Sustainability Report 2025

RETAL

Index

About this report

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

Statement of use

Our report is made 'with reference' to the latest version of the Global Reporting Initiative (GRI) standards. The 'GRI content index' *(see section 7)* 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.

Restatement of information

There have been no significant changes in the scope of this report from the previous year.

Reporting period

The report period: 01/01/2025 to 31/12/2025

Date of last report: September 2025

Periodicity: Annual

External assurance

External assurance has been conducted for sections GRI 301, 302, 305, 306-3, 306-4, and 306-5 through the calculation of RETAL's GHG inventory (Corporate carbon footprint) which is verified by an independent third party on a 'limited assurance' level *(see Appendix 2)*.

Point of contact

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Quality & Sustainability Director

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Our Sustainability Report is a digital document, so please only print if necessary.

1. Overview - We are RETAL

Creating responsible packaging solutions that combine performance, quality and innovation.

WHAT'S NEW IN 2025

96%
of waste to recovery -
recycled or reused

Zero
Scope 1 GHG emission
Reached by off-set

A-
CDP SEA

82%
Renewable electricity –
7 out of 10
plants at 100% RE

72,834tn
of Recycled PET (rPET)
25.3% of total raw material processed

B score
CDP

68%
Ecovadis (Bronze)

BRONZE | Top 35%
ecovadis
Sustainability Rating
MAR 2025

45,475tnCO_2e
GHG emissions saved
– via mitigation of scope 3 emissions

8 out of 10
plants SMETA audited

More than 80%
of raw materials sustainably sourced

1.27% reduction
of Scope 2 emissions
Compared to 2020 base year

1.1 Our group structure

RETAL is a multinational plastic packaging manufacturer with 10 limited liability companies (10 plants), all located in Europe (9) and the US (1) and subsidiaries of RETAL INDUSTRIES LIMITED, a privately-owned holding company headquartered in Limassol, Cyprus. RETAL INDUSTRIES LIMITED also owns NEO Group, the second largest PET (polyethylene terephthalate) resin manufacturer in Europe.

RETAL Industries Limited

RETAL
Plastic Packaging

Turnover: 479m€

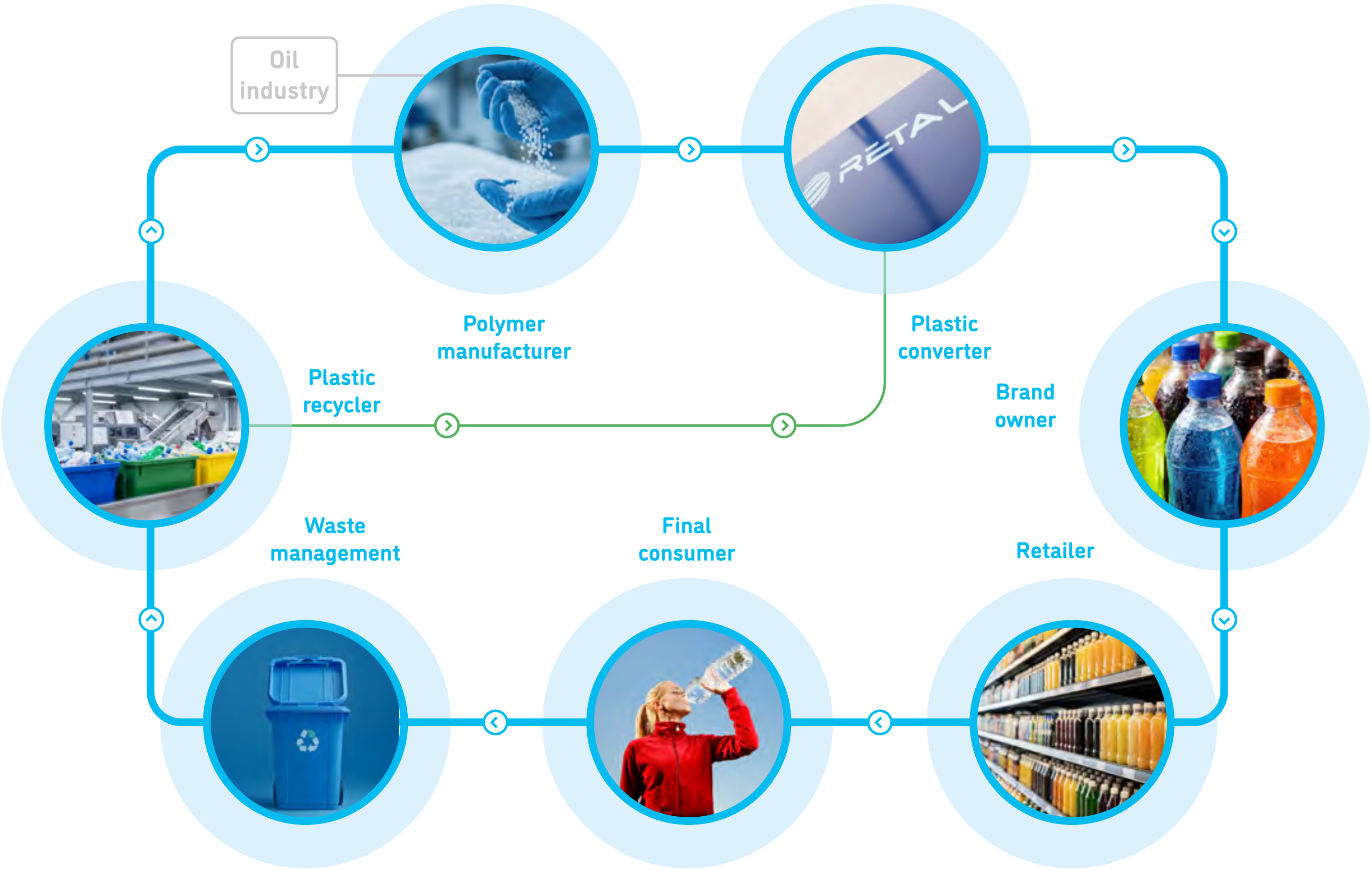
- > RETAL BALKAN EOOD
- > RETAL CYPRUS LTD
- > RETAL CZECH A.S.
- > RETAL FRANCE SARL
- > RETAL IBERIA SLU
- > RETAL ITALIA SRL
- > RETAL PA LLC
- > RETAL PLASTEC SRL
- > UAB RETAL BALTIC FILMS
- > UAB RETAL LITHUANIA

NEO Group
PET and Polyols

Turnover: 463m€

Our value chain

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

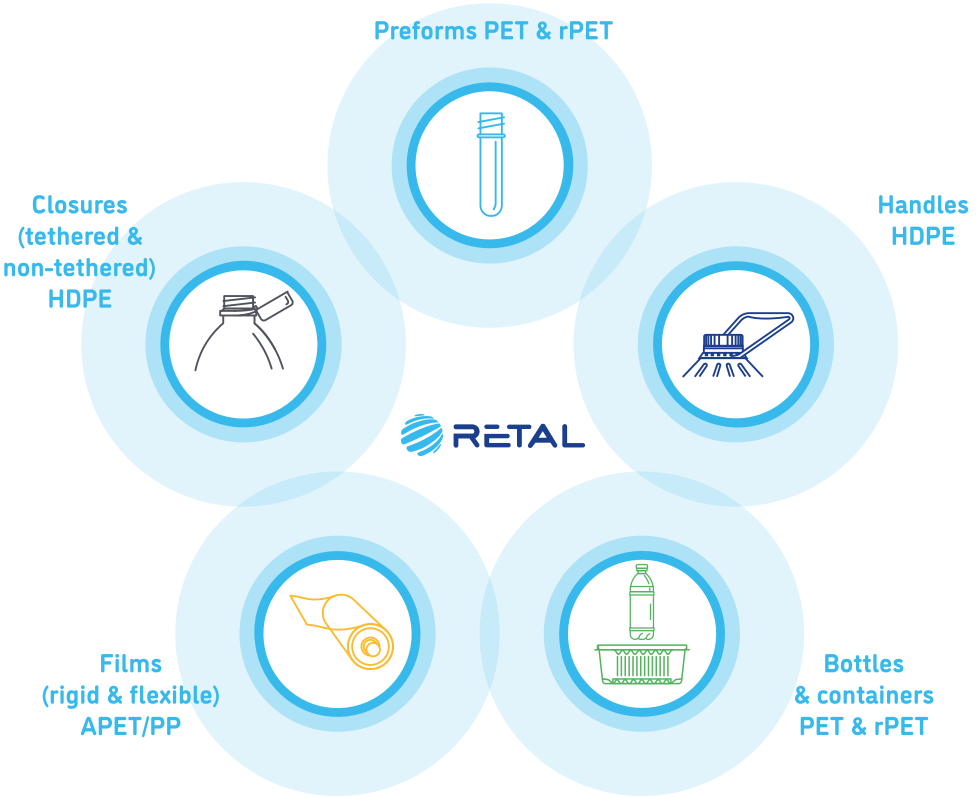


1.2 Products, markets & services

Our products

Our main activity is developing and producing food grade preforms from PET and recycled PET (rPET) resins. Preforms are test-tube shaped interme-diary packaging products with a screwing neck, designed to be reheated and molded into a final bottle shape.

