



# SUSTAINABILITY REPORT 2024

# 2024 Sustainability highlights

**CDP**  
**B Score**  
Climate change



**65%**  
overall  
score



**2024**  
becomes  
a member

**Zero**  
Scope 1  
emission  
target  
reached  
– via  
off setting

**76%**  
Renewable  
Electricity  
7 out of  
10 plants  
at 100% RE

**30%**  
reduction  
of Scope 2  
emissions  
compared  
to 2020  
base year

NEW GHG  
REDUCTION  
TARGETS

**Zero**  
Scope  
1 & 2  
emissions  
by 2030

**73,000 tn**  
CO<sub>2</sub>e saved  
Mitigation of  
scope 3  
emissions

**71%**  
of FTE with  
performance  
& career  
review

**26**  
recordable  
work-related  
injuries  
(Rate = 17.0)

**6,500 hrs**  
of training  
7.4 hrs / FTE avg

**58,000 tn**  
of recycled PET processed  
20% of total raw material  
processed

**97%** of waste  
to recovery  
recycled or reused

**More than**  
**80%**  
of raw  
materials  
sustainably  
sourced



# About this report

The annual RETAL Sustainability Report discloses how we manage our environmental, social and governance material impacts, risks and opportunities across our business and value chain, to ensure our sustainable development.

## Statement of use

Our report is made 'with reference' to the Global Reporting Initiative (GRI) standards. The 'GRI content index' ([see pg.92](#)) includes all the standard's indicators, with direct answers or reference to the relevant page(s) of the report.

## Scope

The report only includes RETAL, the plastic packaging manufacturing business of RETAL INDUSTRIES LIMITED (RIL), with 10 subsidiaries operating 10 plants in Europe and the US. The scope of this report excludes NEO Group, the PET and Polyols manufacturing business of RIL ([see pg.6](#)).

## Restatement of information

There has been one key change in the scope of this report from the previous year: the three Ukrainian plants regrouped under one company, LLC RETAL Ukraine, which was sold by RIL at the beginning of 2024. Therefore, all metrics for previous years than the current reporting period included in this report have been recalculated without the three Ukrainian plants.

## Reporting period

The report period:	01/01/2024 to 31/12/2024
Date of last report:	October 2023
Periodicity:	Annual

## External assurance

External assurance has been conducted for sections GRI 301, 302, 305, 306-3, 306-4, and 306-5 as they are part of the calculation of RETAL's GHG inventory (corporate carbon footprint) which is verified by an independent third party on a 'limited assurance' level ([see pg.114](#)).

## Point of Contact

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*This report has been designed to be a digital document.  
Please consider the environment before printing.*

# Index

<b>1 Overview</b>	<b>5</b>	<b>4 Environment</b>	<b>34</b>
1.1 Group structure	6	4.1 Climate change	36-49
1.2 Products & services	7-10	4.2 Circular economy	50-56
1.3 RETAL plants	11	4.3 Water	57-58
1.4 Plants products & certifications	12	4.4 Waste	59-60
1.5 Investment	13-15	<b>5 Labour &amp; human rights</b>	<b>61</b>
1.6 Key indicators	16	5.1 Labour practices	63-78
1.7 Memberships	17	5.2 Human rights	79-81
<b>2 Sustainability statement</b>	<b>19</b>	<b>6 Ethics &amp; supply chain</b>	<b>82</b>
<b>3 Management &amp; performance</b>	<b>21</b>	6.1 Sustainable procurement	84-89
3.1 Governance	22	6.2 Anti-bribery & corruption	90-91
3.2 ESG Management	23-31	<b>7 GRI content index</b>	<b>92</b>
3.3 Performance	32	<b>8 Appendix</b>	<b>110</b>



# Overview

1





# 1.1 Group Structure

RETAL is a multinational plastic packaging manufacturer comprised of 10 limited liability companies based in Europe and the US. All 10 companies are subsidiaries of RETAL INDUSTRIES LIMITED (RIL), a privately-owned holding company headquartered in Limassol, Cyprus. RIL also owns NEO Group, the second largest PET (polyethylene terephthalate) resin manufacturer in Europe.



## RETAL INDUSTRIES LIMITED

### RETAL

#### Plastic Packaging

- > RETAL BALKAN EOOD
- > RETAL CYPRUS LTD
- > RETAL CZECH A.S.
- > RETAL FRANCE SARL
- > RETAL IBERIA SLU
- > RETAL ITALIA SRL
- > RETAL PA LLC
- > RETAL PLASTEC SRL
- > UAB RETAL BALTIC FILMS
- > UAB RETAL LITHUANIA

Turnover: 479m€

### NEO Group

#### PET and Polyols

Turnover: 502m€

Not included in the report

## 1.2 Products and services

RETAL is a leading producer of plastic packaging, working with local and global brands mainly in the food and beverage industry, also active in the personal care and household products markets.

We produce complete packaging solutions. Our main activity is developing and producing food grade preforms, closures and films. We also produce bottles, containers and handles, as well as flexible printed films (top and bottom) for plastic food trays, and non-food grade packaging. >>

### Tethered closures

We use compression and injection moulding technology for our closures portfolio, which includes 'tamper evident band' and 'slitted tamper evident band' solutions for a range of neck finishes (26/22GME30.40, 1881, 1810, 29/25), using both RETAL's 12 own patents and external patents.

Read more in the media:

- [Our patented tethered closures](#)
- [Tethered closure R&D at RETAL](#)

### Products & main markets



**PREFORMS**  
PET & R-PET



**CLOSURES**  
tethered &  
non-tethered  
HDPE



**FILMS**  
rigid & flexible  
APET and PP



**HANDLES**  
HDPE



**BOTTLES & CONTAINERS**  
PET

#### MARKETS:

Food & Beverage - Home & Personal Care - Pharmaceutical



>> We are able to deliver complete solutions thanks to our state-of-the-art Research Centre in Lithuania and the RETAL Service engineering

team, offering design, prototyping, testing, finished goods lab-scale production, analysis and technical support for all our customers.

### RETAL Service

Our team of skilled, experienced industrial engineers specialise in problem solving, delivering 24/7 on-site and remote technical support to our customers and our facilities.

- Complete bottle-blowing profiling
- Closure implementation on capping lines
- Complete audit of blowing and capping process lines
- Spare parts for capping equipment

[Read more in PETPlanet](#)



*We're always ready to jump in and help customers process RETAL products on their production lines. We're up to date with what they want and need. We bring solutions!"*

**VLADISLAV MEDVEDOVSKIY**  
HEAD OF RETAL SERVICE



### RETAL Research Centre

Our Research Centre (RC), located in the RETAL Baltic Films plant in Lithuania, utilises state-of-the-art equipment, including filling & capping stations, climate chambers, automated torque tester, an oxygen permeability tester and CMM (Coordinate Measuring Machine). This allows RETAL to provide high quality analytics and quality control services to our customers, plants and sales teams.

Certified by global brand owner customers, our RC supports our R&D team in product design, technical assessment and prototyping activities, allowing simulation and analysis of any process conditions for our products and their applications.



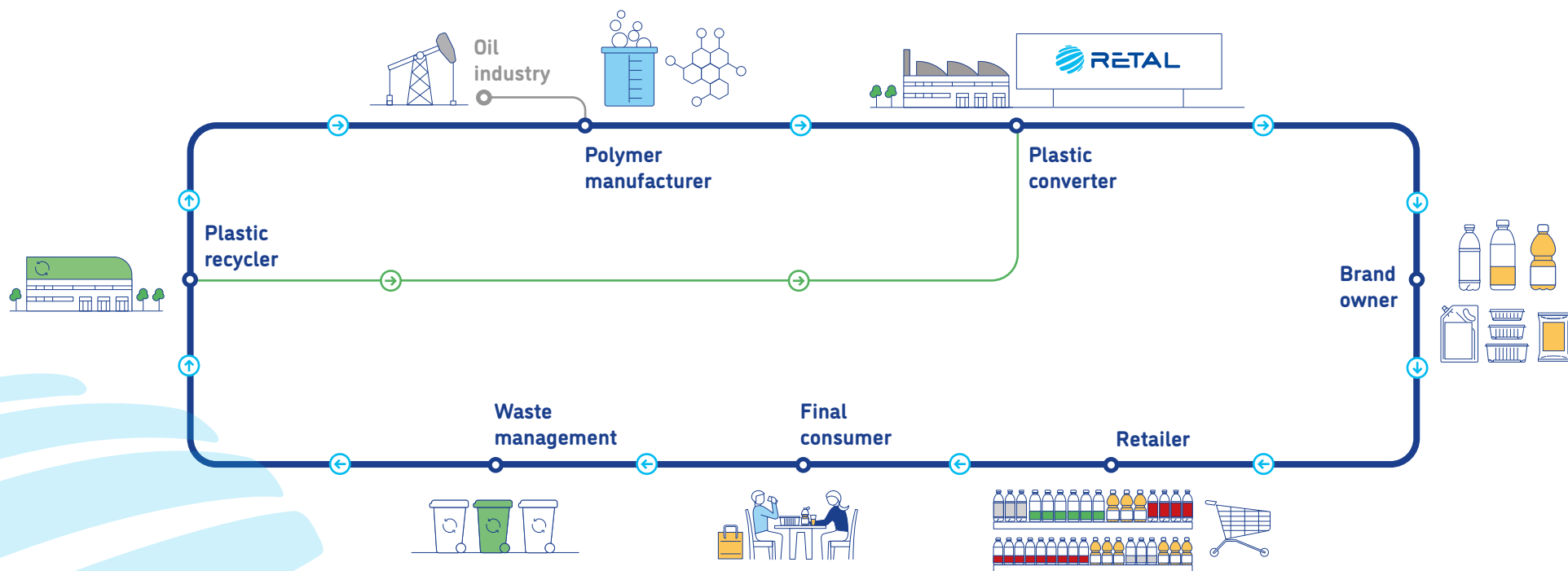
*We offer a full simulation of the many parameters that influence our product manufacturing and their applications, helping customers to see how RETAL packaging solutions will perform in any situation."*

**ALEKSANDR GRINKO**

HEAD OF RETAL RESEARCH CENTRE

## RETAL value chain

RETAL is a B2B multinational company, converting plastic resins into packaging products, primarily for the food and beverage industry. RETAL's value chain is increasingly circular, with well-established collections and recycling streams for our products after use.



## 1.3 RETAL plants

RETAL owns and operates 10 production facilities in nine countries across Europe and the US, serving customers in over 60 countries in Europe, the Middle East and Africa (EMEA), and North America.





## 1.4 Plants products & certifications

Plants		Products						Certifications						
Plants	Plant location	Films	Bottles	Closures	Preforms	Handles	Flexible packaging	ISO 9001	ISO 14001	ISO 22000	FSSC 22000	BRC	ISO 50001	ISO 45001
RETAL PA LLC	Donora, PA, USA			●	●					●	●			
UAB RETAL Baltic films	Klaipedia, Lithuania	●		●			●	●	●			●		
UAB RETAL Lithuania	Lentvaris, Lithuania				●			●	●	●	●		●	
RETAL Czech A.S.	Melnik, Czech Republic				●			●	●			●	●	
RETAL Iberia SLU	San Feliu, Spain				●			●		●	●		●	
RETAL France SARL	St-Alban-les-Eaux, France				●			●		●	●			
RETAL Balkan EOOD	Sliven, Bulgaria			●	●			●	●	●	●			
RETAL PLASTEC SRL	Ascoli Piceno, Italy		●		●	●		●						
RETAL Italia SRL	San Donà di Piave, Italy				●			●				●		
RETAL Cyprus Ltd	Limassol, Cyprus		●		●			●	●	●	●			●



## 1.5 Investment

To ensure that we remain competitive and always offer complete, sustainable packaging solutions to our customers, we're constantly investing in our operations. Our main objective is to increase capacity and productivity in all our product categories, while continually improving energy efficiency and increasing our service and product portfolio.

Table 1 - Total investment (€)

2024	2023	2022
15,226,767	17,295,558	30,993,351



### RETAL Iberia and RETAL Lithuania: PET preform production

New generation PET preform injection moulding equipment with advanced piloting software, offering faster changeover times and higher process speed, installed at RETAL Lithuania (2 machines) and RETAL Iberia (1 machine). Replacing outdated versions, this investment will significantly increase productivity, energy efficiency and preform quality.



€260k  
INVESTMENT

### RETAL France: Energy efficiency

A new generation compressor and compressed air system was installed at RETAL France and its electricity consumption monitoring system upgraded. This investment has already delivered significant improvements in energy and process efficiency.



€4.6m

INVESTMENT

### RETAL Baltic Films:

#### Closure & APET film production

A new SACMI line for closure production was installed to increase production capacity for tethered cap solutions. As with all RETAL's latest investment in closure production, the compression moulding technology was selected due to lower energy use, in line with our GHG emission reduction targets.

Also, a SIEMENS end-of-line robot for film reels handling and palettization was acquired, allowing to upgrade our employees' working conditions ([see pg.68](#)), increasing our product portfolio and gaining efficiency.

### RETAL Lithuania:

#### R&D

A high capacity and resolution CMM (Coordinate Measurement Machine) was purchased and installed in a controlled atmosphere room at RETAL Lithuania. This equipment with up to 1-micron accuracy will support both our R&D and Quality teams for final product testing and new product design and prototyping.

€180k

INVESTMENT

# 1.6 Key indicators

## Production volumes



**Preforms**  
(x1000 pcs)

**10,241,229**  
10,089,598



**Closures**  
(x1000 pcs)

**5,009,691**  
4,567,585



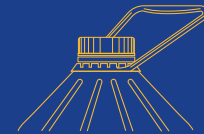
**Films**  
(tn)

**29,121**  
21,771



**Bottles**  
(x1000 pcs)

**53,330**  
54,203



**Handles**  
(x1000 pcs)

**4,030**  
4,003

## Turnover

**479m€**  
**469m€**

## Plastic resin consumption (tn)



**Total**

**295,016**  
292,562



**PET**

**226,373**  
230,918



**Recycled PET**

**57,823**  
51,789



**HDPE**

**10,819**  
9,855

Key

2024 figures in white

2023 figures in blue

## Number of employees



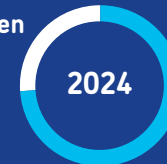
**2024**  
**874 FTE**



**2023**  
**823 FTE**

## Gender ratio

26% women



74% men

24% women



76% men

## 1.7 Memberships

RETAL is a member of several sustainability reporting and rating initiatives initiatives and sector associations, both at European and national level. This helps us evaluate and benchmark our sustainability performance ensuring accountability, and stay informed of industry developments, to meet expectations of stakeholders, industry partners, and third-party players.

### Sustainability initiatives



Initiative for  
GHG emission  
reduction  
[sciencebasedtargets.org](https://sciencebasedtargets.org)



ESG  
rating  
[ecovadis.com](https://ecovadis.com)



Global framework  
for sustainable  
development  
[unglobalcompact.org](https://unglobalcompact.org)



Climate change  
management  
rating  
[cdp.net](https://cdp.net)



ESG data sharing  
platform  
and audit standard  
[sedex.com](https://sedex.com)

### Trade associations

#### EU level



Association of European  
PET Value-chain  
[petcore-europe.org](https://petcore-europe.org)



European Plastic  
Converters  
[plasticsconverters.eu](https://plasticsconverters.eu)



Consortium for the  
recovery and recycling  
of plastic packaging –  
Italy  
[corepla.it](https://corepla.it)



National association  
of PET packaging  
– Spain  
[anep-pet.com](https://anep-pet.com)



Consortium for the  
recovery and recycling  
of PET bottles – Italy  
[coripet.it](https://coripet.it)

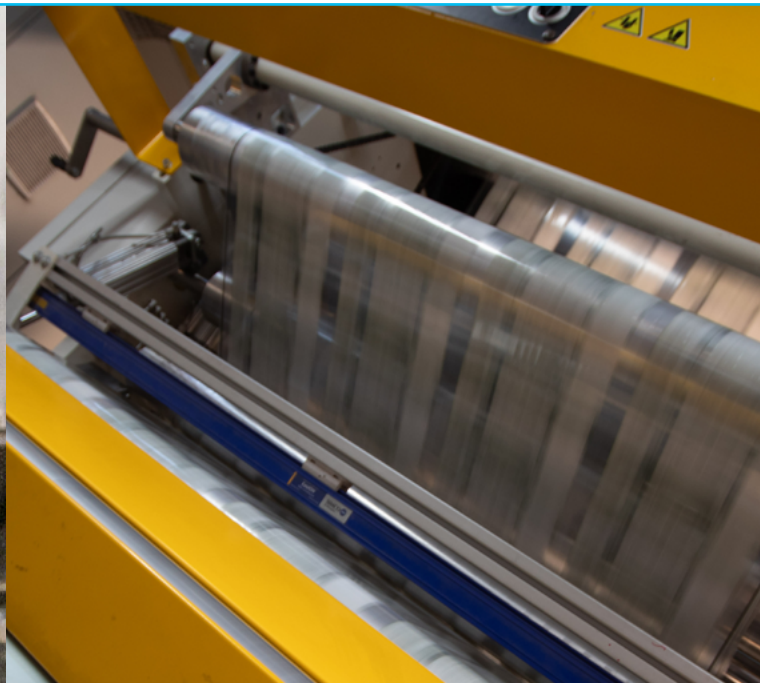


Union of polymer  
converters  
– France  
[polyvia.fr](https://polyvia.fr)



Recovery and  
Recycling Association  
– Bulgaria  
[bora-bg.org](https://bora-bg.org)





10 plants, 1 R&D center,  
24/7 technical support



# Sustainability statement

3





**Welcome to our sixth annual Sustainability Report, as we continue to document our ongoing progress towards a holistic sustainability management.**

This new report highlights just how far RETAL has come since I joined in 2018 and is proof of the consistent dedication from top management in embedding sustainability as a strategic priority across our business.

