for other employees (e.g. employees working in production). These performance review processes are managed and monitored at site level. The change in methodology led to the increase in numbers. Performance review processes are voluntary in Austria. Vetropack will align its methodology in the future. Information on training hours is currently only available as an average value. Data is calculated by dividing the total number of training hours by the total number of employees at the end of the year.

Health and safety

(S1-14, ESRS 2 MDR-M)

Health and safety metrics	Change	2025	2024
Percentage of own workforce covered by ISO 45001 [1]	4%	67%	64%
Number of fatalities as a result of work-related injuries and work-related ill health	n/a	–	–
Number of fatalities as a result of work-related injuries and work-related ill health for non-employees	n/a	–	–
Number of recordable work-related accidents	34%	78	58
Rate of recordable work-related accidents [2]	38%	13.64	9.92
Number of days lost to work-related injuries and fatalities from work-related ill health and fatalities from ill health	21%	2 323	1 920
Total recordable incident rate TRIR per 100 FTE [3]	26%	2.37	1.88
Total recordable incident severity rate TRISR per 100 FTE [4]	25%	69.93	56.00

[1] Production sites in Kremsmünster, Pöchlarn, Hum na Sutli, Nemsova, Kyjov are certified by ISO 45001

[2] Calculated by dividing the number of cases by the number of total hours worked, multiplied by 1000000

[3] Number of recordable incidents (Lost Time Incidents, LTIs and Medical Treatment Incidents, MTIs)

[4] Days lost or restricted after an incident occurred, for 100 full time equivalent employees over a year

Reporting principles: Vetropack's manufacturing sites record safety data in standardised templates issued by the Group Health and Safety Manager. The data are reviewed, consolidated, and transferred into the reporting system. Unless stated otherwise in a footnote, Vetropack follows the ESRS definition. Health and safety metrics cover Hum na Sutli, Boffalora, Kremsmünster, Pöchlarn, Kyjov, Nemsova, Gostomel, Chișinău.

The percentage of the workforce covered by ISO 45001 increased not as a result of the certification of an additional site, but as a result of a reduction in employee numbers at our sites in St-Prex and Chișinău. Neither in 2024 nor in 2025 were any fatalities recorded as a result of work-related injuries or work-related ill health. The increase in recordable work-related accidents can partly be explained by a higher number of non-severe injuries in Austria and Italy; these cases are mostly related to individual behaviour. This negative trend is also reflected in an increase in the number of days lost. However, the lower rate of increase in days lost com-

pared to the number of work-related accidents indicates that many of the incidents were less severe. Nevertheless, Vetropack is committed to improving its safety performance in 2026 through the standardisation project initiated as described above.

Human rights

(S1-17, ESRS 2 MDR-M)

Incidents, complaints and severe human rights impacts	Change	2025	2024
Number of incidents of discrimination , including harassment	n/a	–	–
Number of complaints filed through channels for own workforce to raise concerns (incl. grievance mechanisms)	n/a	–	–
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	n/a	–	–
Amount of fines, penalties, and compensation for damages as result of incidents of discrimination, including harassment and complaints filed (CHF)	n/a	–	–
Number of severe human rights issues and incidents connected to own workforce	n/a	–	–
Number of severe human rights issues and incidents connected to own workforce that are cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	n/a	–	–
Amount of fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce (CHF)	n/a	–	–
Number of severe human rights incidents where Vetropack played a role securing remedy for those affected	n/a	–	–

Reporting principles: Incidents of discrimination, including harassment, complaints and severe human rights incidents, as reported in the table above, are associated with breaches of national law, Vetropack's Code of Conduct and Business Ethics Policy, as well as globally recognised frameworks such as the Universal Declaration of Human Rights and the International Labour Organisation's Core Conventions. Potential incidents are monitored, and follow-up actions or investigations are organised by Vetropack's Group Director Legal and Compliance. Vetropack acknowledges that there may be cases in which an employee feels discriminated against, although the circumstances do not substantiate such a perception. Therefore, neutral legal assessments are applied to each case. Where necessary, external lawyers are consulted to assess such cases and potential incidents. Severe human rights incidents would include forced labour, human trafficking or child labour. Such practices are strictly prohibited in all countries in which Vetropack operates.

Neither in 2024 nor in 2025 were any incidents or complaints related to human rights recorded.

S4 Consumers and end-users

Vetropack's corporate purpose is to enable everyone to enjoy food and beverages in the most elegant, safe and responsible way. Our company is committed to providing glass containers that are safe for their intended use, supported by continuous improvement and compliance with quality and food safety standards.

Impacts, risks and opportunities related to consumers

(S4 ESRS 2 SBM-3)

Vetropack's business model focuses on the production of high-quality glass containers for food and beverages. As a packaging material, glass allows consumers to enjoy food and beverages in a safe and responsible way. It also offers health benefits: thanks to its inert molecular structure, glass does not interact with its contents and provides a secure barrier against external influences. It prevents the migration of chemicals into food and beverages. Glass also preserves flavours, extends shelf life, and helps reduce food waste.

Product defects, such as glass splinters or impurities, may pose risks to consumers' health and safety. Although such incidents are rare, they can occur if the glass packaging does not meet the required quality and safety standards, or if transportation and filling processes are not properly managed. In cases where products must be recalled due to quality and safety concerns, we may face reputational damage and financial losses. On the other hand, opportunities arise as glass packaging gains popularity among consumers who value health-conscious packaging and are increasingly critical of petroleum-based materials. This opportunity is driven by global trends, regulations, customer requirements, and shifting consumer preferences.

As a company operating in the container glass industry, Vetropack is active in Business-to-Business (B2B) commerce. We sell our products to customers (brand owners), but we have very limited direct interaction with consumers. Our customers are responsible

for the final packaging and filling of their foods and beverages. This process may also impact the quality and safety of the glass packaging. However, Vetropack remains responsible for ensuring that its glass containers meet quality requirements including customer specifications, relevant legislation, and ISO standards for quality and food safety. Quality and safety impacts are not associated with specific categories of glass containers or consumer characteristics. The positive and negative impacts of our products affect all consumers who eat and drink foods and beverages packed in Vetropack's products. No vulnerable consumer groups have been identified as being disproportionately affected by these impacts.