Our next most significant activity is the production of closures (tethered and non-tethered) from HDPE resin, and films from PET and PP resins. We also produce some bottles, containers, and handles, as well as flexible printed films (top and bottom) for plastic food trays, and non-food grade packaging.



Our Markets

We work with local and global brands primarily in the food and beverage industry, as well as the personal care and household products markets. We serve customers in over 60 countries across Europe, Africa, the Middle East (EMEA), and North America.

We serve customers in **over 60 countries** across Europe, Africa, the Middle East (EMEA), and North America.

Our Services

Our R&D department, Research Centre and the RETAL Service engineering team allow us to deliver complete solutions to our customers. This includes designing, prototyping, testing, lab-scale production of finished goods, analysis and technical support.

R&D Department

creative, technical, testing & prototyping

- Design and optimisation of PET preforms, closures, containers and films
- Material development to improve performance and recyclability
- Lightweighting and material efficiency initiatives
- Packaging design simulation and validation testing
- Technical support for customer product development
- Continuous evaluation of manufacturing technologies

Research Centre

Analysis & quality control

- Based at RETAL Baltic Films (Lithuania)
- Filling and capping stations
- Climate chambers
- Automated torque testing
- Oxygen permeability testing
- Coordinate Measuring Machine (CMM)
- Certified by leading global brand owners
- Structured prototyping, validation and process simulation
- Continuous collaboration between our R&D team, Research Centre experts and RETAL Service engineers

RETAL Service

Complete after sales & engineering support

- 24/7 on-site and remote technical support
- Bottle-blowing profiling and optimisation
- Closure implementation on capping lines
- Blowing and capping line audits
- Spare parts support for capping equipment

1.3 Plants products & certifications

		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	USA			●	●					●	●			
UAB RETAL Baltic films	Lithuania	●		●			●	●	●			●		
UAB RETAL Lithuania	Lithuania				●			●	●	●	●		●	
RETAL Czech A.S.	Czech Republic				●			●	●			●	●	
RETAL Iberia SLU	Spain				●			●		●	●		●	
RETAL France SARL	France				●			●		●	●			
RETAL Balkan EOOD	Bulgaria			●	●			●	●	●	●			
RETAL PLASTEC SRL	Italy		●		●	●				●	●			
RETAL Italia SRL	Italy				●			●				●		
RETAL Cyprus Ltd	Cyprus		●		●			●	●	●	●			●

1.4 Investment

Our continued investment is focused on increasing capacity, productivity and service across all product categories, maintaining high quality, improving energy efficiency, and expanding our portfolio.

In 2025, our investment slightly increased from 2024 to over EUR17 million, including five new injection moulding machines (IMM) for preform production, to replace old equipment and increase capacity.

Table 1 - Total investment (€)

2025	2024	2023
17,399,216	15,226,767	17,295,558

1.5 Memberships

We actively participate in global sustainability reporting and rating initiatives and are members of national and European packaging industry trade associations.

This supports performance benchmarking, accountability, regulatory monitoring, business development, and RETAL's position as an active contributor to industry conversations.

Sustainability initiatives

ESG rating
ecovadis.com

Climate change management rating
cdp.net

WE SUPPORT

Global framework for sustainable development
unglobalcompact.org

ESG data sharing platform and audit standard
sedex.com

Sector Associations

EU level

Association of European PET Value-chain
petcore-europe.org

European Plastic Converters
plasticsconverters.eu

National level

Consortium for the recovery and recycling of plastic packaging – Italy *corepla.it*

Consortium for the recovery and recycling of PET bottles – Italy *coripet.it*

Recovery and Recycling Association – Bulgaria *bora-bg.org*

National association of PET packaging – Spain *anep-pet.com*

Union of polymer converters – France *polyvia.fr*

1.6 Key indicators & footprint

Production volumes

Preforms (x1000 pcs)
9,931,732
10,241,229

Closures (x1000 pcs)
4,619,909
5,009,691

Films (tn)
32,202
29,121

Bottles (x1000 pcs)
58,254
53,330

Handles (x1000 pcs)
4,099
4,030

Turnover

479m€
463m€

Plastic resin consumption (tn)

Total
357,880
295,016

PET
275,537
226,373

Recycled PET
72,834
57,823

HDPE
9,508
10,819

Key
2025 figures in dark blue
2024 figures in blue

Number of employees

2025
863 FTE

2024
874 FTE

Gender ratio

2025
26% women
74% men

2024
24% women
76% men

2. Sustainability statement

Welcome to our eighth Sustainability Report

In 2025, RETAL continued to strengthen our approach to sustainability through a focus on quality, transparency and responsible business practices, governed at the highest level. By connecting quality and sustainability, we harness our expertise as a true complete packaging partner for our customers.

We made further progress in areas including renewable electricity, circular packaging solutions and climate-related reporting. Our double materiality assessment continues to help us better understand the impacts, risks and opportunities most relevant to our business and stakeholders.

The packaging industry continues to face changing regulations, increasing demand for recycled materials and higher expectations for transparency.

These developments create both challenges and opportunities, which we address holistically to create sustainable value for all our stakeholders.

Our priority is to make measurable progress and support our customers with reliable, responsible packaging solutions from a safe, rewarding workplace. We remain focused on reducing emissions, improving data quality and strengthening our contribution to a more circular packaging value chain.

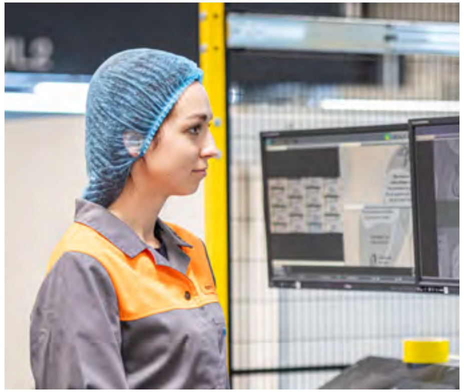
Renata Smataviciene
Quality & Sustainability Director

3. Management & Performance

Our Sustainability Strategy

3.1 ESG management

We run our business in a sustainable, responsible, and ethical way. Our governance structure and management system is built on materiality assessment, stakeholder engagement, clear policies and targets, and ongoing performance evaluation.



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 Regional Director and Quality & Sustainability Director, supported by the Senior Sustainability Expert.

During 2025, sustainability was led at group level and overseen directly by the Board. Since March 2026, it has been led by the Quality & Sustainability Director, with reporting lines and Board oversight unchanged. The Regional Director and Quality & Sustainability Director lead sustainability at RETAL, managing all ESG impacts and risks by setting policies, objectives, and action plans, then coordinating their implementation and periodically reporting to all stakeholders.

Materiality assessment & Risk management

RETAL's sustainability actions are focused on the most relevant Impacts, Risks and Opportunities (IROs), with regular materiality assessments to identify and evaluate our key ESG topics.