We've built our approach on strong stakeholder engagement, thorough materiality and risk assessments to establish clear policies with defined targets and action plans to reduce our impacts and manage our risks.

This solid foundation has led us to first focus on climate action, our main material topic, which is a growing priority both for our global brand-owner customers and society at large. We've now achieved a sector-leading position with validated near-term Science-Based Targets (SBTi) and a CDP A- score, among other milestones. Climate will remain central to our efforts in the years to come, and in 2024 we took further steps by setting even more ambitious reduction targets, to reach zero Scope 1 and 2 GHG emissions by 2030. Progress so far is very positive.

The plastic circular economy is equally critical for RETAL, with increasing regulation and public scrutiny on our industry. Through innovation and continuous

investment, we're addressing the technical challenges of using high levels of recycled content imposed by law and meeting future recyclability standards.

But while we focus on major environmental impacts, we never lose sight of our holistic sustainability management promise, fully addressing the other topics that are material to RETAL.

Most importantly, our people are key to RETAL's success, and we remain committed to providing safe and supportive working conditions for everyone. Alongside health and safety, we prioritise anti-discrimination, career management, talent development, and social dialogue to continuously build our human capital. I'm pleased to report steady progress in employee engagement, job satisfaction, and empowerment, supported by collaboration across teams and sustained leadership commitment.

Deploying sustainability practices in our supply chain is also essential to RETAL to avoid disruption and to align with our customers' expectations. In 2024, we neared completion of our Sustainable Procurement Program targets, with plans to strengthen climate requirements for suppliers going forward.

Embedding sustainability also means transparency. Along with this annual report, customer newsletters, and publicly disclosed external performance

evaluations like CDP and EcoVadis, we have reinforced our disclosure and accountability by further aligning with international standards. In 2024, RETAL joined the UN Global Compact, committing to implementing its 10 principles and reporting annually publicly on our progress.

Sustainability is a journey full of challenges that we intend to solve, having already made meaningful progress through our clear action plan. RETAL is fully committed to retaining our position as a sustainability leader in plastic packaging for the benefit of our customers, our employees, and the wider community.

I hope this report meets your expectations and is as accessible as we intended. Please feel free to contact me directly if you'd like to discuss any part of our - or your - sustainability action plan."



**EMMANUEL DUFFAUT**  
CHIEF SUSTAINABILITY OFFICER



# Management & performance

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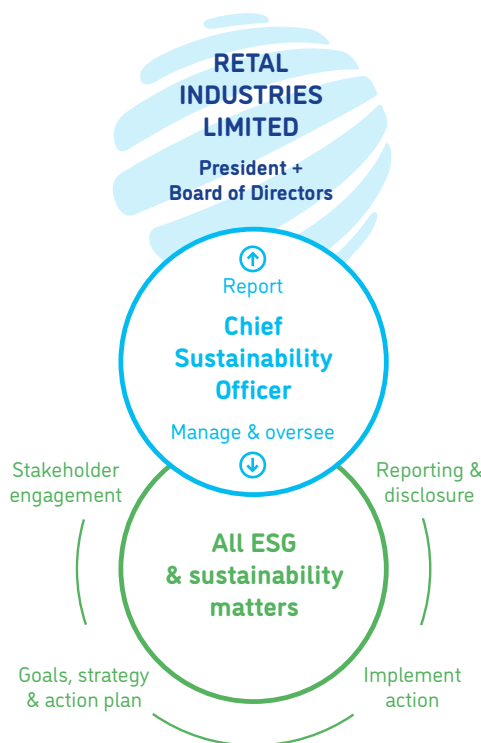
## 3.1 Governance

RETAL is governed by RETAL INDUSTRIES LIMITED through its Board of Directors (BoD) and led by the Company President. The BoD is directly supported by a team of functional heads, including the group's Chief Sustainability Officer (CSO).

The CSO oversees the entire company's sustainability agenda and budget at group level. This includes managing environmental and social impacts, risks and opportunities by setting policies, objectives, and action plans, coordinating their implementation with stakeholders, and reporting results.

Operating directly on behalf of the BoD, the CSO ensures that sustainability is embedded throughout the business, with progress reported quarterly to the BoD and key internal stakeholders, including group and regional directors and managers from various departments, with regular additional updates as necessary.

### Sustainability governance



“

*Sustainability is a common thread that connects everyone at RETAL. I enjoy talking with Emmanuel, our CSO, to understand how the sustainability trends and legislation that impact on our business and our customers' businesses can be supported through smart investment, innovation and development.*

**OLEXIY SHAPOVALOV**  
REGIONAL DIRECTOR



## 3.2 ESG management

RETAL is committed to conducting our business in a sustainable, responsible and ethical manner, both internally and throughout our value chain. We manage our material environmental, social and governance (ESG) impacts, risks and opportunities (IROs) by looking to reduce and prevent any actual or potential negative impact and risk.

### 3.2.1 Materiality

RETAL bases our sustainability action on the results of a periodical materiality assessment, which serves to identify our material ESG topics and describe our IROs.

Our latest analysis, performed in 2024, is a Double Materiality Assessment (DMA) following the guidance from the European Financial Reporting Advisory Group (EFRAG), in line with the Corporate Sustainability Reporting Directive (CSRD) reporting requirement which will apply to RIL in 2025.

This analysis identifies the potential and actual impact RETAL's operations have on ESG topics, as well as the financial risks and opportunities ESG topics may represent for our business. ➡➡

### Sustainability material topics



Key: ☀ Opportunity ⚠ Risk ⊕ Positive impact ⊖ Negative impact

>>The DMA process includes the following steps:

- Value chain mapping and stakeholders' identification and involvement
- Identification of Impacts, Risks, and Opportunities (IROs)
- Analysis of IROs (stakeholder consultation)
- Double materiality – validation

The DMA shows RETAL has nine material topics; four 'Environmental', two 'Social', and three 'Governance', related either to our activities, our value chain, or both. Of these nine material topics, six represent ESG impacts and five are financial risks or opportunities. Climate Change is the only material topic for RETAL that relates to both ESG and financial impact.



“

The DMA helps us prioritise our action, but our approach to the management of sustainability across RETAL is holistic. Our most material topics are considered alongside other IROs identified in the DMA process. Together, they ensure we operate responsibly, reduce risks and utilise opportunities, maintaining our industry-leading position.”

**EMMANUEL DUFFAUT**  
CHIEF SUSTAINABILITY OFFICER

## 3.2.3 Stakeholder engagement

Stakeholders are fundamental drivers in sustainability management. RETAL continuously engages with our key stakeholders to ensure we understand the risks and opportunities linked to their expectations and inform them of our actions and progress.

Our customers and employees are the most influential stakeholders regarding sustainability and are the focus of our engagement activity.

### 3.2.3.1 Customers – annual survey & newsletter

RETAL conducts an annual customer satisfaction survey which includes rating our sustainability action and performance by our key stakeholders. In 2024, we obtained a 4.34 out of 5 satisfaction score, improving our strong 2023 score, showing that we continue to meet our customers' expectations.

RETAL's CSO also publishes a quarterly sustainability newsletter for customers, to keep them informed of our action and results, and to provide a direct communication channel on sustainability topics. This newsletter is now distributed to over 150 recipients from 130 companies.

To receive this email direct to your inbox, please contact:  
[emmanuel.duffaut@retalgroup.com](mailto:emmanuel.duffaut@retalgroup.com)

## Sustainability performance – customer rating



## Main stakeholders



### 3.2.3.2 Employee survey

RETAL conducts an annual survey for employees across our operations. Anonymous and managed by an external consulting company, this survey provides valuable feedback from our people on a wide range of subjects related to their working conditions, including cooperation, leadership, work/life balance and management performance.

The survey encourages honesty, and this approach consistently proves valuable for all parties, giving rise to a platform of communication that enables us to define appropriate action to improve our work environment and monitor progress. As such, RETAL has established targets for several aspects (*see pg.30*).



“

*Our annual customer survey is a valuable tool for us to get direct, honest feedback from our customers on where we excel and where we can improve. With nearly 200 respondents in 2024, we can definitely see that RETAL's action and performance in sustainability, and regular engagement with our quarterly newsletter, is highly appreciated by our customers.”*

**MARIA JARRAR**

SENIOR MARKETING MANAGER EU & US







# Sustainability management

built on materiality assessment & stakeholder engagement

### 3.2.3.3 Communication channels

RETAL continually updates our stakeholders with our development on sustainability, and encourages their direct feedback through various communication channels, including:

- Annual sustainability report
- [Website](#) news section
- Intranet 'News' and 'CSR' sections
- Social media  
- Articles in industry press and media
- Quarterly Sustainability Newsletter to customers ([see pg.25](#))
- Quarterly internal update meeting
- Whistleblowing channel ([see pg.29](#))

### RETAL in the news

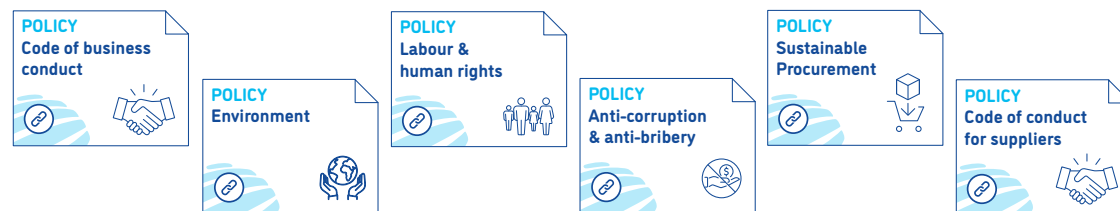


## 3.2.2 Policies & targets

RETAL has developed the relevant policies which include objectives, targets and action plans to drive our management of all material topics, aligning with international standards and instruments, including:

- UNGC 10 principles and SDGs
- United Nations Guiding Principles on Business and Human Rights (UNGP)
- OECD Due Diligence Guidance for Responsible Business Conduct
- Global Reporting Index (GRI)
- ISO 26000 on social responsibility >>

### Policies



### RETAL Whistleblowing Channel

RETAL has implemented a whistle-blowing channel (WBC) for both internal and external stakeholders, to report concerns and potential or actual wrongdoings in breach of RETAL's Code and policies. RETAL has also established an internal protocol to duly investigate all reports and implement appropriate

corrective actions if necessary. WBC is available on [RETAL's website](#), intranet and annual sustainability report. No reports on violations against RETAL's policies were filed through the WBC during the 2024 exercise.



>> In 2024, RETAL initiated a review of our policies to address the findings of the DMA and make sure that all material topics and IROs are properly managed, which will be completed in 2025.

Our management is also informed by a constant monitoring of our legal landscape, to identify and comply with any applicable legislation on sustainability. We do so mainly via our membership to trade associations such as **PETCORE Europe** and **EuPC** in Europe, which provide a constant legal vigilance on EU and member state legislations, and our legal department for the US.

## Sustainability targets

Topic		Description	Status		
Sustainability performance	Ecovadis	75%	65%	🔄	On track
Performance	CDP	A score	B	📉	On track
Environment	GHG emissions Scope 1	Zero emission by 2030	0 tn CO <sub>2</sub> e (via offset)	✅	Reached
Environment	GHG emissions Scope 2	Zero emission by 2030	7,320 tn CO <sub>2</sub> e	🔄	On track
Environment	Renewable Electricity	100% by 2030	76%	🔄	On track
Environment	Waste	Zero waste to landfill by 2035	3% waste to landfill		On track
Labour practices	Work engagement	65% by 2030	60%	🔄	On track
Labour practices	Employee job satisfaction	65% by 2030	61%	📉	On track
Labour practices	Empowerment	65% by 2030	66%	✅	Reached
Labour practices	Employee evaluation	100% FTE / year by 2026	71%	🔄	On track
Supply chain	Sustainable Procurement	100% (80% min.) of RM from SPP compliant suppliers	3 categories >90% 2 categories >70%	🔄	On track





## UN Global Compact & SDGs

To further ensure our sustainability agenda and policies are aligned with best practices, RETAL joined the United Nations Global Compact (UNGC) in 2024, publicly committing to implement its 10 principles to contribute to the Sustainable Development Goals (SDGs).

Joining the UNGC also represents a step forward in RETAL's accountability and transparency with a mandatory and public annual Communication on Progress (CoP) on the 10 principles implementation. RETAL's first CoP will be in July 2025.

WE SUPPORT



### THE UNGC 10 PRINCIPLES:

**Principle 1:** businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** make sure that they are not complicit in human rights abuses.

**Principle 3:** businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** the elimination of all forms of forced and compulsory labour;

**Principle 5:** the effective abolition of child labour; and

**Principle 6:** the elimination of discrimination in respect of employment and occupation

**Principle 7:** businesses should support a precautionary approach to environmental challenges;

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

**Principle 10:** businesses should work against corruption in all its forms, including extortion and bribery

### SUSTAINABLE DEVELOPMENT GOALS



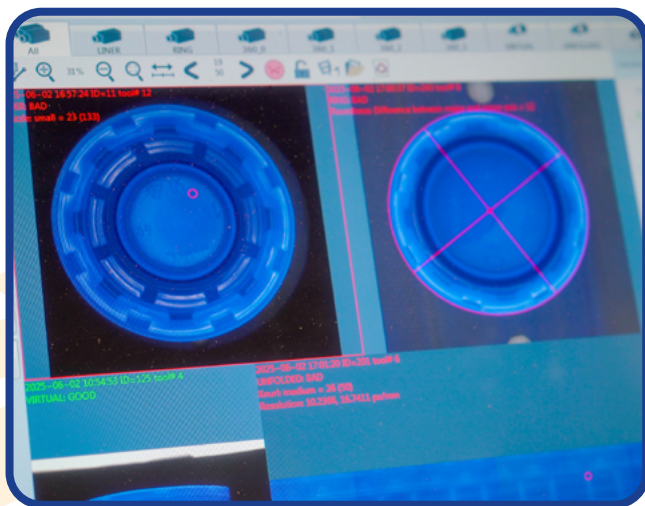
The 17 **Sustainable Development Goals** (SDG) were developed by the United Nations (UN) and unanimously adopted by all heads of state in the General Assembly of the United Nations (UNGA) in 2015, as a call for collective action for People, Planet and Prosperity.

RETAL contributes to SDG 5, 8, 10, 12, 13, 14.

### 3.3 Performance

### 3.3.1 Evaluation platforms

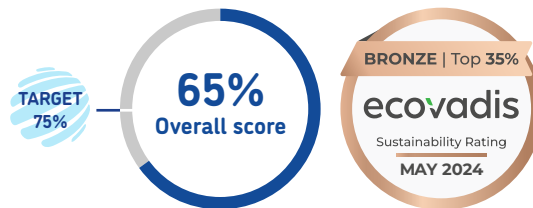
RETAL evaluates our sustainability performance using recognised third-party assessments to provide credible and transparent information to our stakeholders. These recognised benchmarks also enable RETAL to identify areas of improvement.



## Ecovadis

We have obtained a 'Bronze' medal, significantly improving our overall score by 6 points to reach 65%, the highest rating for RETAL. We are amongst the top 35% companies evaluated by Ecovadis and we are progressing against our 75% target.