Policies related to consumers

(S4-1, ESRS 2 MDR-P)

Vetropack's Quality and Food Safety Policy forms the foundation for all processes related to our glass containers. This policy establishes the framework and guidelines for quality and product safety, with the main goals of ensuring product safety, meeting customer requirements, and preventing health hazards caused by product contamination or defects. It aims to ensure that all glass containers intended for direct contact with food and beverages are safe. The policy reduces reputational and financial risks associated with complaints or recalls. It helps to increase the popularity of glass and to strengthen customer relationships. The Quality and Food Safety Policy covers the entire lifecycle of our products and ensures compliance with food safety and quality standards.

The Management Board, the Director Corporate Development and Integrated Management Systems and the Group Quality Manager are the most senior levels accountable for implementing the Quality and Food Safety Policy, and for ensuring strategic alignment. The policy is developed and reviewed by Quality Management, Engineering and Production, Sales, Legal and Compliance, and Human Resources. It applies to all Vetropack sites and the entire workforce, and also to our suppliers. Supplier audits with a focus on raw materials, machines, and quality specifications ensure that our suppliers comply with the same quality standards that we ourselves follow. Annual evaluations of vendors assess complaint rates and audit results.

Vetropack's Quality and Food Safety Policy is aligned with the following internationally recognised standards, which it commits to implement: FSSC 22000 (Food Safety System Certification), ISO 22000 (Food Safety Management Systems), and ISO 9001 (Quality Management Systems). These standards are reflected in the way the policy is structured, implemented and monitored. Products must be manufactured, stored, handled, and distributed according to processes and procedures defined by ISO 9001, ISO 22000, and FSSC 22000. Safety hazards in the production process are identified to enable prevention and control, and production processes are monitored in line with food safety criteria.

The Quality and Food Safety Policy is embedded in an audit and certification cycle that includes internal and external audits as well as regular recertification, in order to ensure ongoing compliance and effectiveness. As part of the certification process for our management systems, we regularly review the policy to maintain its effectiveness.

Employee feedback, from sources such as surveys or internal audits, is used as input for updates to the policy. Although the policy is intended for internal use and is not shared directly with customers or suppliers, their requests do indirectly influence its content. Customer feedback – including insights gained from surveys, complaints, and audit evaluations – also shapes quality and safety standards and processes.

Another guideline for our quality management is the Policy Compliance Monitoring Document. This overarching framework outlines how various business functions contribute to quality management. It defines specific performance indicators (KPIs) used to monitor compliance with the Quality and Food Safety Policy. The guideline sets universal goals for improving product quality and optimising processes while ensuring compliance with standards. This guideline is also applicable to the entire Vetropack Group.

The Code of Conduct reinforces Vetropack's commitment to safe products and provides support for customers to ensure consumer safety. Its implementation and monitoring are described in sections S1 Own workforce and G1 Business conduct.

Engaging with consumers

(S4-2)

Vetropack operates in the container glass industry, supplying around 1,700 customers in the food and beverage sector through B2B channels. Consumers purchase food and beverages in our glass containers from retailers and wholesalers; the majority of these are located in Europe, although some products are exported globally.

Direct engagement with consumers is rare, as interaction occurs primarily with customers (brand owners). Vetropack directly interacts with customers through the respective sales representative, who then coordinates technical customer service. If products do not meet specified quality and safety standards, Vetropack collaborates with brand owners to mitigate any negative impacts on consumers and initiates an incident management process. Direct engagement with consumers takes place through initiatives such as Friends of Glass, through which Vetropack promotes awareness of the health benefits of glass packaging in protecting packaged food and beverages. As a member of FEVE, the European Container Glass Federation, Vetropack shares information on the importance of glass collection and recycling. In addition, information about manufacturing processes and products is provided on the company's website and via social media channels. Operational responsibility for consumer engagement lies with the Communications team.

We engage with customers to continuously improve product quality and safety by collecting feedback through regular customer surveys and systematic complaint analysis. Complaints are logged, categorised and investigated promptly, with root cause analyses and corrective actions implemented in accordance with the Quality and Food Safety Policy. Complaint trends are monitored to identify recurring issues and prioritise improvements in processes.

Channels to raise concerns and remediation

(S4-3)

Vetropack has established structured processes to provide or contribute to remediation in cases where our products cause or contribute to negative impacts on consumers' health and safety. The complaint handling process and product recall procedures form part of a systematic approach to managing such incidents. Several processes have been implemented to manage complaints, including the customer hypercare process, the Root Cause Analysis (RCA) processes and tools, and the Corrective and Preventive Action (CAPA) process. Customer hypercare is provided by a task force that assesses incidents, supports customers, ensures product quality, and helps to prevent product defects in the future. All complaints – especially those involving health and safety risks – are logged, categorised, and investigated promptly. RCA and CAPA procedures are applied to prevent recurrence, with findings used to adjust processes and inform employee training. Vetropack's traceability systems and processes enable the identification and withdrawal of affected batches, under the management of a cross-functional crisis team that oversees communications, logistics, and RCA. Vetropack does not take recall decisions itself; however, it participates in customers' recall processes and, where appropriate, compensation procedures are initiated.

Vetropack assesses customers' and consumers' awareness of its structures and processes for raising concerns about product quality. We share product documentation, safety standards and usage guidelines with customers to help build trust in our quality and food safety management systems. Regular customer engagement – through surveys, audits, and feedback sessions – enhances understanding of Vetropack's quality systems and complaint-handling processes. Escalation procedures are embedded in the Compliance Monitoring Document.

To assess the effectiveness of processes for remediating negative impacts and of channels for raising concerns, we use internal KPIs such as the number of critical complaints, timeliness, and Internally Detected Critical Defects (IDCD) per million units, and monitor complaint trends. The IDCD indicator is used to address the root causes leading to the highest numbers of defect occurrences, enabling improvement actions to be defined directly at the source. These metrics are complemented by regular internal and external audits, customer feedback and internal management reviews.

Corrective actions are embedded in the Quality and Food Safety Policy and the Compliance Monitoring Document. In confirmed cases of health and safety risks, Vetropack collaborates transparently with customers and, where issues stem from raw materials or services, conducts supplier audits.

For our Rezon product, we use laser technology based on data matrix codes to enable the rapid identification of affected batches in the event of a complaint. Each bottle is assigned a unique identifier that captures and stores specific data throughout the production process. Depending on the product line, we also use dot matrix ink printers or choose a traceability system at pallet level. This labelling system ensures efficient batch tracking and supports rapid response in the event of a recall.