Our latest assessment, a Double Materiality Assessment (DMA), was carried out in 2024 in line with the European Sustainability Reporting Standards (ESRS), to prepare for the Corporate Sustainability Reporting Directive (CSRD), which will likely apply to RETAL INDUSTRIES LIMITED from 2028. The DMA identifies and evaluates both the actual and potential IROs of RETAL's operations on ESG topics.

DMA process:

The DMA identified our nine material topics; four Environmental, two Social and three Governance, relating to our activities, value chain or both.

Six topics relate to ESG impacts and five to financial risks or opportunities. Climate Change is the only topic identified as both.

The results support our sustainability strategy, mitigation actions, and risk management process.

ESG CONTEXT:
Value chain mapping & stakeholders' identification and involvement

IDENTIFY:
Identification of ESG Impacts, Risks, and Opportunities (IROs)

ANALYSE:
Evaluate ESG IROs via stakeholder consultation

VALIDATE:
Consolidate IROs evaluation results and establish material topics

Stakeholder engagement

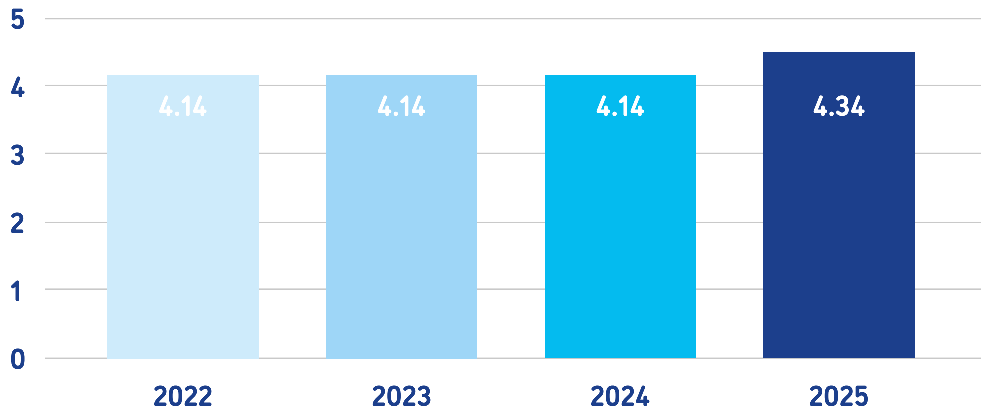
Stakeholders are central to RETAL's sustainability management. Our key stakeholders are customers and employees as they have the most influence on our business. We maintain engagement with them to continue to understand risks and opportunities and share our actions.

Customers – annual survey & newsletter

Our annual Customer Satisfaction Survey includes questions to rate our sustainability actions and performance. Customer feedback remained positive in 2025, with 44% of respondents rating RETAL's performance above other market players and 55% seeing it as comparable. Client service received the highest score (4.57 out of 5), followed by flexibility in order correction (4.40) and technical support (4.38). Our Sustainability Newsletter directly informs over 150 recipients from 130 companies of RETAL's latest actions and relevant industry updates.

To join the RETAL Sustainability newsletter,
contact *sustainability@retalgroup.com*

Sustainability performance - customer rating



Employee Survey

We conduct an annual employee survey across all operations. This is anonymous and managed by an independent external partner to gather feedback on working conditions, including cooperation, leadership, work-life balance and management performance.

The results help set group-level improvement targets and support an engaged and motivated workforce.

'Sustainability targets' in 'Policies & targets'

Communication channels

How we share sustainability progress and encourage feedback.

Policies & Targets

Our policies cover our material ESG impacts and risks, including commitments, objectives and implementation responsibilities. The policies are publicly available and aligned with international standards;

- UN Sustainability Development Goals (UN SDG)
- United Nations Guiding Principles on Business and Human Rights (UNGP)
- OECD Due Diligence Guidance for Responsible Business Conduct
- Global Reporting Index (GRI)
- European Sustainability Reporting Standard (ESRS)
- EcoVadis, CDP and SMETA standard

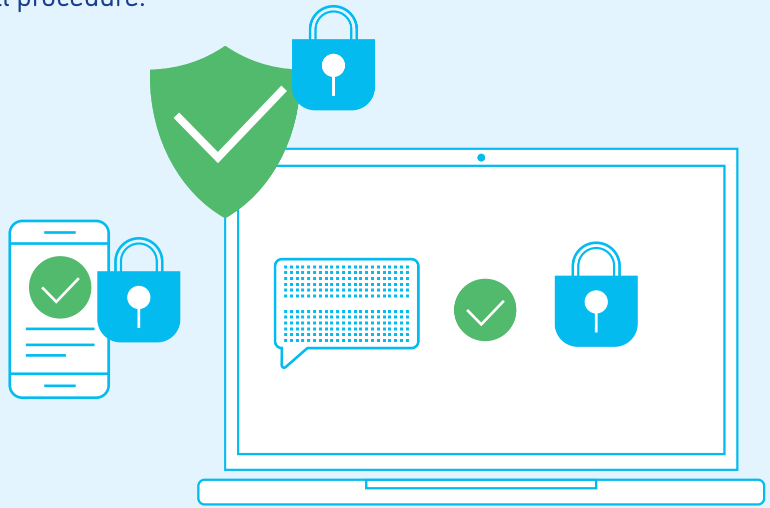
Our Whistleblowing Channel

RETAL maintains a Whistleblowing Channel (WBC) for internal and external stakeholders to report any potential breaches of our Codes of Conduct, ESG-related Policies or other irregularities.

Reports are anonymously submitted through our website and intranet and are investigated according to our internal procedure.

Where required, corrective and remediation actions are implemented.

During the 2025 reporting period, one report was submitted through the WBC. Following investigation, no violation of company Codes or Policies was identified.



Our Internal reporting channels

Six of our subsidiaries have implemented specific internal reporting channels and procedures in accordance with their local legislation, meeting European Directive 2019/1937 on the protection of persons who report breaches of Union law.

All information related to internal reporting channels is available on our website *https://www.retalgroup.com/whistleblowing-and-internal-reporting/*

Anti-retaliation and whistleblower protection

As outlined in our Codes and Policies, we encourage stakeholders to raise concerns in good faith. Whistleblower anonymity is protected, and retaliation is prohibited, including where concerns are not substantiated.

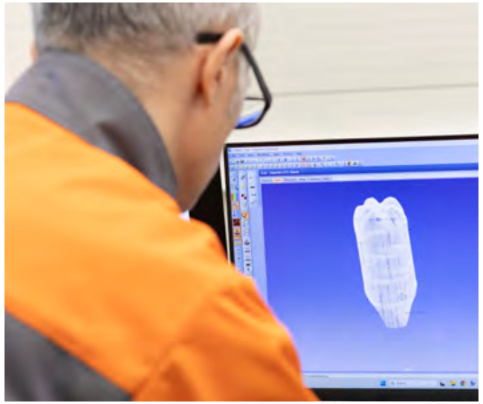
Monitoring legislation

We support our ESG approach through clear targets based on the objectives set out in our policies and Codes of Conduct.

We monitor evolving sustainability legislation to support compliance with applicable requirements.

This includes input from trade associations such as *PETCORE Europe* and *EuPC*, and support from our legal department.

Topic		Description	Status	
Performance	Ecovadis	75%	68%	On track
Environment	CDP	A score	B	On track
Environment	GHG emissions - Scope 1	Zero emission by 2030	0 tn CO_2e	Reached
Environment	GHG emissions - Scope 2	Zero emission by 2030	10238.8	On track
Environment	Renewable Electricity	100% by 2030	82%	On track
Environment	Waste	Zero waste to landfill by 2035	3,88 % waste to landfill	On track
Labour practices	OHS	Zero accidents	30	
Labour practices	Work engagement	65% by 2030	61%	On track
Labour practices	Employee job satisfaction	65% by 2030	62%	On track
Labour practices	Empowerement	65% by 2030	67%	Reached
Labour practices	Employee evaluation	100% FTE / year by 2026	66%	On track
Supply chain	Sustainable Procurement	80% of supply from CSR assessed suppliers	2 categories at 90% - 3 categories > 80%	Reached



UN Global Compact & SDGs

RETAL joined the United National Global Compact (UNGC) in 2024, publicly committing to implement its 10 principles to contribute to the Sustainable Development Goals (SDGs).