This positive evolution is largely due to increased scores in both the 'Labour & Human Rights' (65%) and 'Ethics' (54%) categories. The scores for the 'Environment' (70%) and 'Procurement' (68%) categories remained stable.



## CDP

We reached a CDP B score for climate change and were included in the Supplier Engagement Assessment (SEA) A-list.

**Climate Change**  
**B**  
score

**Supplier Engagement  
Assessment**

**A**  
score

## SEDEX

8 out of 10 of our RETAL plants are SEDEX B-members and they also have a valid SMETA audit.



SMETA



– Ecovadis 65%  
– CDP B score  
(climate survey)



# Environment

4





## 4 Environment

RETAL manages our all environmental IROs in a holistic manner, and according to our policy. We rightfully focus our action on our two material topics – Climate Change and the Circular Economy – and address less relevant IROs such as waste management and responsible water usage across our plants.



## 4.1 Climate change

RETAL is recognised as a climate change leader in our industry, demonstrated by our CDP B score in 2024 (A- in 2023), positioning us in the top tier of companies in our sector (*see p.111*). To achieve this, we have implemented a thorough management system to mitigate our impact and an adaptation plan to manage climate-related risks.

To drive our action, we have set ambitious climate targets including reaching zero Scope 1 & 2 GHG emissions by 2030, the use of 100% renewable electricity by 2030, and maintaining a CDP A score.

### Climate goals



*RETAL was included in the Financial Times 'Europe's Climate Leaders 2024' as the highest ranked plastic packaging company.*

## 4.1.1 GHG emissions reduction targets

The GHG emissions generated by our activities are very low, but we still intend to reduce any impact we make. Our industrial scope changed in 2024 (three fewer plants), reducing our corporate GHG emissions, so we have taken a step further from our 2020 SBTi validated Science-Based Targets (see Appendix 2) of 42% reduction by 2030 (1.5°C scenario) and set the goal of zero emission by 2030 for our Scope 1 & 2.

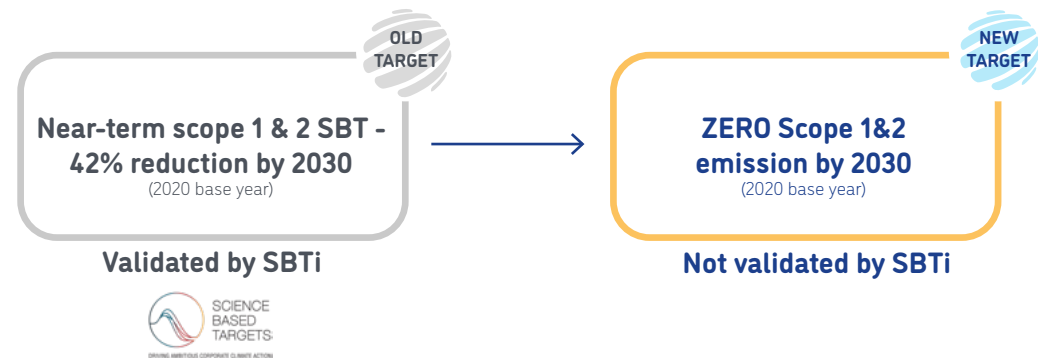
We do not set Scope 3 targets as we have limited influence on reducing our raw material suppliers' GHG emission, particularly plastic resin suppliers, whose product manufacturing is by far the main contributor to our Scope 3 emissions.

In addition, we have also very limited capacity for using pro-actively recycled plastic resins, the main lever to reduce Scope 3 GHG emission.

RETAL's Decarbonisation Plan to reach our targets includes mitigating and offsetting Scope 1 emissions, and the purchasing of renewable electricity for Scope 2.

Our progress against our targets is regularly communicated to stakeholders in our annual Sustainability Report and CDP evaluation, on our website and quarterly newsletter, and through relevant media whenever possible.

### New GHG reduction targets



### Decarbonization plan

Action	Contribution to target
<b>Scope 1</b>	
Reduction of fossil fuel use	Low
Reduction of fugitive emission	Medium
Off-setting	High
<b>Scope 2</b>	
Renewable electricity	High
Energy efficiency	Low



## 4.1.2 Climate change adaptation – Risk management

Our 2022 risk assessment, performed according to the *Taskforce on Climate-Related Financial Disclosure (TCFD)* guidance, shows RETAL has a 'low to moderate exposure to climate-related risks'. However, we have established a management system or climate change adaptation plan which details preventive, mitigation and corrective measures for each risk identified.

To ensure the robustness of the system, we periodically monitor and re-assess the situation related to each risk and update the measures if needed. As mentioned in our environmental policy, RETAL will continue to periodically update our risk assessment of climate-related issues according to recognised guidelines or standards to best manage risks and opportunities.

### Climate-related risks & opportunities (TCFD)

#### ■ Transitional risks

- TR1.1** Regulation for emissions mitigation and neutrality / Carbon regulation mechanisms
- TR1.2** Mandates and regulation on products and services
- TR1.3** Exposure to litigation
- TR2.1** Transition to low-emission technology
- TR2.2** Unsuccessful investment in new technologies
- TR3.2** Increased energy and raw materials costs
- TR4.1** Decreased reputation (stakeholders perception)

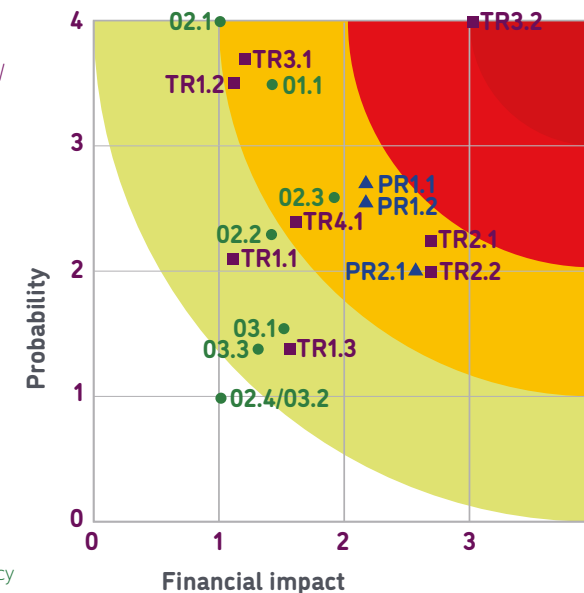
#### ▲ Physical risks

- PR1.1** Changes in rainfall patrons and mean temperatures globally
- PR1.2** Natural disasters
- PR2.1** Increased climate change related risks (floods, droughts, infrastructure damage, etc.)



#### ● Climate-related opportunities

- 01.1** Recycling initiatives, energy and resources efficiency
- 02.1** Use of lower-emission sources of energy
- 02.2** Use of supportive policy incentives
- 02.3** Use of new technologies
- 02.4** Participation in the carbon market
- 03.1** Production of low-carbon goods and services
- 03.2** Access to incentives, public subsidies and new markets and assets
- 03.3** Resilience





**New climate  
target:  
Zero GHG  
emissions  
by 2030  
for Scope 1&2**

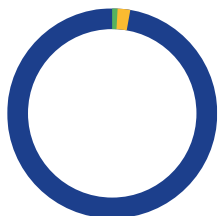
## 4.1.3 GHG emission – progress towards reduction targets

We annually calculate our corporate carbon footprint (GHG Inventory), according to the GHG Protocol standard, which we verify with a third-party ([see pg.114](#)). Our base year is 2020 and includes Scope 1, 2 & 3 emissions.

Following a change in our industrial scope in 2024, our total GHG emissions were affected by more than 5%, which forced us to recalculate them since our 2020 base year to date, in line with GHG Protocol disposition.

Our total absolute and relative emissions have not varied significantly in the last three years. Only our Scope 1 & 2 operational GHG emissions can be influenced by our actions, yet these represent only 1.55% of RETAL's total emissions, the remainder coming from Scope 3, generated by up- and downstream activities where we have very limited influence.

### 2024 GHG emission by scope



**Scope 1 - 0.27%**  
Direct GHG emissions

**Scope 2 - 1.29%**  
Indirect GHG emissions  
from imported energy

**Scope 3 - 98.44%**  
Other Indirect GHG emissions

**Table 2: Total GHG emissions (Scope 1, 2 & 3)**

	2024	2023	2022	2021	2020(*)	Evolution 2020-2024	Evolution 2023-2024
<b>Absolute</b> (tn CO <sub>2</sub> e)	565,942	557,897	559,209	495,806	501,160	12.93%	1.44%
<b>Relative</b> (tn CO <sub>2</sub> e / tn raw material processed)	1.90	1.90	1.95	1.68	1.87	1.86%	0.35%

(\*)Base year



*We take pride in operating RETAL as a sustainable partner for all our stakeholders. Our commitment to maintaining our leadership position as a climate change frontrunner is evident in our actions, our operations, and strategically planned investments. Together, we're well on the way to reaching our zero emission targets by 2030."*

**OLEXIY SHAPOVALOV**  
REGIONAL DIRECTOR



#### 4.1.3.1 Scope 1&2 – Operational GHG emission

Our Scope 1 emissions are extremely low, just 1,512 tn of CO<sub>2</sub>e, which represents 17.3% of operational emissions and 0.27% of our total emissions. Use of fossil fuel contributes 58% of our Scope 1 emissions, with the rest - 'fugitive emissions' - from refrigerant gas leaks.

Mitigation opportunities are scarce for such low emission levels, with little impact. RETAL has reached our Scope 1 zero emission target since 2022 through compensation - purchasing certified carbon credits to offset the residual emissions according to our Decarbonisation Plan. Fossil fuel is unavoidable for the logo printing process on closures (no alternative electrical process currently available) and for our fleet of vehicles, however, we constantly consider all remaining decarbonisation opportunities and have launched new actions at several plants ([see pg.43](#)).

As for the fugitive emissions of refrigerant gas from cooling equipment, we limit them with adequate preventive maintenance, but break down or wear off are also unavoidable. >>

#### Operational GHG emission Sources



**Scope 1:** fossil fuel combustion and refrigerant gas leaks (fugitive emissions)

**Scope 2:** generation of electricity used in plants (imported energy)

Table 3: Scope 1&2 GHG emission - Progress vs. target

	Target (2030)	2024	2023	2022	2021	2020 (*)
<b>Total Scope 1&amp;2 (tCO<sub>2</sub>e)</b>	<b>0</b>	<b>8,832</b>	<b>29,188</b>	<b>22,607</b>	<b>12,007</b>	<b>11,396</b>
<b>Scope 1 (tCO<sub>2</sub>e)</b>	<b>0</b>	<b>1,512</b>	<b>1,403</b>	<b>1,460</b>	<b>1,664</b>	<b>1,026</b>
Fossil fuel		875	962	1,016	920	937
Fugitive (refrigerant gas)		636	441	445	744	89
Purchased carbon credits		1,512	2,000	1,761	0	0
Status vs. Target		Reached	Reached	Reached	Not reached	
<b>Scope 2 (tCO<sub>2</sub>e) - Market based</b>	<b>0</b>	<b>7,320</b>	<b>27,786</b>	<b>21,146</b>	<b>10,343</b>	<b>10,370</b>
Status vs. Target		Not reached	Not reached	Not reached	Not reached	
<b>Scope 2 (tCO<sub>2</sub>e) - Location based</b>		<b>40,547</b>	<b>50,208</b>	<b>47,910</b>	<b>51,339</b>	<b>48,963</b>

Table 4: Scope 1&2 GHG emission intensity (tn CO<sub>2</sub>e / tn of raw material processed)

	2024	2023	2022	2021	2020 (*)	Evolution 2020-2024	Evolution 2023-2024
<b>Total Scope 1&amp;2</b>	<b>0.030</b>	<b>0.099</b>	<b>0.079</b>	<b>0.041</b>	<b>0.042</b>	<b>-30%</b>	<b>-70%</b>
Scope 1	0.005	0.005	0.005	0.006	0.004	33%	7%
Scope 2	0.025	0.095	0.074	0.035	0.039	-36%	-74%

(\*)Base year

>> RETAL is back on track with our zero Scope 2 emission target, with a 74% decrease compared to 2023, which is a 29% decrease compared to our 2020 base year (*see pg.41*). This was achieved thanks to the regularisation of the renewable electricity market, which had seen huge price increases in 2022/2023, forcing us to reduce our purchase volumes to remain competitive.

In 2024, we progressed on our 100% RE by 2030 target, reaching 76%, and have already secured over 80% of our electricity consumption for 2025. In fact, during 2024, seven out of 10 RETAL plants achieved 100% RE, which means, considering Scope 1 off setting, that these seven plants have zero Scope 1 & 2 GHG emissions.

**Table 5: Renewable electricity (RE) consumption**

	2024	2023	2022	2021	2020	Evolution 2020-2024	Evolution 2023-2024
<b>Total</b>	<b>580,899</b>	<b>309,750</b>	<b>394,213</b>	<b>610,389</b>	<b>559,705</b>	<b>4%</b>	<b>88%</b>
Purchased (GJ)	575,122	303,821	388,352	604,884	553,858	4%	89%
Produced (GJ)	5,777	5,930	5,861	5,505	5,847	-1%	-3%
<b>RE % of total electricity purchased</b>	<b>76.0%</b>	<b>41.0%</b>	<b>53.0%</b>	<b>82.0%</b>	<b>79.0%</b>	<b>-4%</b>	<b>85%</b>
<b>GHG avoided (t CO<sub>2</sub>e)</b>	<b>46,233</b>	<b>29,515</b>	<b>39,361</b>	<b>54,686</b>	<b>49,948</b>	<b>-7%</b>	<b>57%</b>

**Table 6: Scope 1&2 emissions and renewable electricity (RE) per plant**

	Total Scope 1 & 2 (tn CO <sub>2</sub> e)	Scope 1 (tn CO <sub>2</sub> e)	Scope 2 (tn CO <sub>2</sub> e)	RE
RETAL PA	0	0 (off set)	0	100%
RETAL Baltic Films	0	0 (off set)	0	100%
RETAL Lithuania	1,536	0 (off set)	1,536	48%
RETAL Czech	0	0 (off set)	0	100%
RETAL Iberia	0	0 (off set)	0	100%
RETAL France	373	0 (off set)	373	44%
RETAL Balkan	5,409	0 (off set)	5,409	0%
RETAL Plastec	0	0 (off set)	0	100%
RETAL Italia	0	0 (off set)	0	100%
RETAL Cyprus	0	0 (off set)	0	100%



## Decarbonisation and compensation initiatives

### RETAL Lithuania Phasing out natural gas

RLT completely replaced the natural gas it used for the cleaning station for returnable metal boxes final goods packaging by using the residual heat generated by its compressors instead. This saves 40 tCO<sub>2</sub>e per year.



### RETAL Baltic Films and Lithuania Electrical forklifts

Both plants have substituted their LPG forklift fleet with electrical vehicles reducing use of LPG to zero and the corresponding GHG emissions from 280 tCO<sub>2</sub>e per year on average to zero, with both plants using 100% renewable electricity.



### Carbon Removal Offsetting scope 1 GHG emission

RETAL purchased 1,512 tn of certified carbon credits to completely off set its residual Scope 1 GHG emissions. The carbon credits were sourced from a re-forestation program in *Africa*. This program is VCS certified (**Verified Carbon Standard**)







**Zero Scope 1 emissions in 2024**  
(offsetting)



### 4.1.3.2 Energy efficiency

Our energy consumption and energy intensity has remained constant since 2020, with electricity our main source of energy, at 98%.

As energy consumption is the main contributor to RETAL's operational GHG emissions (92%), more specifically electricity with 82%, energy efficiency plays a role in our GHG emission mitigation, although limited as our processes are already well optimised.

Energy efficiency has a much more relevant impact in terms of our economic performance, with energy a major fixed cost across our operations, impacted by rising market prices. While energy savings have a limited impact on GHG emissions, they can have a big impact on expenditure and our plants manage energy efficiency well. >>



*Energy efficiency has a two-fold, direct positive impact on RETAL's sustainability due to its impact on both fixed cost and process performance. With the current energy market volatility, this is especially true in economic terms, but also high energy efficiency usually means the equipment is functioning in the right conditions to deliver the required quality of the product."*

**DAINIUS STANIULIS**  
REGIONAL PRODUCTION DIRECTOR

**Table 7: Energy consumption & intensity**

	2024	2023	2022	2021	2020	Evolution 2020-2024	Evolution 2023-2024
<b>Total (GJ)</b>	<b>779,622</b>	<b>760,124</b>	<b>755,268</b>	<b>757,423</b>	<b>713,170</b>	<b>2.6%</b>	<b>9.3%</b>
Electricity (GJ)	766,266	748,385	739,989	743,346	698,809	2.4%	9.7%
Fossil fuels (GJ)	13,356	11,739	15,279	14,077	14,361	13.8%	-7.0%
<b>Energy intensity (GJ/tn of RM processed)</b>	<b>2.62</b>	<b>2.58</b>	<b>2.63</b>	<b>2.56</b>	<b>2.66</b>	<b>1.5%</b>	<b>-1.4%</b>

>> RETAL plants management of energy efficiency is supported by constant investment, including equipping our plants with the latest measuring devices and monitoring software, and the periodical renewal of our production technology.