Vetropack is not in direct contact with consumers; therefore, consumers do not interact with the company directly in the event of a complaint. Customers can report product defects through sales representatives or technical customer service. In addition, customers and consumers may use the SpeakUp system to raise concerns or submit complaints. Further information on the SpeakUp system is provided in sections S1 Own workforce and G1 Business conduct. This anonymous, multilingual platform is accessible via phone or website, enabling stakeholders to report concerns related to misconduct or product quality.

Actions related to consumers

(S4-4), (ESRS 2 MDR-A)

At Vetropack, responsibility for product quality is managed by interdisciplinary teams comprising experts in technical performance, technology, purchasing, and quality. Our production processes follow defined requirements and standardised workflows as set out in our quality and food safety management systems. All Vetropack plants have their quality management systems certified to ISO 9001 and their food safety management systems certified either to FSSC 22000 or ISO 22000. FSSC 22000 incorporates the requirements of ISO 22000 and is recognised by the Global Food Safety Initiative. The following sites are certified to FSSC 22000: Pöchlarn and Kremsmünster (Austria), Kyjov (Czech Republic), Hum na Sutli (Croatia), Boffalora (Italy), Nemšová (Slovakia), and Gostomel (Ukraine). Chișinău (Moldova) is certified to ISO 22000. Regular internal and external audits assess compliance with processes, standards, ISO requirements and applicable external regulations. Recertification typically occurs every three years. Audit follow-up procedures include tracking corrective actions and verifying their implementation, where required.

We perform laboratory tests to measure quality parameters; depending on the type of food or beverage, we carry out destructive, thermal shock, or non-destructive dimensional tests. Vetropack continuously invests in technical advancements, such as inspection machines, to further improve product quality. Preventive actions include hazard analysis and risk control. All manufacturing, storage, handling, and distribution processes follow approved procedures to prevent contamination, breakage, or quality deviations. Our Food Contact Material Safety Concept also defines procedures to identify and prevent risks relating to food safety, food defence, and food fraud. Regular employee training supports compliance with these standards and procedures.

The handling of actions taken to remedy negative impacts on consumers is embedded in the Quality and Food Safety Policy, the Code of Conduct, and the Compliance Monitoring Document. The Policy Compliance Monitoring system tracks the implementation and effectiveness of corrective actions. Internal and external audits verify whether remedial actions have been completed and have effectively resolved the issue. KPIs such as the number of critical complaints, complaint trends, and internal defect rates are monitored. Vetropack tracks customer complaints, categorises them (e.g. as 'production', 'transport' or 'warehouse'), and analyses trends as a basis for corrective actions. Complaint trend analysis helps to identify recurring issues and prioritise corrective actions, while customer feedback supports process refinement and improved responsiveness.

Processes to ensure the quality and safety of glass containers cover the entire product lifecycle, including product design, marketing, sales, and broader industry collaboration. Product safety and quality considerations are integrated into the design phase, where the use of food-grade compliant materials and appropriate thermal and mechanical resistance is ensured. Containers are engineered to minimise the risk of breakage or contamination. Eco-design principles are applied to reduce container weight and enhance safety and environmental performance. Marketing materials are reviewed for accuracy and compliance with safety claims, and sales teams are trained to communicate product specifications and safety aspects to B2B customers, and to avoid misleading claims.

Targets related to consumers

(S4-5), (ESRS 2 MDR-T)

We aim to achieve zero product recalls each year.

Recall decisions are taken by our customers, the brand owners, and Vetropack participates in their recall processes. Recalls refer to the withdrawal of glass packaging that has already been delivered to customers. They occur when products are defective, unsafe, or non-compliant with regulations and are recorded when customers officially initiate them and inform Vetropack accordingly.

In the reporting year, no recalls were recorded, and the target for 2025 was therefore achieved.

Metrics related to consumers

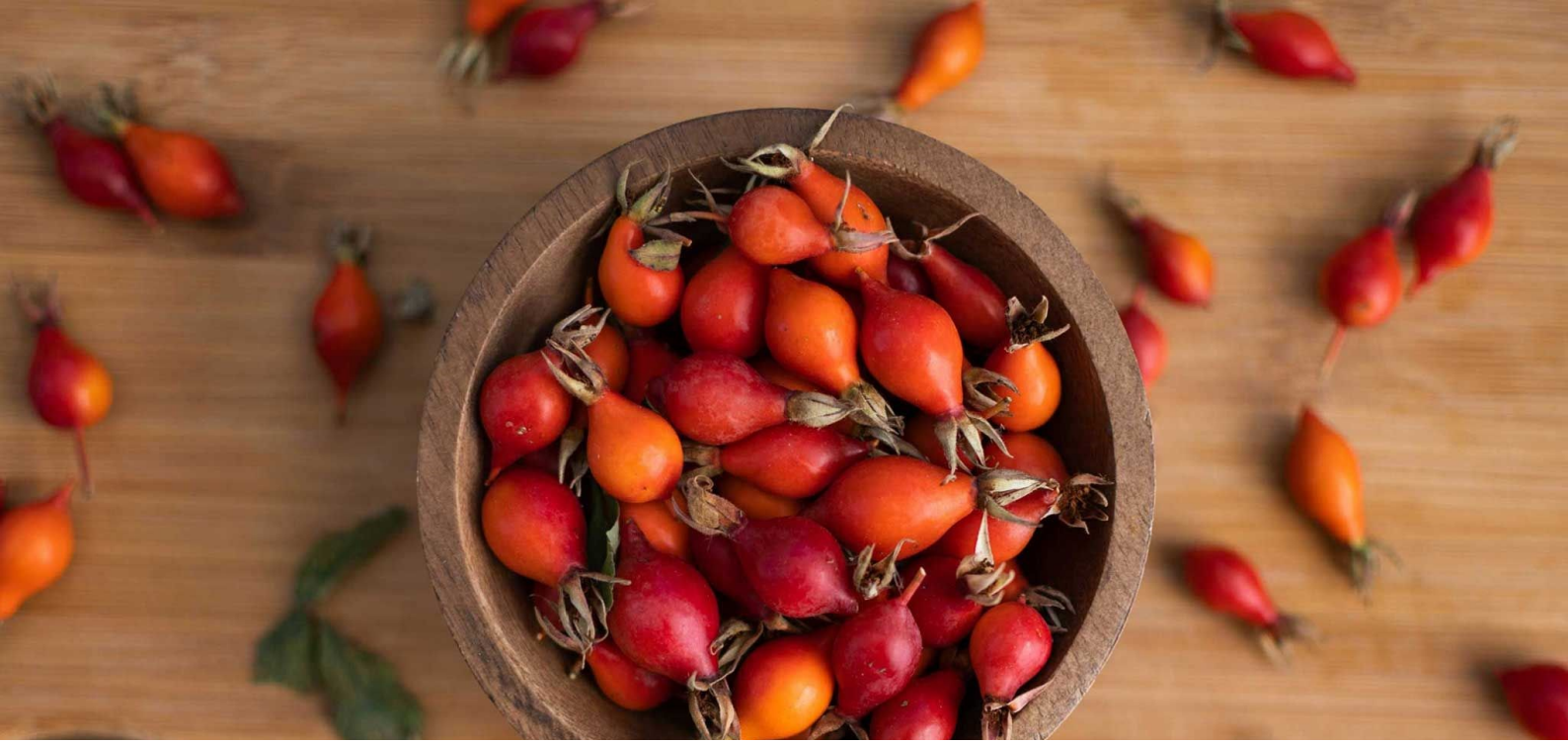
(S4-5), (ESRS 2 MDR-M)