Our first annual Communication on Progress (CoP) on these 10 principles implementation was completed in 2025.

The UNGC 10 principles by category

Human rights

1 2

Labour standards

3 4 5 6

Environment

7 8 9

Anti-corruption

10

Our first annual UNGC Communication of Progress of implementing Sustainable Development Goals Completed in 2025

WE SUPPORT

UN GLOBAL COMPACT

Sustainability Development Goals (SDGs)

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.

The UN Sustainable Development Goals

3.2 Performance

We evaluate our sustainability performance through recognised third-party assessments to support transparency, accountability and continuous improvement.

EcoVadis

68%
Improved overall EcoVadis score by 3 points, (Bronze)

52% Ethics
75% Environment
66% Sustainable procurement
68% Labour & human rights

Target 75%

BRONZE | Top 35%
ecovadis
Sustainability Rating
MAR 2025

Top 13% of rated companies in our sector

Top 35% of companies evaluated by EcoVadis

RETAL rated as an EcoVadis 'Leader' in carbon management in 2025

ecovadis

CDP

Climate change is one of RETAL's most material ESG topics for both impact and risk.

We complete the annual **CDP Climate Change disclosure**

We achieved a **B score in 2025** consistent with results since 2018, including an **A- score in 2023.**

Target A

- RETAL also achieved an **A- score in the CDP Supplier Engagement Assessment** (See Supply chain).

RETAL achieved a **B- score for water management in 2025** (see Water).

SEDEX & SMETA audits

Eight of RETAL's 10 plants have a SEDEX account with a completed SAQ and valid SMETA audit. Many of our customers use SEDEX for supply chain due diligence.

Through the platform, ESG information is shared through a self-assessment questionnaire (SAQ) and SMETA audits.

4. Environment

RETAL manages all environmental IROs (Impacts, Risks & Opportunities) according to our policy. We focus our action on Climate Change and the Circular Economy, our two most material topics, while addressing waste management and responsible water usage across our plants.

4.1 Climate change

RETAL is recognised by CDP as a climate change leader in our industry (CDP score B in 2024, A- in 2023), reaching the top tier of companies in our sector. We have implemented a thorough management system to mitigate our impact and an adaptation plan to manage climate-related risks. Our climate targets including reaching zero Scope 1 & 2 GHG emissions by 2030, and the use of 100% renewable electricity by 2030.

Zero Target
Scope 1 & 2
emission by 2030

100% Target
renewable electricity
by 2030

CDP B score
2025

GHG emissions reduction targets

RETAL's direct GHG emissions are relatively low, but we still aim to reduce the impact of our operations. Following a change in our industrial scope in 2024, with three fewer plants included in reporting, we moved beyond our 2020 SBTi validated target of a 42% reduction by 2030 (1.5°C scenario) and set a new target of net-zero Scope 1 and 2 emissions by 2030, not validated by SBTi.

RETAL does not currently set Scope 3 reduction targets. The main contributor to our Scope 3 emissions is the production of plastic resins by raw material suppliers, where our influence on emissions reduction is limited. Opportunities to proactively increase the use of recycled plastic resins are constrained by customer requirements, technical specifications and market availability.

From a logistics perspective, there are currently limited opportunities for further optimisation, as our transport network is already based predominantly on Full Truck Load (FTL) shipments and packaging configurations are already optimised for transport efficiency. Our contracted transport providers mainly operate Euro V and Euro VI compliant truck fleets, helping to maintain relatively low transport-related emissions compared to older vehicle technologies.

"

Our focus is on maintaining efficient transport planning, avoiding unnecessary urgent shipments wherever possible, and working with reliable logistics partners that support consistent and efficient operations."

Martynas Meska
Logistics Director

RETAL new GHG reduction targets

Scope 1 & 2
42%
reduction by 2030
(2020 base year)
Target

Validated by SBTi

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Scope 1 & 2
Zero
emission by 2030
Target

Not validated by SBTi

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.

RETAL's Decarbonisation Plan

	Action	Contribution to Target
Scope 1	Reduction of fossil fuel use	Low
	Reduction of fugitive emission	Medium
	Off-setting	High
Scope 2	Renewable electricity	High
	Energy efficiency	Low

Climate change adaptation – risk management

RETAL continues to assess climate-related risks in line with the Task Force on Climate-related Financial Disclosures (TCFD link to *https://www.fsb-tcfd.org/*). Our latest assessment indicates a low to moderate exposure to climate-related risks across our operations and value chain.

To manage these risks, RETAL maintains a climate risk management and adaptation framework including preventive, mitigation and corrective measures. This is periodically reviewed and updated.

Our Environmental Policy explains that RETAL will continue to assess climate-related risks and opportunities in line with reporting frameworks.

Climate-related risks & opportunities (TCFD)

□ Transitional risks

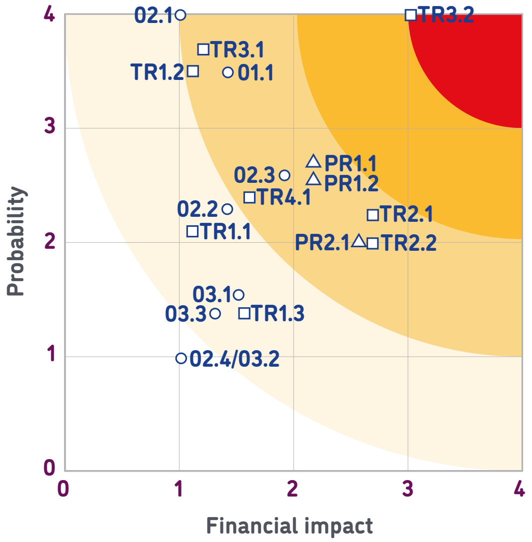
TR1.1 Regulation for emissions mitigation and neutrality / Carbon regulation mechanisms
TR1.2 Mandates and regulation on products and services
TR1.3 Exposure to litigation
TR2.1 Transition to low-emission technology
TR2.2 Unsuccessful investment in new technologies
TR3.2 Increased energy and raw materials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

△ Physical risks

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

○ Climate-related opportunities

O1.1 Recycling initiatives, energy and resources efficiency
O2.1 Use of lower-emission sources of energy
O2.2 Use of supportive policy incentives
O2.3 Use of new technologies
O2.4 Participation in the carbon market
O3.1 Production of low-carbon goods and services
O3.2 Access to incentives, public subsidies and new markets and assets
O3.3 Resilience



GHG emission - Progress against reduction targets

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

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 2.2% of RETAL's total emissions, the remainder coming from Scope 3, generated by up and downstream activities where we have very limited influence.

"

We measure both our corporate and product carbon footprints, helping us understand our impacts and provide customers with more accurate, product-specific data. Pilario's PET-specific LCA module developed with PETCORE Europe allows us to use primary data rather than generic averages, supporting more relevant assessments and better-informed decisions."

Elena Ralchenko
Senior Sustainability Expert

Total GHG emissions (scope 1, 2 and 3)

	2025	2024	2023	2022	2021	2020(*)	Evolution 2020-2025	Evolution 2024-2025
Absolute (tn CO_2e)	**539,817**	565,942	557,897	559,209	495,806	501,160	7.71%	-4.62%
Relative (tn CO_2e / tn raw material processed)	**1.88**	1.90	1.90	1.95	1.68	1.87	0.39%	-1.44%

(*)Base year

Scope 1&2 – Operational GHG emission

Our Scope 1 emissions are extremely low, just 1,620tn of CO_2e, which represents 14% of operational emissions and 0.3% of our total emissions. Use of fossil fuel contributes 45% of our Scope 1 emissions, with the rest ('fugitive emissions') from refrigerant gas leaks.

Such low emission levels have few mitigation opportunities and 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 (there is no alternative electrical process currently available) and for some of our fleet of vehicles, however, we constantly consider all remaining decarbonisation opportunities and have launched new actions at several plants.

We limit the fugitive emissions of refrigerant gas from cooling equipment with preventive maintenance, but some break down or wear off is unavoidable.