Investment sits alongside expert analysis of our processes by our highly experienced specialists to innovate and find new ways to reduce our energy consumption. A recent example is the new PET and rPET resin drying process prior to injection moulding. By changing our approach and modifying the sequencing of this process, we have saved on average a significant 23 KWH/tn of resin processed, while also reducing the final product rejection rate caused by the fluctuating characteristics of rPET (*see pg.54*).

#### ISO 50001 certification

- RETAL Czech
- RETAL Iberia
- RETAL Lithuania



### 4.1.3.3 Scope 3 – indirect GHG emission

Indirect Scope 3 emissions generated by upstream and downstream activities linked to our operations represent almost all our emissions (98%). The manufacturing of plastic resins (virgin and recycled) is the main contributor to these emissions (78%), with PET 63% of that. The second largest contributor is transportation of raw

materials and final goods (upstream and downstream), at just 8% and 5% respectively. With no tangible influence on our customers' use of recycled materials and product lightweighting, we have not set reduction targets for our Scope 3 emissions, as these are the main levers for reduction. >>

**Table 8: Scope 3 GHG emissions per categories**

	2024		2023		2022		2021		2020 <sup>(*)</sup>		Evolution 2020-2024	Evolution 2023-2024
	tn CO <sub>2</sub> eq	Share	tn CO <sub>2</sub> eq	Share	tn CO <sub>2</sub> eq	Share	tn CO <sub>2</sub> eq	Share	tn CO <sub>2</sub> eq	Share		
<b>TOTAL Scope 3</b>	<b>557,110</b>	<b>100%</b>	<b>528,709</b>	<b>100%</b>	<b>536,603</b>	<b>100%</b>	<b>483,799</b>	<b>100%</b>	<b>489,764</b>	<b>100%</b>	<b>13.8%</b>	<b>5.37%</b>
<b>3.1 Purchased goods and services</b>	428,570	77%	398,243	75%	390,446	73%	376,952	78%	357,478	73%	20%	8%
PET	350,722	63%	336,812	64%	340,626	63%	329,819	68%	313,229	64%	12%	4%
HDPE	24,457	4%	18,870	4%	20,269	4%	23,572	5%	17,907	4%	37%	30%
<b>3.2 Capital goods</b>	5,717	1.0%	6,625	1%	11,804	2%	5,107	1%	3,153	0.6%	81%	-14%
<b>3.3 Energy related activities</b>	5,185	1%	10,391	2%	6,996	1%	3,773	1%	2,580	1%	101%	-50%
<b>3.4 Upstream transportation</b>	44,854	8%	39,609	7%	54,261	10%	20,834	4%	33,839	7%	33%	13%
<b>3.5 Waste disposal</b>	4	0.0%	6	0%	9	0%	6	0%	7	0.0%	-46%	-29%
<b>3.6 Business travel</b>	836	0.2%	910	0%	672	0%	771	0%	421	0.1%	99%	-8%
<b>3.7 Employee commuting</b>	850	0.2%	432	0%	491	0%	473	0%	874	0.2%	-3%	97%
<b>3.9 Downstream transportation</b>	26,592	5%	33,720	6%	30,527	6%	29,713	6%	45,020	9%	-41%	-21%
<b>3.10 Processing of sold products</b>	16,017	3%	9,858	2%	11,746	2%	14,839	3%	17,534	4%	-9%	62%
<b>3.12 End of life</b>	28,484	5%	28,914	5%	29,652	6%	31,332	6%	28,858	6%	-1%	-1%

(\*)Base year

>> The production of recycled plastic resin generates lower GHG emissions than virgin resins, but it is currently too expensive and not reliably available in the volumes and quality required and presents some technical issues at high content. Lightweighting also brings challenges as it is contingent to the product's physical features and on the customers' requirements.

While we have no leverage, we have developed technical capabilities to process successfully high recycled PET content ([see pg.54](#)) and to design and produce lightweighted products to meet our customers' demand. In 2024, RETAL avoided 3,721 tn CO<sub>2</sub>e of GHG emissions through 40 lightweighting initiatives on both preforms and closures. We also used 57,823 tn of recycled PET resin, avoiding an additional 69,041 tn of CO<sub>2</sub>e.

**Table 9: Recycled material - GHG savings**

	Recycled material (tn) <sup>(*)</sup>	GHG saved (tn CO <sub>2</sub> e)
<b>2024</b>	<b>57,823</b>	<b>69,041</b>
2023	51,789	62,198
2022	38,421	44,722
2021	32,610	37,958
2020	26,424	30,758
<b>Total</b>	<b>207,067</b>	<b>244,676</b>


(\*) Recycled material processed

**Table 10: Product lightweighting - GHG savings**

	Resin saved (tn)	GHG savings (tn CO <sub>2</sub> e)
<b>2024</b>	<b>1669</b>	<b>3,721</b>
2023	1410	3,084
2022	2124	4,641
2021	1640	3,592
2020	668	1,463
<b>Total</b>	<b>5,841</b>	<b>9,696</b>







**76%**  
**Renewable  
Electricity**  
7 plants at 100%

## 4.2 Circular Economy

The Circular Economy is a key material topic for our activity, even though RETAL has limited ability to control the circularity of our products due to our position in the value chain. RETAL produces intermediate plastic packaging products according to customers' specifications, which are then integrated into final, multi-element packaging. It is the design of that final packaging that has the biggest impact on its circularity.

Yet, the increasingly stringent regulatory landscape of the Circular Economy (CE) in Europe materialised in the Single Use Plastic Directive (SUPD) and the Packaging and Packaging Waste Regulation (PPWR) impacts RETAL, most specifically with the introduction of minimum content of recycled material in plastic packaging and recyclability criteria.

### 4.2.1 Recycled material

RETAL uses recycled PET (rPET) in preforms and APET film production. Recycled material use is currently only driven by customer demand, as market prices when compared to virgin materials renders it uncompetitive. A lack of availability, specifically for food grade material, is also a contributor. Despite this,

our processed volume of rPET is constantly increasing, reaching 57,823 tn in 2024, a 12% increase from 2023 and up 119% since 2020, representing 19.4% of our total raw material processed. This is a positive reflection of our customers' ongoing sustainability and circularity commitments. >>

**Table 11: Recycled material use**

	2024	2023	2022	2021	2020
<b>TOTAL (tn)</b>	<b>57,823</b>	<b>51,789</b>	<b>38,421</b>	<b>32,610</b>	<b>26,424</b>
% of recycled material vs total raw material processed	19.4%	17.6%	13.4%	11.0%	9.9%



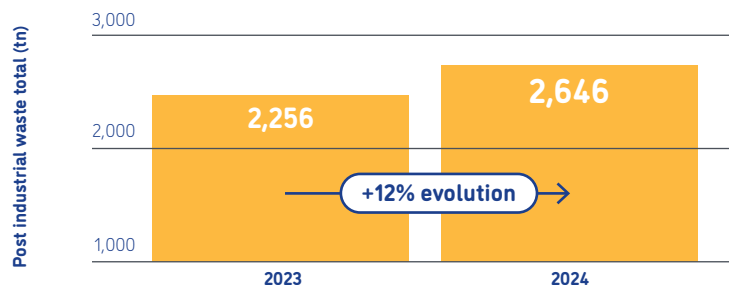
## RETAL Baltic Films (RBF)

### Post industrial waste in film production

RBF contributes to the circular economy both by using conventional rPET and Post Industrial Waste. RBF's film is mainly used to thermoform various types of trays and similar packaging, with the thermoforming process generating a large amount of scrap, called Post Industrial Waste (PIW).

RBF collaborates with several customers to buy back this PIW and directly reprocess it, when the quality and characteristics allow, ensuring this PIW stays 'in the loop', significantly reducing GHG emissions by avoiding the mechanical recycling process.

#### Post Industrial Waste consumption



>> From 2025 onwards, the SUPD and PPWR legislation will mean minimum use of recycled content will be mandatory in the EU, specifically 25% in 2025 and 30% by 2030, with the expectation that the implementation of PPWR will see that jump to 60%.

Increased use of recycled plastic material poses several challenges across the industry in terms of processing and final product quality ([see pg.54](#)), which RETAL is committed to solving to remain a competitive and sustainable business.

RETAL is actively preparing to comply with this legislation through innovation, improving our rPET processing, and by securing our supply of rPET with an enlarged pool of suppliers. This includes working out a preferred supplier agreement with NEO Group, our sister company, for NEOPET Cycle, its chemically recycled PET ([see pg.52](#)).

NEO Group has developed and manufactures NEOPET Cycle, a virgin PET resin containing up to 30% of post-consumer recycled PET. NEOPET Cycle answers the rPET supply issue for RETAL, which in turn optimises our supply logistics, while simplifying the handling and processing of rPET NEOPET Cycle will allow RETAL to meet the SUPD minimum content requirement.





### NEOPET Cycle A circular solution

NEOPET Cycle is food contact PET with up to 30% of post-consumer recycled PET flakes integrated directly into virgin resin material (flake injection process), offering an all-in-one circular solution.

Virgin fossil-based raw materials are partially replaced with purified rPET flakes to produce NEOPET Cycle resins through a chemical depolymerisation process using feedstock from post-consumer PET food packaging collections. This easy-to-use product meets all sustainability requirements, including a simplified conversion process and more efficient sourcing and transportation as well as total compliance of EU and FDA food contact requirements, without EFSA approval.

NEOPET Cycle has an annual production capacity of 160k tn and is already approved by RETAL's various multinational customers in the food and beverage industries.



**58,000 tn of recycled PET processed**  
20% of total raw materials



## Innovation and solution in rPET processing

The processing of high percentage of recycled PET in preform production is a key aspect of circularity, however, it presents a series of technical challenges that RETAL is addressing.

The quality of mechanically recycled PET is variable, affecting the conversion process and so the quality of the final product: the presence of metal particles, uneven crystallization, variation of IV (intrinsic viscosity) are some of the most common issues faced with rPET.

To adapt to this new reality and provide solutions to our customers, RETAL has identified and deployed early-on investment in technology and technical expertise:

Early investment in metal detectors with all our production lines equipped in 2016 and constant upgrade of detection devices. Our expertise allowed us to develop our own software solution to analyze more precisely the rejection data due to metal particles and substantially improve quality control process and decision making.

A key development was the optimization of the plastic resin drying process, adopting a completely new approach not only allowing to reduce energy consumption but also to smooth the variation of the physical characteristics of rPET, making its processing easier.





## 4.2.2 Recyclability

All packaging dispensed in the EU market must be recyclable by 2030, according to the upcoming PPWR regulation, which has not yet been released (at the time of writing). While PET bottles – already widely collected and recycled with well-established parameters – will not pose a major challenge for RETAL's core preform business, the films business will be more impacted.

RETAL's APET films are primarily used in thermoformed food trays, which are harder to recycle and lack sufficient collection and recycling infrastructure in Europe. A major obstacle is the use of laminated polymer layers such as PP, PE, or nylon to improve film functionality, which reduces recyclability.

To address this, RETAL Baltic Films, which produces APET films with PE and/or EVOH for oxygen barrier functionality, is actively seeking alternative solutions to comply with upcoming requirements (see text box).

As a member of EU-level trade associations like EuPC and PETCORE Europe, as well as national initiatives ([see pg.17](#)), RETAL is closely monitoring PPWR developments to anticipate changes and support our customers.



*As a sustainability leader in our industry, our high standards are aligned with the strict expectations of our global and local brand owner customers. We make sure our actions and products answer our customers' needs, so we continue to be a commercial partner and a sustainable business, for the advantage of all our stakeholders."*

**FUAT KARAEV**  
GLOBAL SALES DIRECTOR

## APET film recyclability – RETAL Baltic Films R&D project

RETAL is working on the circularity of its products and more specifically on the rigid APET films which is produced at RETAL Baltic Films (RBF) and subsequently thermoformed into trays for food packaging applications by our customers.

RBF produces different types of specific films for food applications, including for long shelf-life and highly perishable products. The APET film laminated with a PE/EVOH/PE layer used for this specific application have high oxygen barrier properties but are not as easily recycled as mono-layer APET films, which already have an existing mechanical recycling process.

RBF has therefore launched an R&D programme aiming to identifying oxygen barrier additives which can substitute the PE/EVOH/PE barrier layer not affecting the recycling process and consequently increase the final packaging's recyclability. The programme is also exploring different approaches to increase the sealing properties of APET film used as lid materials.

Three types of additives were selected after an initial screening based on their effect on recyclability and subsequently tested in 2024 with various film characteristics and dosage to find the optimum balance between barrier properties and cost.

Initial lab-scale trials demonstrated oxygen-barrier properties equivalent to the current standard, while maintaining full compatibility with mechanical recycling streams and several film prototypes were elaborated to pack different food products and test the shelf-life obtained.

In 2025, the project will advance to pilot-scale film extrusion trials to refine additive dosage and test seal integrity before moving to real-life testing at customer sites to validate product performance.



**“The key to thermoformed plastic packaging circularity lies in the mono-material strategy. At RETAL we focus our expertise, experience and collaboration with our value chain to innovate into that direction and propose recyclable and competitive solutions to our customers.”**

**IRENA VITKAUSKIENĖ**  
HEAD OF MARKETING & INNOVATION  
RETAL BALTIC FILMS

# 4.3 Water

Even though water is not identified as a material topic for RETAL due to our impact being relatively low, we still optimise our use of all natural resources wherever possible. We already have a very low water consumption and contamination, and a moderate water withdrawal.

Water is part of our risk management system, which includes water-stress analysis using the WWF Biodiversity Risk Filter ([see pg.116](#)) for all our plants. so we can understand, prevent and mitigate any future risks in supply.

Although we have currently no leverage, we monitor through our risk management system our material topics identified beyond our operations. The subtopic of water pollution represents a potential material negative impact in the upstream value chain during fossil resource extraction and raw material production, and in both the upstream and downstream value chain, due to microplastics and plastic packaging waste in the aquatic system.

## 4.3.1 Water withdrawal

The volume of water withdrawn significantly increased by 23% in 2024 compared to 2023; but it remains moderate, with a total volume of 120,002 m<sup>3</sup> with a water intensity of 404 litres per ton of raw material processed.

The increase in withdrawal is due to the increase of climate temperatures, requiring

additional cooling capacity for the company's processes. The water withdrawn by RETAL is sourced at 78% from municipal water supply and 22% from groundwater. The majority is used in the production process and a negligible amount is used for cleaning, drinking, and sanitation purposes.

Table 12: Withdrawal in water stressed areas

	2024	2023
Share of water withdrawal in areas of 'high' or 'extremely high' water stress level' (%)	66%	62%

Table 13: Water withdrawal

	2024	2023	2022	2021
Water withdrawal (m <sup>3</sup> )	120,002	97,859	71,984	65,886
Third party water	93,628	73,275	53,066	43,730
Groundwater	26,374	24,584	18,918	22,156
Water intensity (m <sup>3</sup> / tn RM processed)	0.404	0.333	0.251	0.223



4.3.2 Water consumption and discharge

RETAL uses water in closed loop circuits for cooling purposes only, in which almost no evaporation occurs, and all waste water is exclusively discharged into the local sewer systems for depuration and treatment. Most cooling systems are equipped with chillers in which no evaporation occurs; therefore, no water is ‘consumed’ according to GRI definitions<sup>(\*)</sup>. The amount of water that evaporates in the company’s few cooling towers is consequently very low, difficult to determine, and considered as being zero, with the water discharge being equal to withdrawal . It should be noted that RETAL does not store water.

The water used in cooling circuits only receives conventional treatment to maintain quality and ensure the protection of the equipment; consequently, the effluent is a result of periodical purging of the cooling system. It has a very low level of contamination and does not contain any substance of concern.

(\*) Water consumed (GRI definition): water used by an organisation such that it is no longer available for use by the ecosystem or local community in the reporting period. It includes the sum of all water that has been withdrawn and incorporated into products, used in the production of crops or generated as waste, has evaporated, transpired, or been consumed by humans or livestock, or is polluted to the point of being unusable by other users, and is therefore not released back to surface water, groundwater, seawater, or a third party over the course of the reporting period.