Metrics related to consumers and products	Change	2025	2024
Number of complaints received from consumers	n/a	–	–
Number of recalls	n/a	–	–
Number of critical complaints received from customers	100%	12	6
Percentage of plants certified to ISO 22000 or FSSC 22000	0%	100%	100%

Reporting principles: Consumer complaints are collected by our customers rather than directly by Vetropack. When a consumer reports an issue to a brand owner or filler, the customer forwards the case to Vetropack. The case is then registered as a customer complaint, followed by a full technical investigation, corrective actions and feedback. This ensures that potential issues originating from consumers are captured and handled systematically. Our definition of recalls is described in the targets section. Metrics on critical complaints are derived from the centralised quality management system. Critical complaints are counted based on an internal severity classification and include:

- Actual or potential consumer safety issues
- Cases where individuals could be injured or where personal injury has already occurred
- Actual or potential product liability cases
- Critical defects in accordance with CETIE DT 26.00 or applicable customer standards
- Any other product-safety-related defect that could result in a container bursting or breaking
- Costly complaints meeting one or more of the above-mentioned criteria

Vetropack has launched a strategic quality initiative aimed at reducing the overall number of complaints, with a particular focus on minimising critical complaints. As part of this initiative, the methodology for root cause analysis will be further developed and strengthened across the entire value chain. In addition, the Pareto principle will be applied systematically to identify and address the most frequently occurring defects in production, warehousing and logistics processes, with corrective actions defined and implemented accordingly. A comprehensive quality awareness campaign is also being rolled out in 2026 to foster an even stronger quality culture throughout the organisation.



G1 Business conduct

Vetropack promotes ethical business conduct and responsible supplier management by implementing standardised processes and conducting risk-based assessments. Compliance with legal requirements, the integration of social and environmental criteria, and regular training are emphasised to support transparent and compliant business practices.

Impacts, risks and opportunities related to business conduct

(G1 ESRS 2 IRO-1)

A strong and positive corporate culture ensures compliant and ethical business conduct. It fosters employee satisfaction, engagement and environmental protection. Compliance is essential to maintaining Vetropack's reputation and financial success.

Whistleblower protection is another key aspect of responsible business conduct. Effective whistleblowing processes help to identify legal issues such as corruption, fraud, environmental damage and data protection violations at an early stage. Conversely, the lack of grievance mechanisms and whistleblower protection increases the risk of legal proceedings and financial penalties.

Management of relationships with suppliers, including transparent payment practices, is crucial for the stability of Vetropack's supply chain. Ethical supplier management improves working conditions, supports environmental responsibility, enhances product quality, and strengthens competitiveness. Poor management and late payments, on the other hand, can harm suppliers' financial stability. Non-compliance damages Vetropack's reputation, erodes customer trust, and leads to financial risks.

Preventing and detecting corruption and bribery through training and incident management is crucial for business integrity. It contributes to an ethical culture and strengthens relationships with business partners. On the other hand, incidents can lead to legal action, financial penalties and reputational damage.

Policies related to business conduct

Compliance: corporate culture, protection of whistleblowers, corruption and bribery

(G1-1), (ESRS 2 MDR-P)

Vetropack's corporate culture is based on fundamental ethical values such as integrity, reliability and transparency. Ethical business conduct, a strong corporate culture, the rejection of unlawful conduct, adherence to national and international law, and integrity in our own business activities and across the value chain are all key elements of our daily work.

The Code of Conduct sets out our values and stipulates compliance with regulations and policies throughout the entire Group. It defines ethical business principles, which include the prohibition of discrimination, ensuring fair competition, avoidance of bribery, and respect for human rights in accordance with the Universal Declaration of Human Rights and the International Labour Organization's Core Conventions.

Our Business Ethics Policy is based on our Code of Conduct and Vetropack's values and principles: ensuring accountability, navigating safely together, guaranteeing leadership in quality, anticipating change, generating trust and confidence, exercising environmental responsibility, and fostering integrity, reliability and transparency. The Business Ethics Policy requires all employees to conduct business in accordance with the following principles: compliance with applicable laws and regulations, fair competition and antitrust regulations, the prohibition of granting improper advantages, the prevention of corruption and bribery, and the avoidance of conflicts of interest. Further information on the Code of Conduct and the Business Ethics Policy is provided in section S1 Own workforce.

Vetropack's Group Policy for Gifts, Hospitality and Entertainment (Gift Policy) sets standards for giving and receiving gifts and hospitality, preventing corruption, and mitigating related reputational and financial risks. It establishes specific approval processes for interactions with commercial parties and public officials, and defines principles for appropriate exchanges, legal compliance, record-keeping, and consequences of violations, thereby supporting transparency and integrity in business relationships.

Our Antitrust Policy requires stakeholders to adhere to applicable competition and antitrust laws, as mandated by Vetropack's Code of Conduct and Business Ethics Policy. It prohibits price-fixing and market or customer allocation agreements with competitors. The Antitrust Policy establishes principles to ensure that all business activities within Vetropack uphold fair market practices and prevent anti-competitive behaviour. It also mandates prompt reporting and consultation in case of suspected violation. Our Antitrust Policy is based on EU antitrust rules and locally applicable antitrust law.