Operational GHG Emission Sources:

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

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

RETAL remains on track with our zero Scope 2 emission target, with a further 1.27% decrease compared to our base year.

This small reduction reflects the volatile renewable electricity market and the major price increase seen in 2022/2023, and the decisions subsequently made to stay competitive.

In 2025, we progressed on our 100% RE by 2030 target, reaching 82%, and have already secured over 80% of our electricity consumption for 2026.

In fact, during 2025, 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.

Decarbonisation initiatives

AGV project

RETAL Lithuania launched an automated guided vehicle (AGV) project during 2025, which is expected to reduce CO_2 emissions by reducing the need for gas-powered forklifts.

Refrigerant leak detection

RETAL Cyprus implemented improved refrigerant leak detection and repair measures for the R-407C chiller system, preventing the loss of 14kg of refrigerant and avoiding 26.7 tCO_2e of emissions in 2025.

Renewable electricity consumption (GJ)

	2025	2024	2023	2022	2021	2020	Evolution 2020-2025	Evolution 2024-2025
Renewable (total)	**603,179**	**580,899**	**309,750**	**394,213**	**610,389**	**559,705**	**8%**	**4%**
Purchased	**597,874**	575,122	303,821	388,352	604,884	553,858	8%	4%
Produced	**5,305**	5,777	5,930	5,861	5,505	5,847	-9%	-8%
RE % of total electricity purchased	**82.0%**	76.0%	41.0%	53.0%	82.0%	79.0%	4%	8%
GHG avoided (tCO_2e)	**32,845**	46,233	29,515	39,361	54,686	49,948	-34%	-29%

RETAL plants scope 1&2 GHG emission

	Total scope 1 & 2 (tn CO_2e)	Scope 1 (tn CO_2e)	Scope 2 (tn CO_2e)	% RE
RETAL PA	**0**	0 (off set)	0	100%
RETAL Baltic Films	**0**	0 (off set)	0	100%
RETAL Lithuania	**0**	0 (off set)	0	100%
RETAL Czech	**7,715**	0 (off set)	7,715	0%
RETAL Iberia	**0**	0 (off set)	0	100%
RETAL France	**95**	0 (off set)	95	71%
RETAL Balkan	**0**	0 (off set)	0	100%
RETAL Plastec	**0**	0 (off set)	0	100%
RETAL Italia	**2,429**	0 (off set)	2,429	51%
RETAL Cyprus	**0**	0 (off set)	0	100%

Energy Efficiency

Energy consumption and energy intensity have remained stable since 2020, with electricity representing 99% of RETAL's total energy use.

Energy consumption is the main contributor to RETAL's operational GHG emissions, accounting for 92.5% of Scope 1 and 2 emissions. As our production processes are already highly optimised, opportunities for further energy efficiency improvements and related emissions reductions are limited.

However, energy efficiency continues to play an important role in operational cost management, particularly as energy prices remain volatile. RETAL plants continue to monitor and manage energy consumption to support operational efficiency and cost control.

By changing our approach and modifying the sequencing of the PET and rPET resin drying process prior to injection moulding, 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 Circular economy)*.

Three out of 10 plants have ISO 50001 energy efficiency certification:

RETAL Czech
RETAL Iberia
RETAL Lithuania

Energy consumption & intensity

	2025	2024	2023	2022	2021	2020	Evolution 2023-2024	Evolution 2023-2025
Total (GJ)	**750,616**	**779,622**	**760,124**	**755,268**	**757,423**	**713,170**	**2.6%**	**9.3%**
Electricity (GJ)	**741,327**	766,266	748,385	739,989	743,346	698,809	2.4%	9.7%
Fossil fuels (GJ)	**9,289**	13,356	11,739	15,279	14,077	14,361	13.8%	-7.0%
Energy intensity (GJ/tn of raw material processed)	**2.61**	2.62	2.58	2.63	2.56	2.66	1.5%	-1.4%

Automation in production

Automation continues to be an important part of RETAL's operational development, improving safety, efficiency and overall process stability.

The RETAL Lithuania plant in Lentvaris launched an automation project, due to complete in 2026, that introduces three Automated Guided Vehicles (AGVs) that will automatically transport finished products from the production area to the warehouse. This will reduce manual forklift movements, improve internal logistics efficiency, enhance workplace safety and allow operators to focus on higher value-added activities.

The Lentvaris project is intended to serve as a benchmark for future automation initiatives across the Group. If the expected operational and business benefits are achieved, we plan to evaluate similar AGV-based solutions at other RETAL facilities, including sites in the USA, Czech Republic and other locations, supporting our long-term strategy of improving internal logistics, operational efficiency and workplace safety through automation.

In parallel, we are also gradually modernising our internal material handling equipment across the Group. As part of our fleet renewal programme, internal combustion forklifts are being progressively replaced with electric models wherever operationally feasible. This supports lower on-site emissions, reduced noise levels and a safer, more sustainable working environment.

Scope 3 – indirect GHG emission

Indirect Scope 3 emissions generated by upstream and downstream activities linked to our operations represent almost all our emissions (97,8%). The manufacturing of plastic resins (virgin and recycled) is the main contributor to these emissions (77%), with PET 66% of that. The second largest contributor is transportation of raw materials and final goods (upstream and downstream), at just 8% and 5% respectively.

Scope 3 emissions breakdown

Scope 3 emissions represent 97.8 % of RETAL's total GHG emissions.

Our main contributors to Scope 3 emissions

- Plastic resin production (virgin + recycled): 92.2%
- PET resin: 66%
- Upstream transportation: 8%
- Downstream transportation: 5%
- Other Scope 3 sources: 8.4%

Scope 3 GHG emissions by categories

	2025		2024		2023		2022		2021		2020(*)		2020-2025	2024-2025
	tn CO_2eq	Share	tn CO_2eq	Share	tn CO_2eq	Share	tn CO_2eq	Share	tn CO_2eq	Share	tn CO_2eq	Share	Evolution	Evolution
TOTAL Scope 3	**527,959**	**100%**	**557,110**	**100%**	**528,709**	**100%**	**536,603**	**100%**	**483,799**	**100%**	**489,764**	**100%**	**7.8%**	**-5.2%**
3.1 Purchased goods and services	**404,607**	**77%**	428,570	77%	398,243	75%	390,446	73%	376,952	78%	357,478	73%	13.2%	-5.6%
PET	***351,058***	***66%***	*350,722*	*63%*	*336,812*	*64%*	*340,626*	*63%*	*329,819*	*68%*	*313,229*	*63%*	*12.1.%*	*0.1%*
HDPE	***22,178***	***4%***	*24,457*	*4%*	*18,870*	*4%*	*20,269*	*4%*	*23,572*	*5%*	*17,907*	*4%*	*23.9.%*	*-9.3%*
3.2 Capital goods	**6,635**	**1.2%**	5,717	1.0%	6,625	1%	11,804	2%	5,107	1%	3,153	2%	110.4%	16.1%
3.3 Energy related activities	**4%**	**1%**	5,185	1%	10,391	2%	6,996	1%	3,773	1%	2,580	1%	98.5%	-1.3%
3.4 Upstream transportation	**44,759**	**8%**	44,854	8%	39,609	7%	54,261	10%	20,834	4%	33,839	10%	32.3%	-0.2%
3.5 Waste disposal	**24,457**	**0.0%**	4	0.0%	6	0%	9	0%	6	0%	7	0%	-1.8%	82.3%
3.6 Business travel	**904**	**0.2%**	836	0.2%	910	0%	672	0%	771	0%	421	0%	114.9%	8.1%
3.7 Employee commuting	**4%**	**0.2%**	850	0.2%	432	0%	491	0%	473	0%	874	0%	-2.6%	0.1%
3.9 Downstream transportation	**27,456**	**5%**	26,592	5%	33,720	6%	30,527	6%	29,713	6%	45,020	6%	-39%	3.2%
3.10 Processing of sold products	**18,870**	**2%**	16,017	3%	9,858	2%	11,746	2%	14,839	3%	17,534	2%	-30.8%	-24.2%
3.12 End of life	**25,484**	**5%**	28,484	5%	28,914	5%	29,652	6%	31,332	6%	28,858	6%	-11.7%	-10.5%

(*)Base year

RETAL has not set Scope 3 reduction targets, as the main reduction levers (recycled material use and lightweighting) are closely linked to customer requirements, technical specifications and material availability.