Table 14: Water consumption and discharge

	2024	2023	2022	2021
Water discharged (m³)	120,002	97,859	71,984	65,886
Water consumption (m³)	0	0	0	0



# 4.4 Waste

RETAL plants generate very little waste – almost exclusively non-hazardous waste (95%) – so this topic is not considered material.

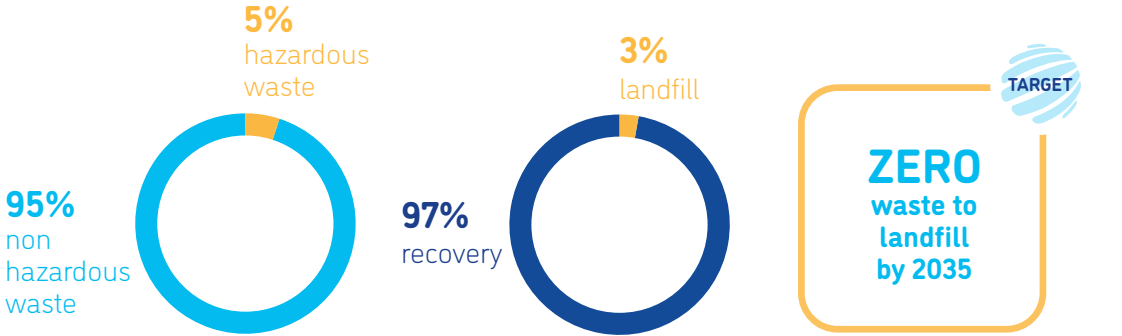
All RETAL waste is managed by accredited and authorised waste management companies in accordance with local regulations and we have set a target of 'zero waste to landfill' by 2035.

The total volume of waste generated across our plants in 2024 was 4,959 tn, with less than 3% going to landfill.

Table 15: Waste generated (Tn)

	2024	2023	2022	2021
Total	4,959	3,867	4,196	3,743
Disposal	144	723	664	1,377
Recovery	4,815	3,144	3,532	2,365
Non-hazardous waste	4,758	3,668	3,987	3,575
Disposal	138	650	574	1,326
Recovery	4,620	3,018	3,413	2,250
Hazardous waste	202	199	209	167
Disposal	6	73	90	51
Recovery	196	126	119	116

## Waste type and treatment





Only 3%  
of waste  
to landfill



# Labour & human rights

5



## 5 Labour & human rights

Our employees are our main asset and the driving force of the company. RETAL appreciates that respecting all fundamental labour and human rights, and the quality of the workplace and working conditions provided to our people is integral to our industry-leading performance.

With only one 'Social' aspect identified as 'material' - 'Occupational Health & Safety of own workers' - RETAL is committed to going beyond simply managing this essential topic and making sure that 'Labour Practices & Human Rights' is given the focus it deserves. As defined in our Labour & Human Rights Policy, we intend to go beyond applicable labour laws to provide optimal working conditions and workplaces, fostering an environment that ensures workers' safety, and promotes job satisfaction, professional development, wellbeing and encourages open dialogue.



## 5.1 Labour practices

### 5.1.1 Employee annual survey - performance

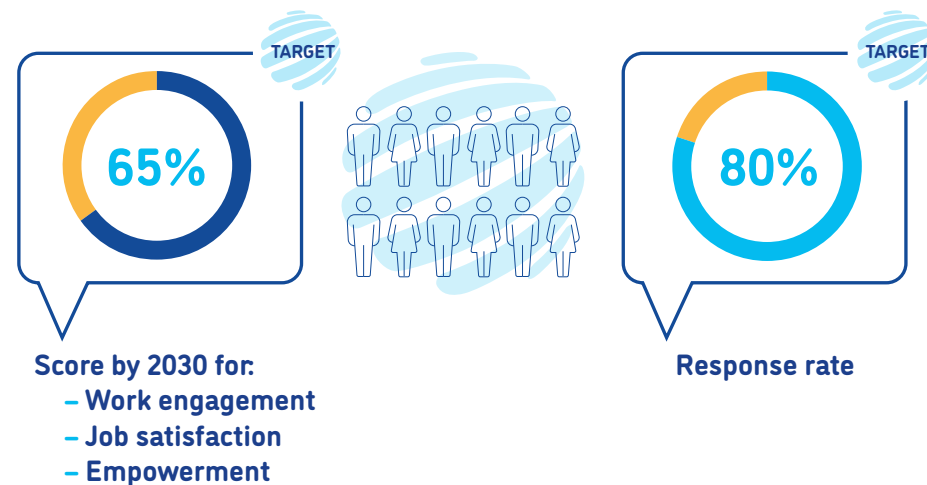
Our Employee Annual Survey is a key part of our Labour & Human Rights action, helping us to rate our performance and identify issues and improvement opportunities by engaging directly with our main stakeholders – our people.

This anonymous survey is conducted by an external organisation, collecting employees' rating of various topics and their direct feedback.

To guide our action, RETAL has set Key Performance Indicators (KPIs) for three topics strongly representative of employees' work experience, with a target of reaching a 65% score by 2030: Job Satisfaction, Empowerment, and Work Engagement.

According to its results, each factory creates an action plan approved by the regional management to improve its performance. The survey is a powerful tool that we value and, to maintain their engagement, results and action plans are communicated to all employees. >>

#### Working conditions targets (for employee annual survey)



**Work engagement:** the positive psychological connection and involvement to occupation driving commitment and performance.

**Job satisfaction:** the level of contentment employees feel with their job.

**Empowerment:** employees' autonomy, authority, and resources to make decisions, take ownership of their work, and solve problems independently.



>> Participation slightly decreased from 79% to 73% in 2024, yet this response rate (very close to our 80% objective) still delivers credible results and indicates employee appreciation of actions implemented since the previous survey.

Strong increases in two of our three key indicators - Work Engagement (+4 points) and Empowerment (+4 points) with a -2 point regression for Job Satisfaction - showed RETAL has reached our 65% satisfaction target for Empowerment and is very close in the other two (60% and 61% respectively).

We are also pleased to see high scores for the third year in a row for Direct Management (76%), Nature of Work (79%), Psychological Safety (76%), and Work/Life Balance (64%), showing that our employees' appreciation of their employment and occupation at RETAL is strong.

One of the main areas of improvement identified and common to most of the plants is internal communications, particularly from management to employees, with several plants already addressing this topic.

**Table 16: Employee survey results**

	2024	2023	2022
<b>WORK ENGAGEMENT</b>	<b>60%</b>	<b>56%</b>	<b>54%</b>
<b>JOB SATISFACTION</b>	<b>61%</b>	<b>63%</b>	<b>61%</b>
<b>EMPOWERMENT</b>	<b>66%</b>	<b>62%</b>	<b>63%</b>

Job satisfaction sub-topics	2024	2023	2022
<b>Top management</b>	53%	52%	48%
<b>Cooperation</b>	62%	65%	61%
<b>Nature of work</b>	79%	75%	75%
<b>Work-life balance</b>	64%	70%	59%
<b>Empowerment</b>	66%	62%	63%
<b>Organizational image</b>	58%	64%	60%
<b>Communication</b>	52%	57%	51%
<b>Psychological safety</b>	76%	76%	74%
<b>Talent management</b>	62%	58%	53%
<b>Direct management</b>	76%	78%	75%

## 5.1.2 Workplace & work environment

RETAL is committed to providing our employees with best-in-class work conditions to create a safe environment that supports their ability to perform and enjoy their role.

A fundamental aspect is establishing a constant and fluid social dialogue between the company and employees on working conditions. As stated in our Labour & Human Rights policy and our Code of Conduct, RETAL respects our employees' right to freedom of association, representation and collective bargaining and we provide the necessary means to ensure it. More than 70% of the RETAL workforce is covered by national sector collective agreements or work councils on working conditions. When no official instrument or framework exist, the company still ensures social dialogue on working condition through existing internal structure such as OHS committee meetings, specific formal periodical meetings or annual employee evaluation.

Another major factor in delivering high quality work environment is internal cross-functional communication between management positions and employees, which improves employees' engagement and performance, and provides important direct feedback from them. Our plants are addressing this through leadership development training, increasing communication to employees on company strategy with regular meetings with senior leaders, and developing digital communication channels. >>

Table 17: Collective bargaining

	Collective agreement / Work council	Other social dialogue instrument	Employees (FTE)
RETAL PA	–	OHS committee meetings	57
RETAL Baltic Films	Work council		209
RETAL Lithuania	Work council		245
RETAL Czech	–	Specific internal meetings	63
RETAL Iberia	Convenio Colectivo General De La Industria Química		61
RETAL France	Convention collective nationale de la plasturgie		46
RETAL Balkan	–	OHS committee meetings	90
RETAL Plastec	Contratto Collettivo Nazionale Di Lavoro Industria Gomma Plastica		21
RETAL Italia	Contratto Collettivo Nazionale Di Lavoro Industria Gomma Plastica		56
RETAL Cyprus	–	OHS committee meetings	26

Employees covered by collective agreements or work council	Total	Share of total FTE
	638	73%

>>> We also gradually integrate technology where possible to eliminate or reduce physically hard to tedious tasks, boosting both the satisfaction and the health and safety of our employees, allowing for a more dynamic and inclusive workplace (see pg. 68). >>

### Internal communication - Leadership development

Several RETAL plants conduct regular training to develop managers' soft skills, in particular communication competence, to create better team dynamics, enhance employee recognition, and support RETAL's effort to improve working conditions.

Table 18: Management & leadership training

	2024		2023	
	FTE trained	Hours of training	FTE trained	Hours of training
RETAL Baltic Films	23	139.5	80	574
RETAL Lithuania			29	232
RETAL PA	7	42		
RETAL Balkan	13	71.5		
<b>Total</b>	<b>43</b>	<b>253</b>	<b>109</b>	<b>806</b>



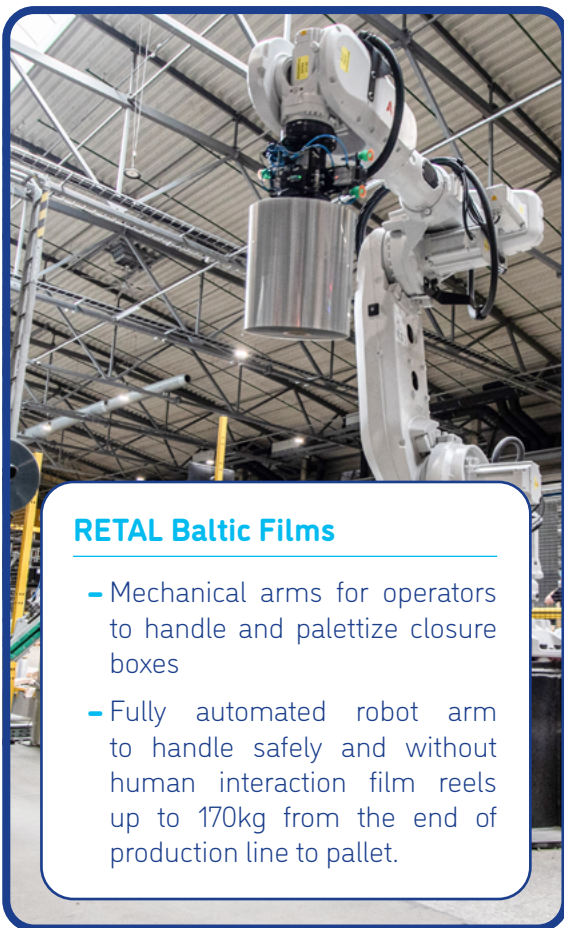
*My team and I like to keep a strong focus on fair and open communication between management and employees across all levels of the company. We believe this is the best way to establish and promote trust-based collaboration, and to have a workplace with high standards that is harmonious, productive and successful."*

**RUTA ZILIENE**  
REGIONAL HR DIRECTOR





**Work engagement 60%, Job satisfaction 61%**  
**Empowerment 66%**



### RETAL Baltic Films

- Mechanical arms for operators to handle and palettize closure boxes
- Fully automated robot arm to handle safely and without human interaction film reels up to 170kg from the end of production line to pallet.



### RETAL Italy

Robot to automatically form the cardboard packaging (Octabins) in which RETAL ship our preforms.



“

We're always looking for ways to increase our production capabilities and upgrade our working conditions for our people. The investment in our closures and APET film production and the robot has been a great match! Much of the heavy work is now automated and our portfolio is increased.”

**VIKTORIJA GRIZIENE**  
GENERAL MANAGER  
RETAL BALTIC FILMS



>> We also pay attention to the quality of our facilities to create an atmosphere fostering employee well-being and provide convenience services that facilitate our employees' daily working life.

There are many examples across the company of small ways in which we boost the daily environment of our employees, including installing a new 'micromarket' at RETAL PA, which is stocked with selected items and is especially welcomed by employees on the night shift. RETAL Lithuania has installed an electric vehicle charging station following an employee suggestion and now charging 10 EVs at the plant. There is also a 'drop off' point for personal deliveries at RETAL Plastec, which has proved so popular and practical that other factories are introducing the service.



**RETAL Plastec**  
Drop off point for personal deliveries



**RETAL PA**  
Micromarket



**RETAL Lithuania**  
EV charging station



## 5.1.3 Employment & remuneration

RETAL provides stable employment, with nearly 100% of our workforce in permanent, full-time contracts along with competitive economic compensation.

Remuneration packages are regularly revised and adapted according to market conditions so that RETAL remains a fair and attractive employer. We commit to paying well above living wages to all our employees to ensure a decent standard of living. We have set a minimum salary threshold for each position equivalent to the average value of the median salary and upper quartile salary in our local markets,

with bonuses based on both individual and company performance, with additional benefits such as pension contributions and medical insurance depending on location. We actively promote employees' work-life balance through, for example, facilitating partial and full-time homeworking when the role allows, and extra parental leaves in addition to legal provision.

These factors, along with our effort on other Labour aspects, contribute to maintaining RETAL's employee turnover within average values compared to industry and sector standards.

**Table 19: Employment**

	2024	2023	2022
<b>Total employees (FTE)</b>	<b>874</b>	<b>823</b>	<b>814</b>
Permanent	96%	96%	96%
Full-time	99%	99%	99%
<b>Total employees turnover rate</b>	<b>26%</b>	<b>28%</b>	<b>30%</b>





**874 employees**

96% permanent and 99% full-time

## 5.1.4 Occupational health & safety (OHS)

The Health & Safety of our employees is a material topic and a paramount, non-negotiable moral obligation for RETAL. We have integrated as a key value our responsibility to ensure our people's physical and mental health and are determined to fulfill it.

We promote a zero-accident approach and provide appropriate resources so OHS is managed beyond legal compliance to prevent any accidents and minimise their subsequent impact when they occur.

The management of OHS of each plant is under the responsibility of the General Manager, who delegates it to a qualified employee, supported by specialised external consultants. Every plant has performed, and keeps updated, an OHS risk assessment and has implemented a specific management system that addresses the risks and hazards identified, ensures legal compliance and continuous improvement.

We also aim at building a true OHS culture at group level ensuring that OHS is a key topic within RETAL's internal communication with periodical newsletters and publications, on-line meetings and working groups to raise awareness, share results, good practices and learnt lessons amongst plants and the company's management.

Table 20: Work-related incidents and rates

	2024	2023	2022
Number of death as a result of work-related injury	0	0	0
High consequence work-related injuries (excluding death)	1	1	0
Recordable work-related injuries	26	36	14
Rate of high consequence work-related injuries (excluding death)	0.65	0.67	0
Rate of recordable work-related injuries	16.99	24.07	9.67

Rates are calculated per 1.000.000 hours worked

**4 plants**  
out of 10 with  
**ZERO**  
accident in 2024

**Number of hours lost:**  
**2024 = 7822 hrs**  
**2023 = 7293 hrs**

**100%**  
of our plants with  
OHS risk assessment

**100%**  
of our plants with  
OHS management system

**1 plant**  
with ISO 45001 certification  
(RETAL Cyprus)





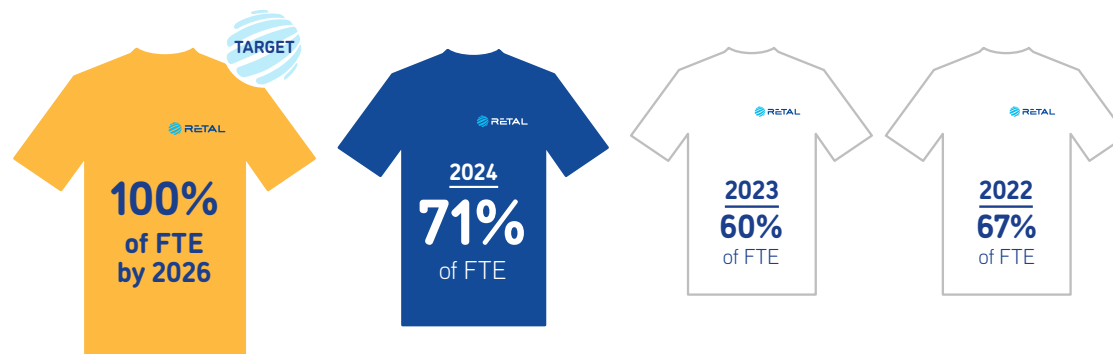
**100% of RETAL plants with OHS risk assessment  
& management system**

## 5.1.5 Career management and talent development

Delivering the relevant training for our employees is critical to ensure their safety, to maintain and improve their competence, job satisfaction and personal development, and our reputation for excellence in our field. RETAL's objective is to benefit the business through developing our human capital.