Another aspect of Vetropack's ethical business conduct is data protection. The Data Protection Policy, based on the EU General Data Protection Regulation (GDPR), ensures lawful and transparent processing of data. Personal data is processed only as necessary, and such processing is documented, with strict confidentiality and security measures in place. Data subjects' rights are respected, and any data breaches must be reported immediately. To support accountability and continuous improvement, compliance is monitored through audits by the local Data Protection Coordinators, the Group Data Protection Coordinator, the Group Director Legal and Compliance, and Group Internal Audit. Our processes and principles regarding data protection are in accordance with ISO 27001, the standard for information security management systems.

The above policies are approved by Vetropack's CEO and are available in our internal document management system. The Code of Conduct is available on our website. Vetropack's Group Director Legal and Compliance is the most senior executive accountable for the implementation of our compliance and business ethics principles. Our compliance policies apply to all employees and, where specified, also to the Board of Directors.

We involved internal stakeholders in the process of defining our business conduct policies. To ensure compliance, we provide regular training and implement sensitisation measures to raise awareness of ethical business conduct.

Management of relationships with suppliers

(G1-2), (ESRS 2 MDR-P)

Vetropack works with around 330 strategic suppliers, who are mostly based in Europe. They supply the entire Group with the most relevant goods and services, such as raw materials, cullet, machinery, equipment, tools and transport services.

Vetropack's Supplier Code of Conduct defines the requirements for ethical and lawful business conduct throughout the supply chain. Suppliers must act according to all applicable laws and regulations; they must respect human rights, promote fair working conditions, and prevent discrimination or harassment. The Supplier Code of Conduct requires our suppliers to comply with the Universal Declaration of Human Rights and the Fundamental Principles of the International Labour Organization, and to avoid any form of child or forced labour. The Code also mandates environmental responsibility, with a focus on the efficient use of resources and the reduction of environmental impacts. New suppliers must accept and sign the Supplier Code of Conduct unless they can prove that they have their own Code of Conduct which is at least equivalent to our own Code. In case of updates to the Supplier Code of Conduct, all active suppliers are required to re-sign the revised version. The Supplier Code of Conduct covers suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do business with Vetropack worldwide. Suppliers must guarantee that their subcontractors and agents throughout the supply chain acknowledge and comply with our Supplier Code of Conduct. Vetropack reserves the right to monitor compliance and take appropriate action in case of violation.

Alongside the Supplier Code of Conduct, Vetropack's Procurement Policy also states that fair working conditions must be ensured and that human rights must be respected. Its aim is to guarantee secure, cost-effective, and sustainable sourcing across the Group. The Procurement Policy defines roles and processes in operative and strategic procurement, and it requires social and environmental criteria to be integrated in the procurement process. The policy applies across the entire Vetropack Group and covers all procurement activities for goods and services. It addresses risks such as supply chain disruption or cost volatility. Further information is provided in section E5 Resource use and circular economy.

The objectives of our Supply Chain Policy are to ensure that we meet our due diligence obligations in the supply chain when sourcing minerals or metals, and to avoid products and services involving child labour. The Supply Chain Policy defines the management system and risk management required to implement the provisions of the Swiss Code of Obligations and the Ordinance on Due Diligence and Transparency in relation to minerals and metals from conflict-affected areas and child labour (DDTrO). Responsibility for the operational implementation and control of the policy lies with the Group Procurement Manager, supported by Legal and Compliance and the Group Sustainability Manager. Potential risks related to conflict minerals and child labour are identified, assessed, and documented annually.

Vetropack's Group Director Legal and Compliance and the Chief Supply Chain Officer are the most senior levels with accountability for policies related to the supply chain. While the Supplier Code of Conduct is publicly available, the Procurement Policy and the Supply Chain Policy are available on our internal document management system.

Actions related to business conduct

Compliance: corporate culture, protection of whistleblowers, corruption and bribery

(G1-1), (ESRS 2 MDR-A)

To identify, report and investigate concerns about unlawful behaviour or conduct that contravenes the Code of Conduct or other policies, Vetropack has established a SpeakUp system as part of its SpeakUp policy. Employees and external stakeholders can access the system via our website. It is available in various languages, and all notifications are treated confidentially. In accordance with the principles of proportionality, the Code of Conduct requires employees to report all known or suspected breaches of laws, regulations and/or internal policies immediately to the General Managers, the HR department, the Legal and Compliance department, or the CEO. Regular (online) compliance training familiarises employees with internal reporting and whistleblowing mechanisms.

Vetropack has defined processes to protect employees when using the whistleblowing mechanisms. The Code of Conduct ensures that employees do not suffer any negative consequences from acting in good faith when reporting a suspected breach of laws, regulations or policies. We encourage all employees to report suspected cases to their line manager or to the Legal and Compliance department. Any information provided through the whistleblowing system is investigated confidentially to protect personality rights and prevent any form of discrimination. When observations of misconduct are reported via the SpeakUp system, calls or

messages remain anonymous unless the reporting person provides their contact details. Voice messages are automatically transcribed. Reported cases are handled by the Legal and Compliance department. To ensure that potential incidents relating to business conduct are investigated independently and objectively, they are analysed in depth with support from external advisors. An annual overview of business conduct incidents is submitted to the Management Board, and serious cases are reported to the Board of Directors immediately. Further information on the reporting systems are provided in section S1 Own workforce.

Upon recruitment, all new employees are required to complete Vetropack's compliance training and to sign the Code of Conduct and other compliance policies, confirming that they have read and understood the principles, and will act in accordance with them. As part of the onboarding process, employees are familiarised with Vetropack's whistleblower system (SpeakUp channel) and other reporting mechanisms. In addition, the Communications team and local compliance coordinators raise awareness. These measures ensure that all employees know how to report concerns and uphold our commitment to ethical and compliant business practices.

To implement the compliance policies, Vetropack provides comprehensive training through a combination of online courses and classroom training. Our internal learning platform offers mandatory online compliance courses for all employees with computer access. These courses must be completed once. To ensure understanding, incorrectly answered questions are repeated. After completing the training, employees confirm that they understand the policies and will act accordingly. These courses cover the content and application of our policies, including the Code of Conduct, the Business Ethics Policy, the Antitrust Policy, and the Group Policy for Gifts, Hospitality, and Entertainment. Participants are required to sign upon completion. In addition, our Group Director Legal and Compliance conducts annual classroom trainings for employees with higher exposure to compliance risks (such as Sales Managers) at our sites. Employees without computer access participate in tailored classroom trainings. Internal audits verify the correct implementation of business conduct and compliance requirements.