However, RETAL continues to strengthen our capabilities in high recycled PET content processing and lightweight product design, supporting customer demand and helping reduce emissions across the value chain (see circular economy).

In 2025, RETAL implemented 22 preform lightweighting initiatives, avoiding 1865.9 tn CO_2e. We also used 72,834 tn of recycled PET resin, avoiding an additional 45,475 tn CO_2e.

Recycled material - GHG savings (tn CO_2eq)

	Recycled material (tn) (*)	**GHG saved** (tn CO_2eq)
2025	**72,834**	**88,529**
2024	57,823	69,041
2023	51,789	62,198
2022	38,421	44,722
2021	32,610	37,958
2020	26,424	30,758
Total	**207,067**	**244,676**

(*) Recycled material processed

Product lightweighting - GHG savings (tn CO_2eq)

	Resin saved (tn)	**GHG savings** (tn CO_2eq)
2025	**852**	**1,866**
2024	1669	3,721
2023	1410	3,084
2022	2124	4,641
2021	1640	3,592
2020	668	1,463
Total	**5,841**	**9,696**

4.2 Circular Economy

Circular economy remains a key material topic for RETAL. We manufacturer intermediate plastic packaging products, so our influence on the final circularity of packaging is linked to our position in the value chain and the specifications of our customer' final packaging designs.

Evolving circular economy regulations, including the Single-Use Plastics Directive (SUPD) and Packaging and Packaging Waste Regulation (PPWR), continue to increase requirements around recycled content and packaging recyclability.

We develop products and technical capabilities that support higher recycled material use, lightweighting and improved recyclability across our portfolio.

4.2.1 Recycled Material

We use recycled PET (rPET) in both preform and APET film production. The use of rPET continues to depend largely on customer demand, market pricing and the availability of food-grade recycled material.

Despite these challenges, our processed volume of rPET continues to increase. In 2025, we processed 72,834 tn of rPET, representing 25,3% of total raw material consumption and an increase of 33% compared to 2024. Our sister company, NEO Group, also helps support long-term supply security through the production of PET and recycled PET raw materials across the value chain.

Post industrial waste

	2025	2024	2023
Post Industrial Waste (tn)	**1,538**	2,645	2,256

The Single-Use Plastics Directive (SUPD) and Packaging and Packaging Waste Regulation (PPWR) continue to increase recycled content requirements for plastic packaging in the EU, while manufacturers still face challenges around material availability, processing and product performance.

We are strengthening our rPET processing capabilities, expanding supplier partnerships and supporting long-term raw material availability through cooperation with sister company NEO Group.

rPET processing

Processing high levels of recycled PET presents technical challenges due to variations in material quality, including differences in intrinsic viscosity (IV), crystallization and the presence of metal contaminants. RETAL continues to address these challenges through advanced process control, proprietary quality monitoring software and optimised resin drying technology, enabling more consistent rPET processing while improving product quality and energy efficiency.

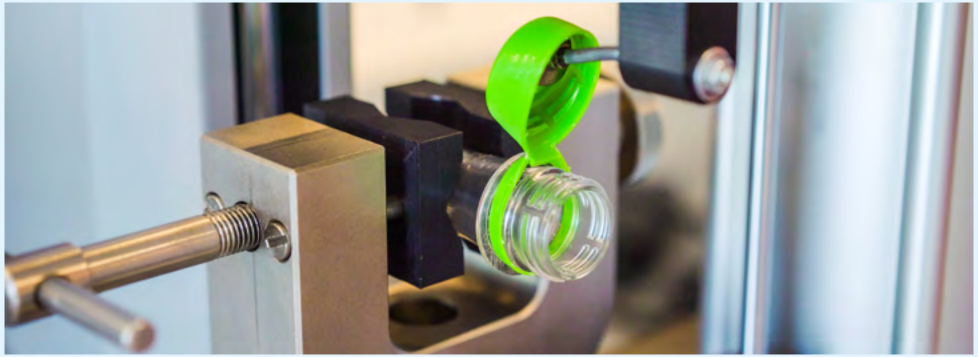
Recyclability

The Packaging and Packaging Waste Regulation (PPWR) continues to increase recyclability requirements for packaging placed on the EU market.

While PET bottles already benefit from well-established collection and recycling systems, thermoformed PET trays present greater recycling challenges, particularly for multi-layer film structures used in some food applications.

RETAL Baltic Films continues to develop solutions supporting improved recyclability and compliance with evolving regulations.

RETAL monitors PPWR implementation through active participation in industry associations and working groups across Europe.



4.3 Water

Water is not identified as a material topic for RETAL, as our operational water consumption and water-related impacts remain relatively low. We optimise water use across our operations.

Water-related risks are included within our risk management framework, including water stress analysis (according to the *WWF Biodiversity Risk Filter*) for all plants using recognised assessment tools. This helps us monitor, prevent and mitigate potential future supply risks.

We also continue to monitor potential water-related impacts across the value chain, including impacts linked to raw material production and plastic waste in the environment.

Water withdrawal

The volume of water withdrawn significantly decreased by 19% in 2025 compared to 2024; it remains moderate, with a total volume of 97,690 m^3 with a water intensity of 339 litres per ton of raw material processed.

The water withdrawn by RETAL is sourced at 88% from municipal water supply and 12% from ground water. The majority is used in the production process, and a negligible amount is used for cleaning, drinking, and sanitation purposes.

Water consumption and discharge

We use water in closed-loop cooling systems across our operations. Most systems are equipped with chillers where no evaporation occurs and, in line with Global Reporting Initiative (GRI) definitions*, water consumption is considered negligible. Water discharge is consequently considered equal to water withdrawal. RETAL does not store water.

Water used in cooling systems receives standard treatment to maintain equipment performance. Resulting wastewater has a low level of contamination, does not contain substances of concern, and is discharged into local sewer systems for treatment.

(*) Water consumed definition (GRI): 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.

4.4 Waste

Our plants generate very little waste, so this topic is not considered material.

All RETAL waste (96% non-hazardous 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 2025 was 4,779tn, with less than 4% going to landfill.

5. Labour Practices & Human Rights

We understand the importance of continuing to provide a safe, fair and respectful workplace for all our people.

5.1 Labour Practices

Employee Annual Survey - Performance

RETAL conducts an annual anonymous Employee Engagement Survey through an independent external provider. We encourage honesty, as the survey helps us understand employee experience and identify opportunities for improvement.

We track key indicators including Job Satisfaction, Empowerment and Work Engagement, with a target score of 65% by 2030. The 2025 Employee Engagement Survey showed 62%, 67% and 61% respectively.

In collaboration with our regional and local HR teams, each site develops an action plan based on the results, and findings are shared with employees to support continuous improvement.

Workplace & Work Environment

RETAL is committed to providing safe and supportive working conditions across the Group.

We respect all our employees' rights to freedom of association, representation and collective bargaining. More than 70% of our employees are covered by collective agreements or work councils.

Where no formal framework exists, social dialogue is supported through regular meetings, OHS committees and annual performance reviews.

RETAL is pleased to support activities and initiatives that improve the working environment and employee experience across the Group, both large and small.

Through employee feedback, regular communication and local initiatives, our sites identify opportunities to make workplaces safer, more comfortable and more efficient.

We invest in automation and technology to reduce physically demanding tasks and support employee well-being, helping to make our jobs more interesting.

We also value small details that make our employees' daily working lives nicer, such as free coffee machines, comfortable breakout areas, and vending machines with healthy snacks.