In that respect, RETAL aims to conduct annual employee evaluations for 100% of our people to assess performance, identify individual training needs, and capture each employee professional objectives. In 2024, we substantially increased the share of employee evaluated (71%) compared to 2023 (60%) and aim to reach the 100% target by 2026. >>

### Employees with performance review



>> In 2024, we increased the total number of hours of training provided to our employees compared to 2023, as well as the total number of employees trained. Over the last three years, more than 60% of our employees have received training every year.

We provide the relevant training to ensure that our employees maintain and improve their competence and performance to a high standard to keep RETAL at the forefront of our industry.

We maintain and capitalise on our extensive in-house technical knowledge and experience around our production processes delivering internal training and continuously updating it through external training.

In addition to training, we strategically favour internal promotion over external recruitment to build and maintain competence and experience within the company, while realising each employee's true potential and personal goals. In 2024, 20 people were promoted internally.



**Table 21: Training**

	2024		2023		2022	
	Total (hrs)	Avg (hrs/FTE)	Total (hrs)	Avg (hrs/FTE)	Total (hrs)	Avg (hrs/FTE)
<b>Total number of hours of training</b>	<b>6,486</b>	<b>7.42</b>	<b>5,855</b>	<b>7.11</b>	<b>23,719</b>	<b>29.14</b>

	2024	2023	2022
Total number of FTE trained	546	498	559
% of total FTE receiving training	62%	60%	69%

**Table 22: Employees with internal career evolution**

	2024	2023	2022
<b>TOTAL</b>	<b>20</b>	<b>53</b>	<b>62</b>





**71% of employees  
with performance review**

## Career management



*I joined RETAL on a temporary, entry level, end of line position through an employment agency. I took whatever overtime was available and learned from my colleagues. My manager recognised my efforts and I was promoted to production operator, then temporary shift leader, then my most recent promotion to shift leader. I feel valued and appreciated and see a strong future for me at RETAL PA."*

**LABARRON LAW**  
PRODUCTION SHIFT LEADER  
RETAL PA



*I started as an operator's assistant while still at university, and progressed to shift leader, Quality Assurance Manager, and now my current role as Production manager. I like the fact that I've never had to ask for promotions or training, I've always been directly offered interesting roles at RETAL that keep me feeling challenged and stretched. I get to utilise my Chemical Engineering degrees and specialism in polymer science for new product development."*

**TOMAS BUDNIKAS**  
PRODUCTION MANAGER  
RETAL BALTIC FILMS



*I've been at RETAL Cyprus right from the start, joining as Quality Assurance Manager in 2015 when the facility was founded, getting promoted to Production Manager in 2018, and becoming General Manager when our previous GM retired in 2023. I believe my methodical, systematic approach is well-suited to our customer-orientated facility and am proud to be an encouraging leader to our team. My capabilities are recognised and rewarded by RETAL."*

**LITSA DAMIANOU**  
GENERAL MANAGER  
RETAL CYPRUS





**6,500 hrs of training**  
7.42 hrs per employee (avg)



## 5.2 Human rights

The respect and preservation of Human Rights in our operations and sphere of influence is of paramount importance for RETAL although this topic is not material to the company *(see pg.23)*.

While we focus our action on building inclusive and equal opportunity workplace without discrimination, we will ensure we take all the necessary steps to periodically assess and manage risks of Human Rights violation.

Table 23: Gender ratio

	2024		2023		2022	
	Female	Male	Female	Male	Female	Male
<b>TOTAL</b>	<b>26%</b>	<b>74%</b>	<b>24%</b>	<b>76%</b>	<b>23%</b>	<b>77%</b>
Base level	17%	83%	12%	88%	14%	86%
Specialists	34%	66%	36%	64%	32%	68%
Middle level managers	25%	75%	19%	81%	15%	85%
Top level managers	34%	66%	33%	67%	33%	67%



## 5.2.1 Due diligence

As mentioned in our Labour & Human Rights Policy, RETAL periodically performs a Human Rights due diligence covering our operations, the local communities where we operate and our supply chain.

Our first internal risk assessment exercise in 2020 did not reveal any major risks in our operations, which is aligned with the findings of our 2023 double materiality assessment.

In 2025-2026, RETAL will initiate a second and more thorough due diligence process aligning with the European 'Corporate Sustainability Due Diligence Directive' (CSDDD) dispositions with the objective to reach full compliance in 2029 when the directive is operative.



## 5.2.2 Anti-discrimination & harassment

With no major risk detected, RETAL has centred our work in Human Rights around promoting anti-discrimination and anti-harassment within our operations through raising awareness, delivering training, and incorporating relevant clauses into the company Human Resource procedures.

The company has also started preparing compliance for the new EU legislation on Gender Pay Transparency Directive (EU Dir 2023/970) to provide the required information and data, adapt our selection process and our remuneration policy to the directive disposition.

In 2024, we finalised the deployment of our educational corporate video on anti-discrimination, anti-harassment, and anti-bullying initiated in 2022. The video is delivered through an on-line training platform and is integrated into our onboarding and induction programme.

After engaging the company's top management in 2023 in 2024 we have taken steps to build on our corporate video and deploy periodical training for our plant's personnel. To that end, we will rely on local consultants and the material provided by UNGC academy.

### 2022 – Corporate video

The video illustrates RETAL's policy and procedures with clear definitions and visual examples so that employees can recognise discrimination, harassment, and bullying in actual and potential situations. It also includes clear instructions on how to report any concerns to a company official responsible for investigation and disciplinary measures ([watch the video](#)).



### 2023 - Top management training

20 individuals from the group, region, and plant management attended a specific one-day training session delivered by a specialised consulting company. The training was designed to clarify the concepts of Diversity, Inclusion, and Anti-discrimination, highlight the benefits of being a more inclusive company, and map out the legal landscape in which RETAL operates.



# Ethics & supply chain

6



## 6 Ethics & supply chain

RETAL is committed to running our business sustainably, ethically, and responsibly, by actively managing ESG risks and impacts.

To support this ambition, we ensure that all our employees are empowered through a dedicated ethics program that is focused on Anti-Bribery and Corruption (ABC), and we also work with like-minded partners, particularly suppliers. Since 2019, our Sustainable Procurement Program (SPP) has been in place to embed sustainability performance into our supply chain management.



## 6.1 Sustainable procurement

RETAL's supply chain is a key sustainability risk, as highlighted in our Double Materiality Analysis ([see pg.23](#)). As a plastic converter, we rely heavily on raw materials, making any supply disruption a significant business impact on our operations.

Alongside standard supplier diversification strategies, RETAL incorporates sustainability performance into supplier selection and purchasing decisions, choosing partners that align with our values and responsibly manage their environmental and social impacts. Our Code of Conduct for Suppliers (CoCS) includes our expectations towards our suppliers regarding ESG topics and our Sustainable Procurement Policy sets clear targets for sourcing key raw materials, which we pursue through our Sustainable Procurement Program (SPP).

### RETAL supply chain

RETAL's main raw materials, by order of importance in terms of volume and expenditure, are PET, rPET and HDPE plastic resins, followed by colourants & additives and packaging materials.

**Table 24: RETAL raw material suppliers description**

	Suppliers	Location
Virgin PET and HDPE resins	Multinational companies	Europe, Asia, USA, Middle East, Africa
Recycled PET resin	Multinational and local SME companies	Europe, USA, Middle East
Colourants & additives	Multinational and local SME companies	Europe, USA
Packaging	Multinational and local SME companies	Europe, USA





**Over 80%  
of raw material  
sourced from  
ESG assessed  
suppliers**

## 6.1.1 Sustainable Procurement Program (SPP)

RETAL's Sustainable Procurement Programme (SPP) is the instrument that implements our Policy and CoCS), addressing our objective to integrate sustainability performance in purchase decisions and reach our target of sourcing 100%, or minimum 80%, of raw material from suppliers that comply with RETAL's performance criteria by 2030.

All active suppliers must participate to the SPP upon signature of contract, as stipulated in our tenders, 'General Terms and Conditions of Purchase' and our

CoC4S. Once on-boarded, suppliers are required to provide a third-party evaluation of their sustainability management performance, and keep it updated while collaborating with RETAL, staying compliant with our score and validity criteria.

RETAL has validated several recognised third-party evaluation options, specifying a minimum score and validity period for each. These options are internationally recognised tools and standards such as EcoVadis, B Corp certification, FSTE4Good or

SMETA audits. RETAL regularly reviews and updates the sustainability performance evaluation methods included in the SPP, along with their validity and performance criteria, to ensure they remain relevant to different supplier types and reflect current best practices. We also assess and may accept other relevant third-party certifications provided by suppliers, even if they are not part of our standard list.



### SPP - Validated sustainability credentials

ecovadis



SMETA



FTSE4Good

### SPP – Targets & supply categories

**100%**  
(or min. 80%) of  
SPP categories sourced  
from SPP compliant  
suppliers by 2030



#### SPP supply categories:

- virgin PET
- virgin HDPE
- recycled PET
- colourants & additives
- packaging material

>> The supply categories covered by the Sustainable Procurement Program (SPP) focus on the key raw materials essential to our operations: plastic resins (including virgin PET, HDPE, and recycled PET), colourants & additives, and packaging materials for our finished products.

### 6.1.1.1 SPP 2024 results

The 2024 SPP results again showed good progress against our targets to supply 100% with a minimum 80% of our raw material from SPP compliant suppliers by 2025. No new suppliers were on-boarded into the SPP in 2024, but the number of SPP compliant suppliers out of the 49 on-boarded increased to 42, compared to 37 in 2023.

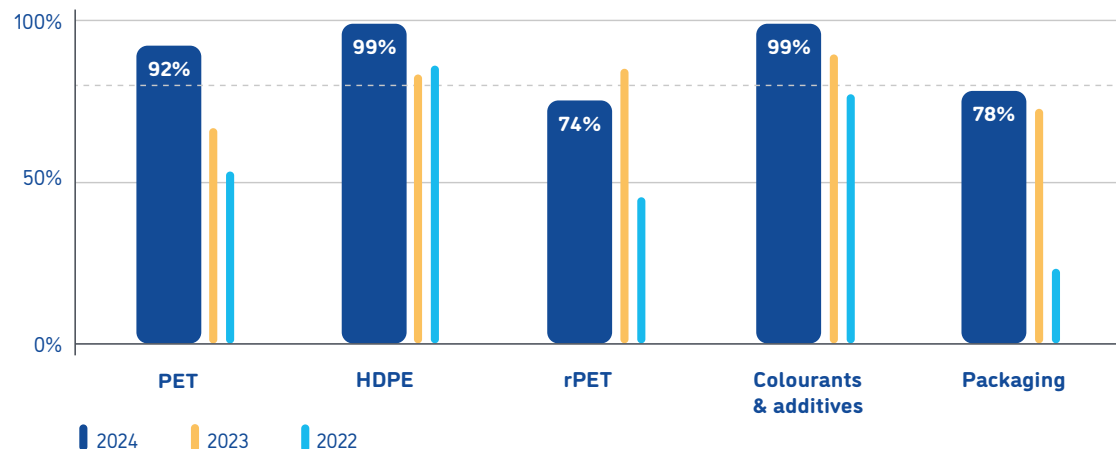
As in 2023, we have surpassed the 80% minimum coverage goal and almost reached our 100% target in three categories, with HDPE and Colourants & Additives at 99% and PET at 92%. We got very close for the remaining two categories, with 74% and 78% for rPET and packaging respectively.

The coverage was increased for all categories but rPET. The slight decrease observed for rPET is due to the allocation of a significant volume to a new supplier which was still going through its SPP on-boarding at the end of 2024.

**Table 25: 2024 SPP suppliers**

	Total active suppliers in SPP (onboarded)	Total SPP compliant suppliers	New suppliers assessed
<b>TOTAL</b>	<b>49</b>	<b>42</b>	<b>0</b>
PET	10	8	0
HDPE	4	4	0
R-PET	9	7	0
Colorants & additives	13	11	0
Packaging	13	12	0

**Table 26: Share of supply sourced from SPP compliant suppliers (coverage)**





### 6.1.1.2 SPP & climate change

The production of our raw material is the main contributor to RETAL's indirect GHG emissions (*see pg.47*), so we must ensure that our suppliers are comprehensively managing their climate impact to meet our own commitment and that of our customers.

Therefore, in addition to assessing their overall sustainability performance through SPP, RETAL has taken proactive steps to reach out to our suppliers about climate change management as well as to include it in our supplier selection process.

In 2023, we launched an engagement process to inform and encourage our suppliers to set and validate science-based targets for GHG reduction, offering support to help them embark on this journey. This initiative alongside our SPP saw RETAL join the CDP SEA A-list (Supplier Engagement Assessment).

To strengthen this initial effort, in 2024, we validated a climate questionnaire to assess how our suppliers are managing their climate-related issues and reducing their GHG emissions. This will be fully integrated into the Sustainable Procurement Program (SPP) and in our internal supplier selection and purchase decision processes.

The questionnaire will be rolled out in 2025 through direct engagement with both existing and new suppliers.

### CDP Supplier Engagement Assessment (SEA) A-list (2024)

RETAL has been awarded an A score by CDP for our supplier engagement on climate change.



*Sustainability is now an integral part of how we choose and work with our suppliers because it helps us build a stronger, more responsible supply chain. It's encouraging to see our suppliers responding to this, and we're close to reaching our sustainable procurement goals already. Customers want to be sure that their suppliers – and their suppliers' suppliers – are acting responsibly."*

**ARTURAS SCERBAKOVAS**  
REGIONAL PROCUREMENT DIRECTOR



## CDP Supplier Engagement Assessment (SEA) A-list (2024)

## 6.2 Anti-bribery and corruption (ABC)

Although Anti-Bribery and Corruption (ABC) is not classified as a material topic in our Double Materiality Assessment ([see pg.23](#)), it remains a critical focus for RETAL. We are firmly committed to conducting our business ethically and responsibly, with zero tolerance for bribery and corruption throughout our operations and our sphere of influence; corruption can have serious financial consequences and damage our reputation and that of our stakeholders’.

This commitment is embedded in our ABC Policy and Code of Business Conduct (CoBC), and is reinforced by RETAL joining the United Nations Global Compact (UNGC). One of the UNGC’s Ten Principles is dedicated to anti-corruption, and RETAL is committed to implementing and reporting on this as part of our wider sustainability efforts ([see pg.31](#)).

Following a due diligence assessment in 2023 aligned with the ISO 37001 standard on Anti-Bribery Management System, we reviewed and updated our ABC Policy and CoBC in 2024 and established a structured action plan to strengthen how we manage ABC. This includes providing dedicated training for relevant employees, developing and formalising internal procedures, and installing periodic due diligence processes to ensure ongoing compliance.>>





>> In 2024, we started implementing this plan and delivered training to 17 of the company's top management, ensuring they gained a general understanding of anti-bribery concepts, legal frameworks, risks, and potential liabilities for private sector companies. This first group of trained employees included the regional director and managers from IT, quality, procurement, sales, HR, finance, sustainability, and technical departments. At the same time, we have begun identifying the relevant employees across the company whose roles may expose them to ABC-related risks, to provide them with targeted training tailored to their responsibilities.

In addition, we have listed the procedures required to meet our commitments detailed in our ABC Policy and are working closely with the relevant departments and internal stakeholders to implement them fully. This work underlines RETAL's ongoing commitment to ethical business practices and responsible corporate behaviour, aligned with our internal values and our external commitments.