Prevention of corruption and bribery

(G1-1), (G1-3)

Corruption risks arise in connection with business activities in countries with higher levels of corruption as assessed by Transparency International's Corruption Perceptions Index. The index classifies countries on a scale from 0 to 100, with scores closer to 0 indicating a higher risk, and scores closer to 100 indicating a low or very low risk of corruption. Vetropack's sites in Romania, Croatia, Slovakia, Ukraine and Moldova have a higher risk. In our view, employees in key positions, such as procurement and sales, are subject to increased corruption risk and are therefore required to participate in specific training. In the year under review, 100 percent of functions at risk of corruption and bribery participated in training programmes. Each year, our Group Director Legal and Compliance delivers training to the Board of Directors and to the Board members of our subsidiaries, with a focus on insider trading and management transactions.

The Group Policy for Gifts, Hospitality and Entertainment sets out instructions intended to prevent any form of corruption and bribery. Our principles for preventing corruption and bribery are based on the OECD's 1997 Convention on Combating Bribery of Foreign Public Officials in International Business Transactions and its 2021 Anti-Bribery Recommendation. Procedures for preventing, detecting, and addressing allegations or incidents of corruption and bribery focus on annual awareness-raising and training, ensuring that employees are familiar with legally compliant conduct. Mechanisms for preventing and detecting corruption and bribery are communicated to external stakeholders, such as business partners, through specific provisions in the Supplier Code of Conduct and via the whistleblowing system.

Vetropack's internal auditor reports directly to the Board of Directors on matters relating to business conduct. Where necessary, external advisors are engaged to support investigations. The outcomes of processes relating to investigations into business conduct are reported to the CFO, the CEO and the Board of Directors.

We began implementing the Sanction Check Directive across the entire Group to replace previous local solutions. This directive sets out requirements for reviewing new contractual partners in order to prevent risks related to money laundering, corruption, or other legal issues. The process includes due diligence assessments, supports the identification of suspicious transactions, and mitigates other risks arising from business partners. Further improvements were made to the sanction check tool in the year under review.

Every three years, Vetropack conducts antitrust risk assessments to evaluate its internal processes and the external market environment. In the year under review, Vetropack implemented a new online training course on antitrust for all employees with computer access.

Management of relationships with suppliers

(G1-2), (ESRS 2 MDR-A)

Vetropack's General Terms and Conditions of Purchase outline our approach to managing relationships with suppliers and demonstrate our commitment to responsible procurement, fair treatment of suppliers and the integration of sustainability criteria into supplier selection and management. The General Terms and Conditions of Purchase require suppliers to comply with all applicable laws and regulations, as well as internationally recognised fundamental standards relating to sustainability, including occupational health and safety, environmental protection, labour and human rights, and responsible corporate governance. Furthermore, we expect our suppliers to ensure that their subcontractors across all tiers adhere to these standards and we reserve the right to verify suppliers' compliance. The General Terms and Conditions of Purchase also define payment terms and default interest. It is Vetropack's policy to ensure timely payment to suppliers by specifying clear payment terms and consequences for late payment.

The payment process for suppliers, along with its monitoring, is managed by the Finance department. To ensure timely payment to suppliers, we rely on a digitalised invoicing process, which guarantees that the payment terms are met. The process may be delayed if a supplier has not signed the Supplier Code of Conduct. To further support our suppliers, we offer a Supply Chain Finance programme. This solution enables suppliers to receive their funds almost immediately after the invoice has been released for payment and the supplier requests early settlement. This provides flexibility and improved cash flow for our partners without affecting the agreed payment terms.

Vetropack applies a standardised vendor management process. The main objectives of supplier management are to establish a consistent process across all sites, define routines for handling deviations, support Group-wide supplier-related risk management processes, ensure that all suppliers comply with Vetropack's standards, and build trust-based relationships. Where remedial actions are required, they are determined on a case-by-case basis, taking into account the specific circumstances and context.

Vetropack does not specify a fixed frequency for supplier audits. Instead, audits are scheduled on the basis of a general supply risk assessment. In line with our Procurement Policy, each Lead Buyer conducts a defined number of audits per year. Social and environmental criteria are integrated into supplier selection through a structured, risk-based approach.

The Vetropack supplier evaluation process is structured around three key steps:

- Vendor self-assessment: An initial review based on the supplier's own disclosures and publicly available information, using standardised forms and tailored questionnaires.
- Audit: The most comprehensive form of assessment, conducted where necessary and led by the Procurement team, with support from the Quality and Technical teams. It is based on standardised forms and supplemented by tailored questionnaires.
- Supplier evaluation and re-evaluation: An annual performance review of suppliers, supported by audits depending on strategic importance.

Every five years, Vetropack evaluates its 100 largest suppliers, based on purchasing volume, against a range of sustainability risks. The indicators used for this purpose include the sector and the geographical region. As a result of the evaluation, suppliers are assigned to a risk category. Classification in the 'high-risk' category may lead to the termination of the business relationship following an in-depth investigation.

As required by Swiss law, we undertake an annual risk analysis related to child labour and conflict minerals. The results of the 2025 assessment can be found in the section Due diligence and transparency.

Targets related to business conduct

(ESRS 2 MDR-T)

Vetropack sets the following targets related to business conduct. All targets were achieved.

- We aim for 100 percent of employees to participate in training on compliance, the Code of Conduct and the Business Ethics Policy.
- We aim for zero cases of corruption and bribery.
- We aim for zero breaches of respective applicable law across the entire Group.
- We aim for zero complaints regarding data protection and zero breaches of data protection laws.

Metrics related to business conduct

Corruption and bribery

(G1-4), (ESRS 2 MDR-M)

Metrics related to corruption and bribery	Change	2025	2024
No. of convictions for violation of anti-corruption and anti-bribery laws	n/a	–	–
Amount of fines for violation of anti-corruption and anti-bribery laws [CHF]	n/a	–	–
No. of confirmed incidents of corruption or bribery	n/a	–	–
No. of confirmed incidents in which workers were dismissed or disciplined for corruption or bribery-related incidents	n/a	–	–
No. of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations reg. corruption or bribery	n/a	–	–

Reporting principles: Vetropack respects the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (1997), as well as the OECD Anti-Bribery Recommendation of 2021, which together have formed the basis for relevant national legislation in many countries worldwide. The metrics related to corruption and bribery, as presented in the table above, relate to breaches of local or international law. Confirmed cases would be linked to court proceedings. Corruption is prohibited and defined as illegal behaviour. Violations of anti-bribery and anti-corruption laws may result in criminal fines and penalties. Suspected violations of law are analysed by Vetropack's Group Director Legal and Compliance, the internal auditor and, where necessary, external legal advisors.