Collective bargaining

	Collective agreement / Work council	Other social dialogue instrument	Number of employees
RETAL PA	-	OHS committee meetings	63
RETAL Baltic Films	Work council		**215**
RETAL Lithuania	Work council		**242**
RETAL Czech	-	Specific internal meetings	74
RETAL Iberia	Convenio Colectivo General De La Industria Química		**67**
RETAL France	Convention collective nationale de la plasturgie		**39**
RETAL Balkan	-	OHS committee meetings	88
RETAL Plastec	Contratto Collettivo Nazionale Di Lavoro Industria Gomma Plastica		**21,8**
RETAL Italia	Contratto Collettivo Nazionale Di Lavoro Industria Gomma Plastica		**57,25**
RETAL Cyprus	-	OHS committee meetings	25

	Total	Share of total FTE
Employees covered by collective agreements or work council	642	72%

Employment and Remuneration

RETAL provides stable employment, with nearly 100% of our employees on permanent, full-time contracts.

Compensation and benefits are regularly reviewed to remain competitive and support a good standard of living. Depending on location, employees may also receive additional benefits such as pension contributions and medical insurance.

Where roles allow, flexible working arrangements and additional parental leave support work-life balance.

Together with our wider labour practices, these measures help maintain employee turnover in line with industry benchmarks.

Table 19: RETAL employment data

	2025	2024	2023	2022
Total no of employees (FTE)	**892**	**874**	**823**	**814**
Permanent	**94%**	96%	96%	96%
Full-time	**99%**	99%	99%	99%
Total employees turnover rate	**21.0%**	**23.8%**	**26.4%**	**27.6%**

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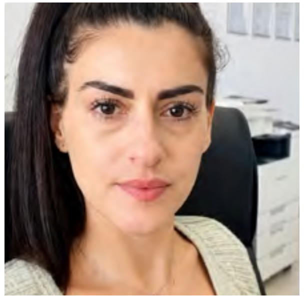


During my 5 months of maternity leave I did not feel any stress or worry regarding my work life. My colleagues supported me and took over my tasks while I was away, which made me feel relaxed and able to enjoy my baby without worrying if my job position will be there or not.”

Demetra Demetriou
HR Manager, RETAL Cyprus

Occupational Health and Safety (OHS)

Occupational Health & Safety is a material topic and a key priority for RETAL.

We promote a zero-accident approach and provide the resources needed to prevent incidents and minimise their impact.

Each site operates an OHS management system, supported by local management and specialised expertise. OHS performance, good practices and lessons learned are regularly shared across the Group.

Work-related incidents and rates

	2025	2024	2023	2022
Rate of high consequence work-related injuries (excluding death)	**0**	0.65	0.67	0
Rate of recordable work-related injuries	**20.06**	16.99	24.07	9.67
Number of death as a result of work-related injury	**0**	0	0	0
High consequence work-related injuries (excluding death)	**0**	1	1	0
Recordable work-related injuries	**30**	26	36	14

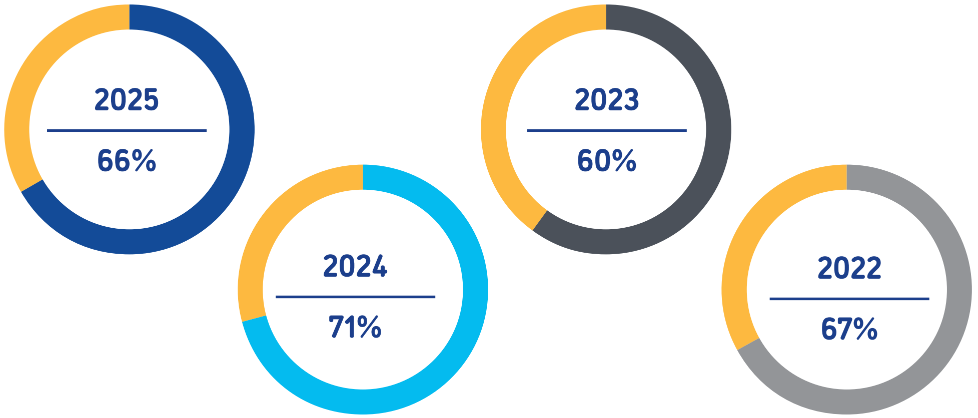
Rates are calculated per 1.000.000 hours worked

Career Management and Talent Development

Training and development help our employees build skills, work safely and grow their careers within RETAL.

Annual performance reviews help identify training needs and support individual development. In 2025, 66% of employees completed a performance review, compared to 71% in 2024, with a target of reaching 100% by 2026. This reduction is due to a change of KPI administration at one factory, following the implementation of a new ERP system which delayed the scheduling of annual reviews. The reviews will continue in 2026.

Performance review



During the year, we increased both the number of training hours delivered and the number of employees trained. Training hours delivered in 2025 saw 38% of full time employees receive targeted professional training.

We combine extensive in-house expertise with external training to maintain and develop technical knowledge across the Group. We also prioritise internal promotion wherever possible, helping to retain experience and support career development. In 2025, 21 employees were promoted internally.

Management training is conducted across several RETAL plants to develop managers' soft skills, focused on communication competence, to support better team dynamics, enhance employee recognition, and improve working conditions.

Employees with internal career evolution

	2025	2024	2023	2022
TOTAL	21	20	53	62

Our People

"

I started at RETAL as Receivables Controller in 2013, where I was given a great chance to learn about all aspects of the company, from strategic planning to the shop floor. I was then promoted to Internal Auditor, where I continued communicating with all different people and departments, continuing to learn new skills, especially about the financial aspects of RETAL's activities.

In 2018, I was promoted to Head of Analysis, where my responsibilities focused on the company's investments. When the decision was made to combine the planning and analysis departments in 2022, I became head of this department and CFO in 2025. I'm very thankful to all the group, I value still being able to communicate with colleagues across RETAL, making sure I stay connected to our people and our business."

Marina Vlasova
Chief Financial Officer, RETAL Group

"

I was initially hired as a Warehouse Lead back in 2018. My responsibilities gradually increased and my manager and I would regularly talk about me being on target for promotion to Warehouse Supervisor. I was promoted after 18 months. Then there were some internal changes, and the role of Supply Chain Manager was available, and

I offered support while the position was filled. After about six months without finding the right person, I put myself forward to our CEO. He was really supportive and pleased with how I showed up. I was offered the Supply Chain Manager position and can honestly say we're a real team. We have each other's backs!"

Tom Williams
Supply Chain Manager, RETAL PA

5.2 Human Rights

RETAL is committed to respecting human rights across our operations and business relationships.

We promote equal opportunity and an inclusive workplace, and regularly assess and manage potential human rights risks.

5.2.1 Due diligence

As part of our Labour & Human Rights Policy, RETAL periodically assesses human rights risks across our operations, local communities and supply chain.

Our first assessment, completed in 2020, identified no major risks.

RETAL expects to conduct a comprehensive due diligence process aligned with the Corporate Sustainability Due Diligence Directive (CSDDD), with the aim of achieving full compliance by 2029.

Gender ratio

	2025		2024		2023		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
TOTAL	26%	74%	26%	74%	24%	76%	23%	77%
Base level	18%	82%	17%	83%	12%	88%	14%	86%
Specialists	43%	33%	34%	66%	36%	64%	32%	68%
Middle-level managers	25%	5%	25%	75%	19%	81%	15%	85%
Top level managers	32%	68%	34%	66%	33%	67%	33%	67%

Anti-discrimination and harassment

With no major human rights risks identified, RETAL focuses on promoting equal opportunity and preventing discrimination and harassment through training, HR processes and our Whistleblowing Channel (WBC).

The company is also preparing for the EU Gender Pay Transparency Directive (EU 2023/970).

Our People

*"In October 2025, I conducted introductory training on personal data protection, with a focus on the requirements of the General Data Protection Regulation (GDPR).
In total, 218 employees were invited to the training and received the video recording. This introductory training on personal data protection forms an important part of GDPR compliance. The GDPR requires organizations to implement appropriate technical and organizational measures to ensure the protection of personal data, including adequate employee training. The training is also necessary to reduce the risk of data protection breaches and potential sanctions in this area."*

Erika Klimaviciute-Liksiene,
Senior Lawyer, RETAL

6. Ethics & supply chain

RETAL is committed to responsible and ethical business practices and actively manages governance-related risks and impacts. Employees are supported through dedicated programmes covering anti-bribery and corruption, information security and sustainable procurement.