### ABC action plan:



# GRI content index

7



# Statement of use

RETAL has reported the information cited in this GRI content index for the period 01.01.2024 to 31.12.2024 with reference to the GRI Standards.

# GRI 1 used

GRI 1: Foundation 2021

# GRI 2: General disclosure 2021

GRI indicator	Description	Page number or direct answer
<b>1. The organization and its reporting practices</b>		
Disclosure 2-1	Organizational details	pg.6
Disclosure 2-2	Entities included in the organization's sustainability reporting	pg.6
Disclosure 2-3	Reporting period, frequency and contact point	pg.3
Disclosure 2-4	Restatement of information	pg.3
Disclosure 2-5	External assurance	pg.3



## GRI indicator

## Description

## Page number or direct answer

### 2. Activities and workers

Disclosure 2-6 Activities, value chain and other business relationships pg.7-8 / 84

Disclosure 2-7 Employees pg.70

	Total employees (FTE)			Permanent (FTE)			Temporary (FTE)			Full time (FTE)			Part time (FTE)		
	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M
2024	<b>874</b>	226	648	<b>835</b>	216	619	<b>39</b>	10	29	<b>863</b>	220	644	<b>10.3</b>	7	4
2023	<b>823</b>	198	625	<b>789</b>	184	605	<b>34</b>	14	20	<b>816</b>	194	621	<b>7.3</b>	4	4

F = Female M = Male

Disclosure 2-8 Workers who are not employees

The most common type of workers who are not employed and whose work is controlled by the company are security and cleaning personnel. Some production and IT support workers are also included. These workers are either employed by work agencies or service suppliers.

	Total number of workers who are not employees (FTE)		
	Total	Female	Male
2024	<b>68</b>	28	40
2023	<b>50</b>	20	30

GRI indicator	Description	Page number or direct answer
<b>3. Governance</b>		
Disclosure 2-9	Governance structure and composition	pg.22
Disclosure 2-10	Nomination and selection of the highest governance body	The members of the Board of Directors are selected based on their competence.
Disclosure 2-11	Chair of the highest governance body	pg.22
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	pg.22
Disclosure 2-13	Delegation of responsibility for managing impacts	pg.22
Disclosure 2-14	Role of the highest governance body in sustainability reporting	RETAL's Board of Directors reviews and formally approves the content of the Sustainability Report which is prepared by the Chief Sustainability Officer.
Disclosure 2-15	Conflicts of interest	Not applicable - The company doesn't have shareholders and board members who are involved in other companies' governing body.
Disclosure 2-16	Communication of critical concerns	Critical concerns are communicated to the Board of Directors by the Group Legal Counsel, who then collects all reports made through the different channels and is responsible for the investigation.
Disclosure 2-17	Collective knowledge of the highest governance body	pg.22
Disclosure 2-18	Evaluation of performance of the highest governance body	Information unavailable. There is no formal evaluation process in place.
Disclosure 2-19	Remuneration policies	Information unavailable. There is no remuneration policy in place for highest governing body.
Disclosure 2-20	Process to determine remuneration	Information unavailable. There is no process to determine remuneration of highest governing body in place.
Disclosure 2-21	Annual compensation ratio	Information unavailable. Remuneration ratio not calculated.

GRI indicator	Description	Page number or direct answer
<b>4. Strategy, policies and practices</b>		
Disclosure 2-22	Statement on sustainable development strategy	pg.20
Disclosure 2-23	Policy commitments	RETAL's values and principles of integrity and ethical behaviour are publicly documented at group level in our <i>Code of Business Conduct (the Code)</i> , formally adopted by RETAL Board of Directors in 2018. The Code is communicated to all employees in their local languages. The Code is reviewed periodically and updated when and if needed.
Disclosure 2-24	Embedding policy commitments	pg.30,31
Disclosure 2-25	Process to remediate negative impacts	pg.29 RETAL has a formal internal procedure to process, investigate all reports made through its whistle blowing channel. When negative impacts occur, the company, under the supervision of the BoD and the Group Legal Counsel, allocates responsibilities and the relevant resources to the appropriate employees to remediate said negative impact.
Disclosure 2-26	Mechanism for seeking advice and raising concerns	pg.29
Disclosure 2-27	Compliance with laws and regulations	No non-compliance were reported during 2024.
Disclosure 2-28	Membership associations	pg.17



GRI indicator	Description	Page number or direct answer
<b>5. Stakeholders engagement</b>		
Disclosure 2-29	Approach to stakeholder engagement	pg.25,26
Disclosure 2-30	Collective bargaining agreements	pg.65

## GRI 3: Material topics 2021

### 1. The organization and its reporting practices — Complete

Disclosure 3-1	Process to determine material topics	pg.24
Disclosure 3-2	List of material topics	pg.23
Disclosure 3-3	Management of material topics	pg.29

## GRI 201: Economic performance 2016

Disclosure 201-1	Direct economic value generated and distributed	pg.16
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	pg.38
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	Not applicable. RETAL does not provide benefit or retirement plans.
Disclosure 201-4	Financial assistance received from government	Not available. RETAL will work to provide this information in the next sustainability report.

GRI indicator	Description	Page number or direct answer
<b>GRI 202: Market presence</b>		
Disclosure 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not available. RETAL will work to provide this information in the next sustainability report.
Disclosure 202-2	Proportion of senior management hired from the local community	Not available. RETAL will work to provide this information in the next sustainability report.
<b>GRI 203: Indirect economic impacts</b>		
Disclosure 203-1	Infrastructure investments and services supported	RETAL did not invest in infrastructures or supported services.
Disclosure 203-2	Significant indirect economic impacts	RETAL has no significant indirect economic impacts identified.
<b>GRI 204: Procurement practices</b>		
Disclosure 204-1	Proportion of spending on local suppliers	Not available. RETAL will work to provide this information in the next sustainability report.

GRI indicator	Description	Page number or direct answer
<b>GRI 205: Anti-corruption</b>		
Disclosure 205-1	Operations assessed for risks related to corruption	pg.90
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	pg.90,91
Disclosure 205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption occurred in 2024.
<b>GRI 206: Anti-competitive behaviour</b>		
Disclosure 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No legal actions in 2024.
<b>GRI 207: Tax</b>		
Disclosure 207-1	Approach to tax	RETAL doesn't have a tax strategy per se, as all applicable taxes are paid locally by each individual company in the country where they operate according to local law.
Disclosure 207-2	Tax governance, control, and risk management	The payment of all applicable tax is controlled by each plant General Manager and Financial manager.
Disclosure 207-3	Stakeholder engagement and management of concerns related to tax	Not available. RETAL will work to provide this information in the next sustainability report.
Disclosure 207-4	Country-by-country reporting	Not available. RETAL will work to provide this information in the next sustainability report.



GRI indicator	Description	Page number or direct answer																				
GRI 301: Materials																						
GRI 301.1	Raw material consumption (tn)	pg.16																				
		<table><tr><th></th><th>2024</th><th>2023</th><th>2022</th></tr><tr><td>TOTAL (Tn)</td><td>297,363</td><td>294,155</td><td>286,572</td></tr><tr><td>PET (virgin + recycled)</td><td>284,196</td><td>282,707</td><td>274,625</td></tr><tr><td>HDPE</td><td>10,819</td><td>9,855</td><td>10,899</td></tr><tr><td>Colorants &amp; additives</td><td>2,348</td><td>1,593</td><td>1,048</td></tr></table>		2024	2023	2022	TOTAL (Tn)	297,363	294,155	286,572	PET (virgin + recycled)	284,196	282,707	274,625	HDPE	10,819	9,855	10,899	Colorants & additives	2,348	1,593	1,048
	2024	2023	2022																			
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HDPE	10,819	9,855	10,899																			
Colorants & additives	2,348	1,593	1,048																			
GRI 301.2	Recycled Material consumption (tn)	pg.50																				

## GRI indicator

## Description

## Page number or direct answer

### GRI 302: Energy

GRI 302.1	Energy consumption within the organization	pg.45																												
		<table><tr><th>Fossil fuels (GJ)</th><th>2024</th><th>2023</th><th>2022</th></tr><tr><td>Total Group</td><td>13,357</td><td>11,740</td><td>15,279</td></tr><tr><td>Natural gas</td><td>3,053</td><td>3,300</td><td>2,312</td></tr><tr><td>LPG</td><td>5,422</td><td>3,514</td><td>8,476</td></tr><tr><td>Diesel</td><td>1,828</td><td>1,716</td><td>1,746</td></tr><tr><td>Gasoline</td><td>2,820</td><td>2,911</td><td>2,565</td></tr><tr><td>Other</td><td>234</td><td>299</td><td>180</td></tr></table>	Fossil fuels (GJ)	2024	2023	2022	Total Group	13,357	11,740	15,279	Natural gas	3,053	3,300	2,312	LPG	5,422	3,514	8,476	Diesel	1,828	1,716	1,746	Gasoline	2,820	2,911	2,565	Other	234	299	180
Fossil fuels (GJ)	2024	2023	2022																											
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Gasoline	2,820	2,911	2,565																											
Other	234	299	180																											
GRI 302.2	Energy consumption outside of the organization	Not available																												
GRI 302.3	Energy intensity	pg.45																												
GRI 302.4	Reduction of energy consumption	pg.45																												
GRI 302.5	Reduction in energy requirements of products and services	Not available																												

GRI indicator	Description	Page number or direct answer
<b>GRI 303: Water &amp; effluents</b>		
GRI 303.1	Interaction with water as shared resource	pg.57
GRI 303.2	Management of water discharge-related impacts	pg.57
GRI 303.3	Water withdrawal	pg.57
GRI 303.4	Water discharge	pg.58
GRI 303.5	Water consumption	pg.58
<b>GRI 304: Biodiversity</b>		
GRI 304.1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
GRI 304.2	Significant impacts of activities, products and services on biodiversity	RETAL's operations have no significant impacts on biodiversity.
GRI 304.3	Habitats protected or restored	Not applicable
GRI 304.4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable



GRI indicator	Description	Page number or direct answer
<b>GRI 305: Emissions</b>		
GRI 305.1	GHG emissions - Scope 1	pg.41-43
GRI 305.2	GHG emissions - Scope 2	pg.41-43
GRI 305.3	GHG emissions - Scope 3	pg.47-48
GRI 305.4	GHG intensity	pg.40
GRI 305.5	Reduction of GHG emissions	pg.40,41,47
GRI 305.6	Emissions of ozone-depleting substances (ODS)	RETAL does not emit ODS in its operations.
GRI 305.7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other	RETAL does not generate NOx, SOx or any other significant air emissions in its operation. significant air emissions.
<b>GRI 306: Waste</b>		
GRI 306.1	Waste generation and significant waste-related impacts	pg.59
GRI 306.2	Management of significant waste-related impacts	pg.59
GRI 306.3	Waste generated	pg.59
GRI 306.4	Waste diverted from disposal	pg.59
GRI 306.5	Waste directed to disposal	pg.59

GRI indicator	Description	Page number or direct answer
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GRI 308: Supplier environmental assessment

GRI 308.1	New suppliers that were screened using environmental criteria	pg.87
GRI 308.2	Negative environmental impacts in the supply chain and actions taken	pg.23

GRI 401: Employment

GRI 401-1	New employee hires and employee turnover	pg.70
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	Number of new employees (FTE)			Number of employees leaving (FTE)			Employees turnover rate		
	Total	F	M	Total	F	M	Total	F	M
2024	268	57	211	229	39	190	26%	4%	22%
2023	241	58	183	228	45	183	28%	5%	22%

GRI indicator	Description	Page number or direct answer																																																																													
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>RETAL does not have a global benefit plan. However, some of the RETAL plants provide additional health insurance to certain employee categories.</p> <table><thead><tr><th></th><th>Life insurance</th><th>Health care</th><th>Disability &amp; invalidity coverage</th><th>Retirement provision</th><th>Parental leave <sup>(*)</sup></th><th>Annual leave <sup>(*)</sup></th></tr></thead><tbody><tr><td>RETAL PA LLS</td><td>x</td><td>x</td><td>x</td><td>x</td><td>x</td><td></td></tr><tr><td>RETAL Baltic Films</td><td>x</td><td>x</td><td></td><td></td><td></td><td></td></tr><tr><td>RETAL Lithuania</td><td>x</td><td>x</td><td></td><td></td><td></td><td></td></tr><tr><td>RETAL Czech</td><td></td><td></td><td></td><td>x</td><td></td><td>x</td></tr><tr><td>RETAL Iberia</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>RETAL France</td><td></td><td>x</td><td></td><td>x</td><td></td><td></td></tr><tr><td>RETAL Balkan</td><td></td><td></td><td>x</td><td>x</td><td>x</td><td></td></tr><tr><td>RETAL Plastec</td><td></td><td></td><td></td><td>x</td><td>x</td><td></td></tr><tr><td>RETAL Italia</td><td></td><td></td><td>x</td><td>x</td><td>x</td><td></td></tr><tr><td>RETAL Cyprus</td><td></td><td>x</td><td></td><td></td><td></td><td></td></tr></tbody></table> <p>(*) In addition to legal provision</p>		Life insurance	Health care	Disability & invalidity coverage	Retirement provision	Parental leave <sup>(*)</sup>	Annual leave <sup>(*)</sup>	RETAL PA LLS	x	x	x	x	x		RETAL Baltic Films	x	x					RETAL Lithuania	x	x					RETAL Czech				x		x	RETAL Iberia							RETAL France		x		x			RETAL Balkan			x	x	x		RETAL Plastec				x	x		RETAL Italia			x	x	x		RETAL Cyprus		x				
	Life insurance	Health care	Disability & invalidity coverage	Retirement provision	Parental leave <sup>(*)</sup>	Annual leave <sup>(*)</sup>																																																																									
RETAL PA LLS	x	x	x	x	x																																																																										
RETAL Baltic Films	x	x																																																																													
RETAL Lithuania	x	x																																																																													
RETAL Czech				x		x																																																																									
RETAL Iberia																																																																															
RETAL France		x		x																																																																											
RETAL Balkan			x	x	x																																																																										
RETAL Plastec				x	x																																																																										
RETAL Italia			x	x	x																																																																										
RETAL Cyprus		x																																																																													
GRI 401-3	Parental leave	Parental leaves are given according to local legislation. Certain plants provide additional parental leaves (see GRI 401-2).																																																																													



GRI indicator	Description	Page number or direct answer
<b>GRI 402: Labour/management relations</b>		
GRI 402-1	Minimum notice periods regarding operational changes	RETAL provide the minimum notice required by local legislation.
<b>GRI 403: Occupational health and safety</b>		
GRI 403-1	Occupational Health & Safety management system	pg.72
GRI 403-2	Hazard identification, risk assessment and incident investigation	pg.72
GRI 403-3	Occupational health services	Workers' personal health-related information is protected according to local legislation requirement.
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Not available. RETAL will work to provide this information in the next sustainability report.
GRI 403-5	Worker training on occupational health and safety	All RETAL workers go through an initial OHS training during onboarding and periodical reminders or when the condition of their occupation has changed.
GRI 403-6	Promotion of worker health	All RETAL workers are provided with an annual medical check-up according to local legislation and some employees of certain RETAL's plant benefit from additional health insurance. No voluntary health promotion services and programs are provided.
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not applicable. No OHS impacts directly linked by business relationships.
GRI 403-8	Workers covered by an OHS management system	pg.72

## GRI indicator

## Description

## Page number or direct answer

GRI 403-9

Work-related injuries

pg.72

	Total number of death as a result of work-related injury			Total number of high consequence work-related injuries (excluding death)			Total number of recordable work-related injuries			Total number of hours worked		
	Total	F	M	Total	F	M	Total	F	M	Total	F	M
2024	0	0	0	1	1	0	26	2	23	1,530,628	379,030	1,151,596
2023	0	0	0	1	0	1	36	5	31	1,495,474	350,311	1,144,995

	Rate of death as a result of work-related injury			Rate of high consequence work-related injuries (excluding death)			Rate of recordable work-related injuries		
	Total	F	M	Total	F	M	Total	F	M
2024	0.00	0.00	0.00	0.65	2.64	0.00	16.99	5.28	19.97
2023	0.00	0.00	0.00	0.67	0.00	0.87	24.07	14.27	27.07

Rate of fatalities as a result of work-related injury = (nb of fatalities as a result of work-related injury x 1.000.000) / nb of hours worked.

Rate of high consequence work-related injuries (excluding fatalities) = (nb of high consequence work-related injuries x 1.000.000) / nb of hours worked.