No violations of laws relating to corruption or bribery were recorded in either 2024 or 2025.

Management of relationships with suppliers

(G1-6), (ESRS 2 MDR-M)

Vetropack does not currently disclose the average number of days taken to pay an invoice from the date on which the contractual or statutory payment term begins. Nor does Vetropack disclose the percentage of payments made in line with standard payment terms. Vetropack's standard payment terms are 60 days and, in some cases, 90 days. Payments are executed through the regular weekly payment run.

Non-ESRS metrics related to business conduct

Various metrics related to business conduct	Change	2025	2024
No. of notifications via whistleblowing system	1.000%	22	2
No. breaches of law leading to significant fines or non-monetary sanctions	n/a	–	–
Percentage of plants assessed for corruption risks	0%	100%	100%
Percentage of employees trained on compliance policies	0%	100%	100%
No. legal actions/investigations related to anti-competitive behaviour	– 100%	–	1
No. customer data privacy complaints/data loss incidents	n/a	–	–
No. supplier audits conducted	– 37%	12	19
Percentage of suppliers signed the Supplier Code of Conduct	34%	87%	65%

Reporting principles: Mechanisms related to the whistleblowing system are described in the Actions section of this chapter. Of the 22 notifications submitted via the whistleblowing system in 2025, the vast majority originated from external stakeholders who mistakenly used the hotline to place orders or apply for jobs. The small number of remaining notifications received were appropriately addressed and resolved. In 2024, only notifications addressing legal issues were reported, which explains the significant increase in the year under review. Furthermore, Vetropack enhanced the accessibility of the whistleblowing system, leading to an increase in the number of notifications, including those not related to legal matters. Corruption risk assessments are conducted through visits by the internal audit function. Plants undergo a comprehensive assessment that also covers potential risks of fraud and corruption. Unlike the other plants, the Ukrainian plant was assessed through a written exchange in the year under review. The entire management team undergoes annual training on Vetropack's procedures for preventing and combating corruption, ensuring that they are informed about legally compliant conduct in these areas.

In 2025, 100 percent of our employees (excluding those on long-term sick leave) were made aware of our compliance policies (Code of Conduct, Business Ethics Policy and Gift Policy) and/ or participated in training activities. All locations conducted training on antitrust-related topics.

In 2023, an antitrust investigation was launched into several glass packaging manufacturers in Italy, including Vetropack Italy. The authority extended the investigation period until the end of 2025 and subsequently closed the proceedings without bringing charges, concluding that there were no findings giving rise to a suspicion of a breach of antitrust law in the Italian glass packaging industry.

The percentage of suppliers that have signed Vetropack's Supplier Code of Conduct is assessed based on data from the internal Enterprise Resource Planning system, covering the scope of the 5,000 most relevant direct suppliers.

In 2025, Vetropack conducted 12 supplier audits, all of which were carried out on-site, using a Vetropack-specific questionnaire that includes sustainability aspects.

ESRS index

The following tables present the ESRS 2 Disclosure Requirements and the seven topical standards that are material to Vetropack. Only material Disclosure Requirements have been included. Vetropack has voluntarily adopted the ESRS for the 2025 financial year.

Clicking on the reference links navigates to the information relating to a specific ESRS Disclosure Requirement within this Annual report 2025.

(ESRS 2 IRO-2)

ESRS 2 General disclosures

Disclosure Requirement	Section in this Annual report
BP-1 General basis for preparation of sustainability statements	Basis for preparation
BP-2 Disclosures in relation to specific circumstances	Basis for preparation
GOV-1 The role of the administrative, management and supervisory bodies	General information on Vetropack's governance structure
GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Sustainability governance
GOV-3 Integration of sustainability-related performance in incentive schemes	Sustainability-related incentives
GOV-4 Statement on due diligence	Statement on due diligence
GOV-5 Risk management and internal controls over sustainability reporting	Risk management and controls related to sustainability reporting
SBM-1 Strategy, business model and value chain	Business model and strategy 2030+
	Sustainability strategy
	Value chain
SBM-2 Interests and views of stakeholders	Stakeholders
SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	Material impacts, risks and opportunities, and their interaction with strategy and business model
IRO-1 Description of the process to identify and assess material impacts, risks and opportunities	Process to identify and assess material impacts, risks and opportunities
IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement	ESRS index

E1 Climate change

Disclosure Requirement	Section in this Annual report
ESRS 2 GOV-3 Integration of sustainability-related performance in incentive schemes	Sustainainability governance: sustainability-related incentives
E1-1 Transition plan for climate change mitigation	Transition Plan
ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	Impacts, risks and opportunities related to climate change
	Business resilience based on scenario analysis
ESRS 2 IRO-1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities	Impacts, risks and opportunities related to climate change

E1-2 Policies related to climate change mitigation and adaptation	Policies related to climate change
E1-3 Actions and resources in relation to climate change policies	Actions related to climate change
E1-4 Targets related to climate change mitigation and adaptation	Targets related to climate change
E1-5 Energy consumption and mix	Metrics related to climate change: Energy consumption
E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions	Metrics related to climate change: Greenhouse gas emissions
E1-7 GHG removals and GHG mitigation projects financed through carbon credits	Actions related to climate change
E1-8 Internal carbon pricing	Actions related to climate change
E1-9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	not disclosed

E2 Pollution

Disclosure Requirement	Section in this Annual report
ESRS 2 IRO-1 Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	Impacts, risks and opportunities related to pollution
E2-1 Policies related to pollution	Policies related to pollution
E2-2 Actions and resources related to pollution	Actions related to pollution
E2-3 Targets related to pollution	Targets related to pollution
E2-4 Pollution of air, water and soil	Metrics related to pollution: pollution of air metrics
E2-6 Anticipated financial effects from pollution-related impacts, risks and opportunities	not disclosed

E3 Water and marine resources

Disclosure Requirement	Section in this Annual report
ESRS 2 IRO-1 Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	Impacts, risks and opportunities related to water
E3-1 Policies related to water and marine resources	Policies related to water
E3-2 Actions and resources related to water and marine resources	Actions related to water
E3-3 Targets related to water and marine resources	Targets related to water
E3-4 Water consumption	Metrics related to water
E3-5 Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	not disclosed

E5 Resouce use and circular economy

Disclosure Requirement	Section in this Annual report
ESRS 2 IRO-1 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	Impacts, risks and opportunities related to resource use and circular economy
E5-1 Policies related to resource use and circular economy	Policies related to resource use and circular economy
E5-2 Actions and resources related to resource use and circular economy	Actions related to resource use and circular economy
E5-3 Targets related to resource use and circular economy	Targets related to resource use and circular economy
E5-4 Resource inflows	Actions related to resource use and circular economy: Resource inflows, resource use
	Metrics related to resource use and circular economy: Resource use
E5-5 Resource outflows	Actions related to resource use and circular economy: Waste
	Actions related to resource use and circular economy: Resource outflows
	Metrics related to resource use and circular economy: Waste
E5-6 Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	not disclosed

S1 Own workforce

Disclosure Requirement	Section in this Annual report
ESRS 2 SBM-2 Interests and views of stakeholders	Stakeholders
ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	Impacts, risks and opportunities related to own workforce
S1-1 Policies related to own workforce	Policies related to own workforce: Overarching, human rights
	Policies related to own workforce: Health and safety
	Policies related to own workforce: Diversity
	Policies related to own workforce: Training and skills development
S1-2 Processes for engaging with own workforce and workers' representatives about impacts	Engaging with our workforce
S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns	Channels to raise concerns and remediation
S1-4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Actions related to own workforce: Health and safety
	Actions related to own workforce: Diversity
	Actions related to own workforce: Training and skills development
S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Targets related to own workforce
S1-6 Characteristics of the undertaking's employees	Metrics related to own workforce: Characteristics of Vetropack's own workforce
S1-7 Characteristics of non-employees in the undertaking's own workforce	Metrics related to own workforce: Characteristics of Vetropack's own workforce
S1-9 Diversity metrics	Metrics related to own workforce: Diversity
S1-13 Training and skills development metrics	Metrics related to own workforce: Training and skills development
S1-14 Health and safety metrics	Metrics related to own workforce: Health and safety
S1-17 Incidents, complaints and severe human rights impacts	Metrics related to own workforce: Human rights

S4 Consumers and end-users

Disclosure Requirement	Section in this Annual report
ESRS 2 SBM-2 Interests and views of stakeholders	Stakeholders
ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	Impacts, risks and opportunities related to consumers
S4-1 Policies related to consumers and end-users	Policies related to consumers
S4-2 Processes for engaging with consumers and end-users about impacts	Engaging with consumers
S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Channels to raise concerns and remediation
S4-4 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Actions related to consumers
S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Targets related to consumers

G1 Business conduct

Disclosure Requirement	Section in this Annual report
ESRS 2 GOV-1 The role of the administrative, supervisory and management bodies	Sustainability governance
ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities	Impacts, risks and opportunities related to business conduct
G1-1 Business conduct policies and corporate culture	Policies related to business conduct: Compliance
	Actions related to business conduct: Compliance

G1-2 Management of relationships with suppliers	Policies related to business conduct: Management of relationships with suppliers
	Actions related to business conduct: Management of relationships with suppliers
G1-3 Prevention and detection of corruption and bribery	Actions related to business conduct: Prevention of corruption and bribery
G1-4 Incidents of corruption or bribery	Metrics related to business conduct: Corruption and bribery
G1-6 Payment practices	Metrics related to business conduct: Management of relationships with suppliers

Non-financial reporting requirements

Vetropack's Annual report 2025 covers the information on non-financial matters required by the Swiss Code of Obligations.

Statement by the Board of Directors

The Board of Directors of Vetropack Holding Ltd is responsible for the preparation of the report on non-financial matters in accordance with the applicable provisions of the Swiss Code of Obligations, as referenced in the tables below.

The Board of Directors of Vetropack Holding Ltd approved the non-financial report for the year 2025 at its meeting on 9 March 2026.

Claude R. Cornaz
Chairman of the Board of Directors

Lukas Burkhardt
CEO

Reference table Swiss Code of Obligations

The sections of the sustainability report referenced in the following tables contain reporting on non-financial matters in accordance with Articles 964a-964c of the Swiss Code of Obligations, including climate-related disclosures aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Reporting requirements as per Art. 964b, Swiss Code of Obligations (CO)	**Section in this Annual report**
Business model	Business model and strategy 2030+
Environmental matters	E1 Climate Change
	E2 Pollution
	E3 Water and marine resources
	E5 Resource use and circular economy
Social issues	S4 Consumers and end-users
Employee-related issues	S1 Own workforce
	G1 Business conduct
Respect for human rights	S1 Own workforce
Combating corruption	G1 Business conduct

Climate disclosures aligned with TCFD	Section in this Annual report
Governance: Board oversight of climate-related risks and opportunities	ESRS 2 General information: Sustainability governance
	E1 Climate change: Transition plan
Governance: Role of management in assessing and managing climate-related risks and opportunities	ESRS 2 General information: Sustainability governance
Strategy: Climate-related risks and opportunities over different time frames	E1 Climate change: Impacts, risks and opportunities related to climate change
Strategy: Actual and potential impacts of the climate-related risks & opportunities on business, strategy and financial planning	E1 Climate change: Transition plan
Strategy: Resilience of strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	E1 Climate change: Business resilience based on scenario analysis
Risk management: Processes for identifying and assessing climate-related risks	E1 Climate change: Process for identifying and assessing climate-related risks
Risk management: Processes for managing climate-related risks	E1 Climate change: Impacts, risks and opportunities related to climate change
Risk management: Integration of processes for identifying, assessing and managing climate-related risks into the overall risk management	Risk management
Metrics and targets: Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management process	E1 Climate change: Metrics related to climate change
Metrics and targets: Scope 1, 2, 3 GHG emissions and related risks	E1 Climate change: Metrics related to climate change
Metrics and targets: Targets used to manage climate-related risks and opportunities and performance against targets	E1 Climate change: Transition plan
	E1 Climate change: Targets related to climate change

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 2025, (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 2025, (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 2025 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.