Rate of recordable work-related injuries = (nb of recordable work-related injuries x 1.000.000) / nb of hours worked.

GRI 403-10

Work-related ill-health

No work-related ill-health have been identified in RETAL's operations.

## GRI indicator

## Description

## Page number or direct answer

### GRI 404: Training and education

GRI 404-1 Average hours of training per year per employee

pg.75

	Number of hours of training (avg hrs/ FTE)				Female	Male
	Cat. 1 - Base level	Cat. 2 - Specialists	Cat. 3 - Middle-level managers	Cat. 4 - Top level managers		
2024	8	4	9	18	8	7
2023	6	7	13	11	8	7

GRI 404-2 Programs for upgrading employee skills and transition assistance programs

pg.66,75

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

pg.74

The data below represent the share of employee who have received a performance evaluation during the reporting period.

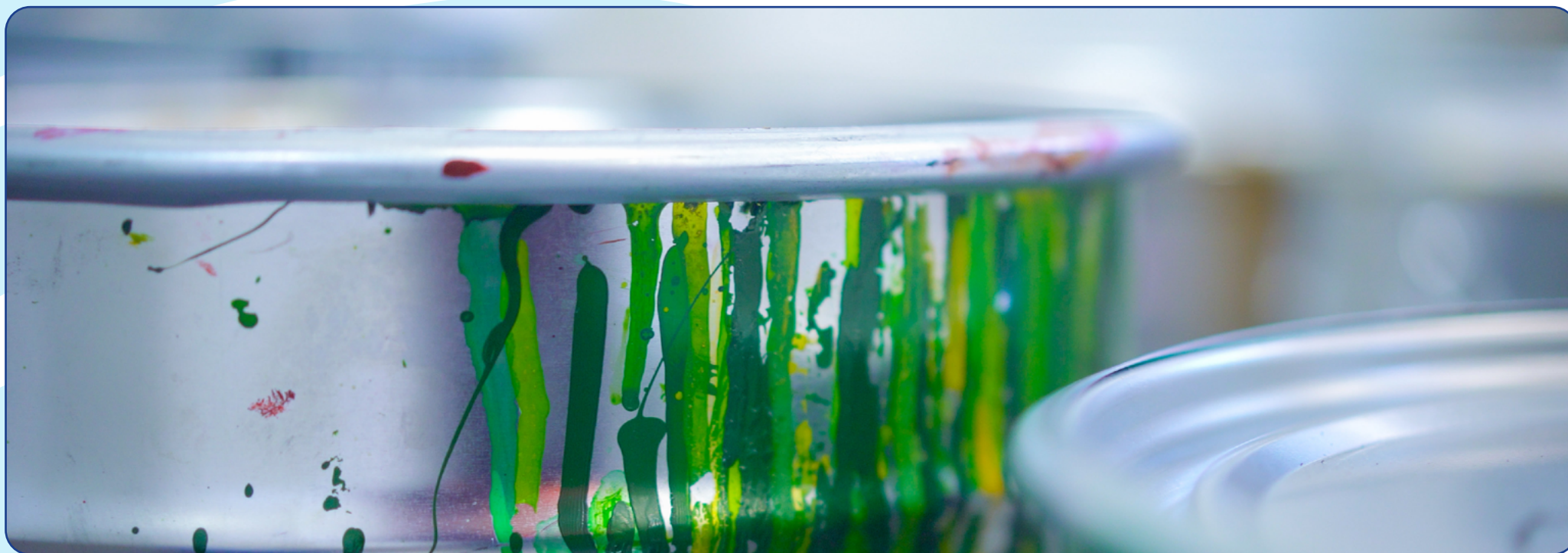
	Number of employees w/ performance & career development review					Female	Male
	Total	Cat. 1 - Base level	Cat. 2 - Specialists	Cat. 3 - Middle- level managers	Cat. 4 - Top level managers		
2024	71%	85%	58%	88%	50%	70%	71%
2023	60%	55%	66%	66%	51%	68%	57%

GRI indicator	Description	Page number or direct answer
<b>GRI 405: Diversity and equal opportunity</b>		
GRI 405-1	Diversity in the workforce	pg.79
GRI 405-2	Ratio of basic salary and remuneration of women to men	Not available. RETAL will work to provide this information in the next sustainability report.
<b>GRI 406: Non-discrimination</b>		
GRI 406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination were detected or reported during the 2024 exercise.
<b>GRI 407: Freedom of association and collective bargaining</b>		
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	pg.80 RETAL conducted a 3 <sup>rd</sup> party risk assessment on Human Rights in 2020 and no risk regarding freedom of association and collective bargaining was detected in our operations.
<b>GRI 408: Child labour</b>		
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	pg.80 RETAL conducted a 3 <sup>rd</sup> party risk assessment on Human Rights in 2020 and no risk of incident for child labour was detected in our operations.



# Appendix

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1



## Appendix 1:

### RETAL CDP Score Report - Climate Change 2024<sup>(\*)</sup>

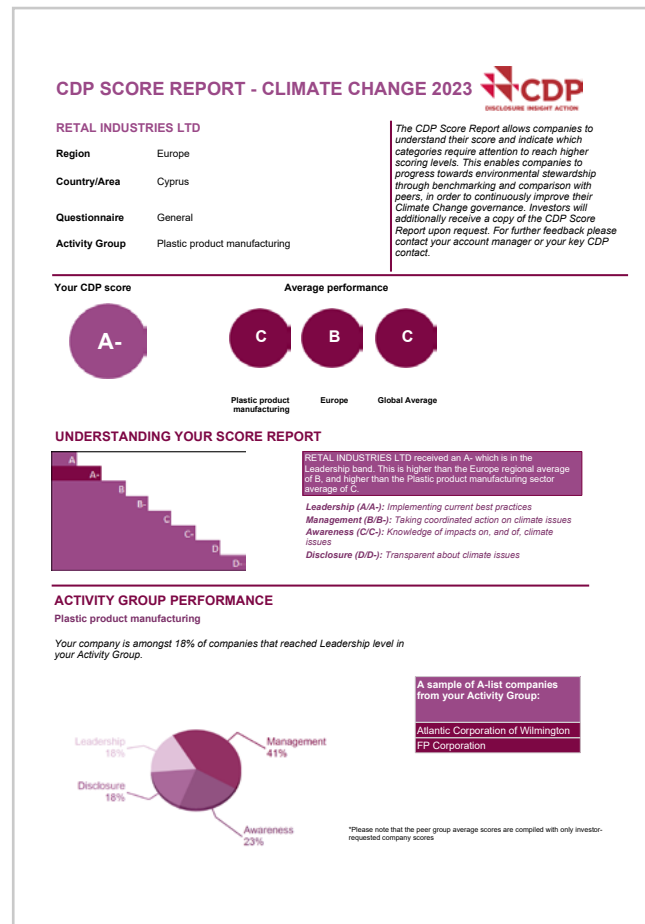
Organization Name	Country	Region	Sector	Activity Group
RETAL INDUSTRIES LTD	Cyprus	Europe	General	Plastic product manufacturing
Theme	Your CDP Score	Global Average	Regional Average	Activity Group Average
Climate Change	B	C	C	B-

Category Name	Company Category Score	Global Category Average Within Activity Group
Governance	A	A-
Opportunity Disclosure	A	A-
Context	B	A
Dependencies, Impacts, Risks and Opportunities Process	A	B
Energy	C	B
Risk Disclosure	A	B
Emissions Reduction Initiatives and Low Carbon Products	A	C
Scope 1 & 2 Emissions	B	B
Public Policy Engagement and Industry Collaboration	B	C
Verification (Incl. Emissions)	A	D
Targets	C	C
Environmental Policies	A-	B
Business Strategy	A	C
Scope 3 Emissions	A-	C
Pricing Environmental Externalities	C	C-
Value Chain Engagement	B	C

(\*) In 2024 CDP did not provide the usual scorecard but an Excel file with data.

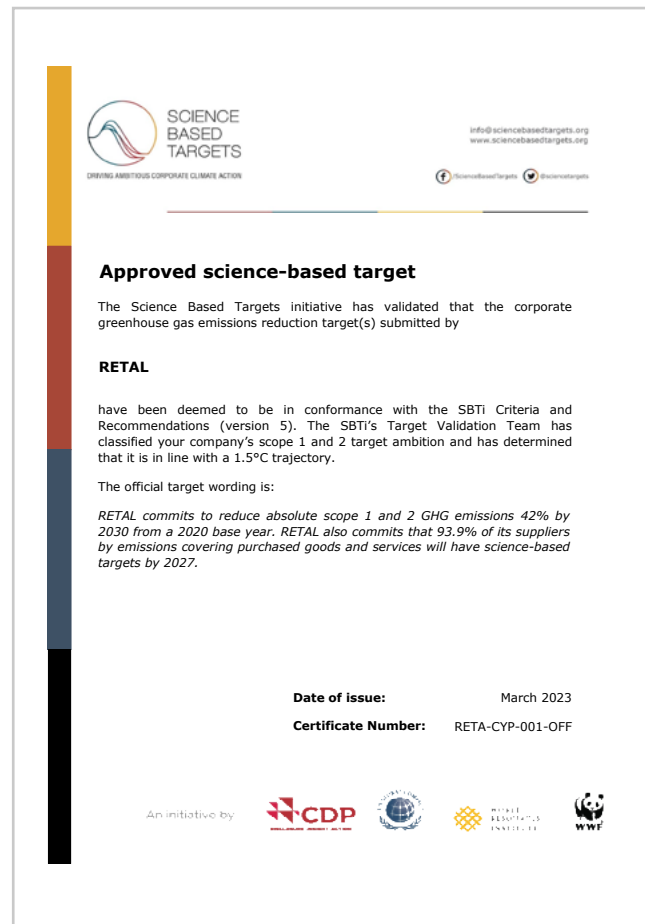
## Appendix 1:

# RETAL CDP Score Report - Climate change 2023



## Appendix 2:

### SBTi Certificate - RETAL science-based target





## Appendix 3:

# RETAL GHG Inventory – 3<sup>rd</sup> party verification (2024 and 2023)

### GREENHOUSE GAS INVENTORY VERIFICATION STATEMENT

Statement No:  
PRJN-685887

DNV Business Assurance Spain SLU (DNV) has verified according to GHG Protocol Corporate Accounting and Reporting Standard revised edition, the Greenhouse Gases (hereinafter GHG) 2023 Inventory assertion of the organization.

The verification was conducted by DNV with a limited level of assurance as per verification procedure described by DNV and according to ISO 14064:2018 Part 3 Materiality Level.

**RETAL INDUSTRIES LIMITED**

reported in the document entitled "CF Report\_Retal\_2023\_USA\_EU\_UK\_07-05-2024" dated May 2023, related to the activities carried out at RETAL sites in USA (RETAL PA LLS), Lithuania (RETAL Baltic & RETAL Lithuania), Czech Republic (RETAL Czech), Spain (RETAL Iberia), France (RETAL France), Bulgaria (RETAL Balkan), Italy (RETAL Plastec & RETAL Italia), Cyprus (RETAL Cyprus), Ukraine (RETAL Ukraine (Kiev), RETAL Ukraine (Dnipro) & RETAL Ukraine (Lviv)).

Based on the process and procedures conducted, there is no evidence that the GHG statement:

- is not materially correct and is not a fair representation of 2023 GHG data and information
- has not been prepared in accordance with "GHG Protocol Corporate Accounting and Reporting Standard" revised edition on GHG quantification, monitoring and reporting, with the following GHG emissions results (values rounded to ton):

Table 1. RETAL 2023 emissions by scope (ton. CO<sub>2e</sub>).

Scopes	2023	
	Ton. CO <sub>2e</sub>	% of total
Scope 1: Direct GHG emissions	3,023.91	0,35%
Scope 2: Indirect GHG emissions from imported energy*	43,754.36	4,68%
Scope 3: Other indirect GHG emissions	770,603.37	94,97%
<b>TOTAL</b>	<b>817,381.63</b>	<b>100%</b>

\*market based

Place and date:  
Barcelona, 2024.05.22

For the issuing DNV GL office:  
DNV Business Assurance Spain S.L.U.

**Ricardo Álvarez Muñia**  
SCPA Operations – Lead Verifier  
DNV- Supply Chain and Product Assurance  
Gran Via de les Corts Catalanes 130-136, Pl 9,  
08038, Barcelona, Spain

Lack of fulfillment with the conditions laid down in the certification contract may render this certificate not valid

### GREENHOUSE GAS INVENTORY VERIFICATION STATEMENT

Statement No:  
PRJN-890523

DNV Business Assurance Spain SLU (DNV) has verified according to GHG Protocol Corporate Accounting and Reporting Standard revised edition, the Greenhouse Gases (hereinafter GHG) 2024 Inventory assertion of the organization.

The verification was conducted by DNV with a limited level of assurance as per verification procedure described by DNV and according to ISO 14064:2018 Part 3 Materiality Level.

**RETAL INDUSTRIES LIMITED**

reported in the document entitled "CF Report\_Retal\_USA\_EU\_2024\_v3" dated May 2025, related to the activities carried out at 10 RETAL sites in USA (RETAL PA LLS), Lithuania (RETAL Baltic & RETAL Lithuania), Czech Republic (RETAL Czech), Spain (RETAL Iberia), France (RETAL France), Bulgaria (RETAL Balkan), Italy (RETAL Plastec & RETAL Italia), Cyprus (RETAL Cyprus).

Based on the process and procedures conducted, there is no evidence that the GHG statement:

- is not materially correct and is not a fair representation of 2024 GHG data and information
- has not been prepared in accordance with "GHG Protocol Corporate Accounting and Reporting Standard" revised edition on GHG quantification, monitoring and reporting, with the following GHG emissions results (values rounded to ton):

Table 1. RETAL 2024 emissions by scope (ton. CO<sub>2e</sub>).

Scopes	2024	
	Ton. CO <sub>2e</sub>	% of total
Scope 1: Direct GHG emissions	1.511,56	0,27%
Scope 2: Indirect GHG emissions from imported energy*	7.320,42	1,29%
Scope 3: Other indirect GHG emissions	557.109,65	98,44%
<b>TOTAL</b>	<b>565.941,63</b>	<b>100%</b>

\*market based

Place and date:  
Barcelona, 2025.05.27

For the issuing DNV office:  
DNV Business Assurance Spain S.L.U.

**ALVAREZ**  
Digitally signed  
by ALVAREZ  
MUIÑA RICARDO  
-50724343M  
Date: 2025.05.27  
14:22:07 +02'00'

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## Appendix 4:

### Carbon credits certificates (2024 & 2023)



## Appendix 5:

### Water stress analysis (WWF Biodiversity Risk Filter)

#### RETAL plants water stress level (2024)

Source: WWF Biodiversity Risk Filter

	Location	Water stress level
RETAL PA LLS	55 South Washington Street	Low - Medium (10-20%)
	Donora, 15033	
	Pennsylvania, United States of America	
RETAL Baltic	UAB Retal Baltic	Medium (20-40%)
	Pramonės str., 14	
	Klaipėda, 94102, Lithuania	
RETAL Lithuania	UAB RETAL Lithuania	High (40-80%)
	Fabriko st. 14A	
	Lentvaris, 25121, Lithuania	
RETAL Czech	RETAL Czech a.s.	Low - Medium (10-20%)
	Strážnická 3586	
	Melník, 276 01, Czech Republic	
RETAL Iberia	RETAL IBERIA, SLU	Extremely High (>80%)
	P.I. Ctra. C-35 km 66'147, Sector 2, P5	
	Sant Feliu De Buixalleu, 17451, Girona, Spain	
RETAL France	Retal France S.A.R.L.	Medium (20-40%)
	151 Route de Roanne	
	Saint Alban Les Eaux, 42370, France	
RETAL Balkan	RETAL Balkan EOOD	Low - Medium (10-20%)
	Keramika str. 13, Industrial Area	
	Sliven, 8800, Bulgaria	
RETAL Plastec	Plastec SRL	Extremely High (>80%)
	Zona Ind.Le Campolungo, 21	
	Ascoli Piceno, 63100, Italy	
RETAL Italia	RETAL Italia SRL	Medium (20-40%)
	Via Giustinian, 1	
	San Dona di Piave, 30027, Italy	
RETAL Cyprus	Epimitheos St. 6, Industrial Area A	Extremely High (>80%)
	Limassol, 3056, Cyprus	



# RETAL

RETAL hope this report meets your expectations. We would greatly appreciate any feedback you can share with us and value any opportunity to discuss sustainability with you.

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Please scan the QR code to visit our LinkedIn page.