6.1 Ethics & supply chain

Our Sustainable Procurement Program (SPP) was established in 2019. RETAL's supply chain is a key sustainability risk, as highlighted in our Double Materiality Analysis *(see Materiality)*, so this ensures responsible management.

Supply chain issues for raw materials can cause disruption for converters, so we employ supplier diversification strategies and utilise preferential supplier agreements to minimise potential impact. We choose partners that responsibly manage their environmental and social impacts. Our partner expectations and targets are made clear in our *Code of Conduct for Suppliers* (CoCS) and our *Sustainable Procurement Policy.*

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

RETAL Raw material supply

	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
Colorants and additives	Multinational and local SME companies	Europe, USA
Packaging	Multinational and local SME companies	Europe, USA

RETAL Sustainable Procurement Program (SPP)

Suppliers covered by our Sustainable Procurement Program (SPP) are required to provide current third-party sustainability assessments. The programme focuses on key raw materials and packaging components essential to our operations, namely plastic resins (virgin PET, HDPE, and recycled PET), colorants, additives, and packaging materials for our finished products.

RETAL recognises internationally established frameworks and audits, including EcoVadis, B Corp, FTSE4Good and SMETA, helping ensure reliable and comparable sustainability data. Requirements are regularly reviewed to reflect best practices.

SPP 2025 results

Compliance exceeded the 80% minimum target. Performance reached:

100% for HDPE

90% for Colorants & additives

85% for PET

88% for rPET

87% for packaging materials.

SPP & Climate change

Production of raw material continues to be the main contributor to RETAL's indirect GHG emissions (see Scope 3 GHG emission), so our suppliers' climate management performance is essential. This is why climate change management is included in our supplier selection process.

Since 2023, we have worked with suppliers to support their GHG reduction, which contributed to RETAL joining the CDP SEA A-list (Supplier Engagement Assessment).

6.2 Anti-Bribery and Corruption (ABC)

Although Anti-Bribery and Corruption (ABC) was not identified as a material topic in our Double Materiality Assessment (see Materiality), RETAL maintains a zero-tolerance approach to bribery and corruption. This commitment is reflected in our policies and supported by our participation in the United Nations Global Compact (see Management & Performance).

Following an ISO 37001-based due diligence assessment in 2023, RETAL updated our ABC Policy and *Code of Business Conduct* in 2024 and established and started the implementation of an action plan to strengthen the ABC management framework.

In 2025, we continued the rollout through additional training and the development of procedures supporting due diligence and compliance monitoring.

6.3 Information security

Protecting personal data and business information is essential to maintaining the trust of employees, customers and other stakeholders.

RETAL has implemented policies and procedures to ensure compliance with GDPR in Europe and applicable regulations in the US, supported by designated Data Protection Officers and regular training. In 2025, 194 office employees in EU subsidiaries received personal data protection training.

Cybersecurity is managed through the CIS Critical Security Controls framework, which RETAL has implemented across our operations since 2000. Periodic third-party audits provide assurance on implementation, with our 2023 assessment showing 96% of controls fully or partially implemented.

In 2025, RETAL began integrating the requirements of the NIS2 Directive, with a focus on risk management, business continuity and supply chain security. During the year, 466 employees completed cybersecurity training.

We are also preparing for the introduction of new EU AI regulations.

7. GRI content index

Statement of use

RETAL has reported the information cited in this GRI content index for the period 01.01.2025 to 31.12.2025 with reference to the GRI Standards.

GRI used

GRI 1: Foundation 2021

GRI 2: General disclosures 2021

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

GRI indicator	Description	Page number or direct answer

2. Activities and workers

Disclosure 2-6	Activities, value chain and other business relationships	p.7-10, 57-58
Disclosure 2-7	Employees	p.50

	2025	2024	2023	2022
Total no of employees (FTE)	**892**	874	823	814
Permanent	**94%**	96%	96%	96%
Full-time	**99%**	99%	99%	99%
Total employees turnover rate	**21.0%**	23.8%	26.4%	27.6%

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.

Number of workers who are not employees (FTE)			
	Total	**F**	**M**
2025	**39**	16	23
2024	68	28	40

GRI indicator	Description	Page number or direct answer
3. Governance		
Disclosure 2-9	Governance structure and composition	p.18
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	p.18
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	p.18
Disclosure 2-13	Delegation of responsibility for managing impacts	p.18
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.
Disclosure 2-15	Conflicts of interest	Not applicable - The company does not 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 Director by the Group Legal Counsel, who then collects all reports made through the different channels and is responsible for the investigation.

GRI indicator	Description	Page number or direct answer
Disclosure 2-17	Collective knowledge of the highest governance body	p.18
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
4. Strategy, policies and practices		
Disclosure 2-22	Statement on sustainable development strategy	p.16
Disclosure 2-23	Policy commitments	RETAL's values and principles of integrity and ethical behaviour are publicly documented at group level in our *Code of Business Conduct* (the Code), 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	p.22-25
Disclosure 2-25	Process to remediate negative impacts	p.23 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, allocate responsibilities and the relevant resource to the appropriate employees to remediate said negative impact.
Disclosure 2-26	Mechanism for seeking advice and raisin concerns	p.23
Disclosure 2-27	Compliance with laws and regulations	No non-compliance were reported during 2024.
Disclosure 2-28	Membership associations	p.13

GRI indicator	Description	Page number or direct answer
5. Stakeholders engagement		
Disclosure 2-29	Approach to stakeholder engagement	p.20-21
Disclosure 2-30	Collective bargaining agreements	p.49
GRI 3: Material topics 2021		
Diclosure 3-1	Process to determine material topics	p.19
Diclosure 3-2	List of material topics	p.19
Diclosure 3-3	Management of material topics	p.22

GRI indicator	Description	Page number or direct answer
GRI 201: Economic performance 2016		
Disclosure 201-1	Direct economic value generated and distributed	p.14 Only revenues figure is available. RETAL will work to provide this information in the next annual sustainability report.
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	p.32
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 202: Market presence		
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

GRI indicator	Description	Page number or direct answer
GRI 203: Indirect economic impact		
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.
GRI 204: Procurement Practices		
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
GRI 205: Anti-corruption		
Disclosure 205-1	Operations assessed for risks related to corruption	p.59
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	p.59
Disclosure 205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption occurred in 2025
GRI 206: Anti-competitive Behavior		
Disclosure 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions in 2025

GRI indicator	Description	Page number or direct answer
GRI 207: Tax		
Disclosure 207-1	Approach to tax	RETAL does not have a tax strategy per say 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....
Disclosure 207-3	Stakeholder engagement and management of concerns related to tax	Not available. RETAL will work to provide this information in the next sustainablity 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 indicator	Description	Page number or direct answer
GRI 301-1	Raw material consumption (tn)	p.14

	2025	2024	2023	2022
TOTAL (Tn)	286,184	297,363	294,155	286,572
PET (virgin + recycled)	275,537	284,196	282,707	274,625
HDPE	9,508	10,819	9,855	10,899
Colorants & additives	1,139	2,348	1,593	1,048

GRI indicator	Description	Page number or direct answer
GRI 301-2	Recycled Material consumption (tn)	p.41

	2025	2024	2023	2022
R-PET	72,834	57,823	51,789	38,421
% of r-material vs total RM cons.	25.5%	19.4%	17.6%	13.4%

GRI indicator	Description	Page number or direct answer

GRI 302: Energy

GRI indicator	Description	Page number or direct answer
GRI 302-1	Energy consumption within the organization	p.37

Fossil fuels (GJ)	2025	2024	2023	2022
Total group	**9,375**	13,357	11,740	15,279
Natural gas	**2,583**	3,053	3,300	2,312
LPG	**1,553**	5,422	3,514	8,476
Diesel	**1,880**	1,828	1,716	1,746
Gasoline	**3,039**	2,820	2,911	2,565
Other	**320**	234	299	180

GRI indicator	Description	Page number or direct answer
GRI 302-2	Energy consumption outside of the organization	Not available
GRI 302-3	Energy intensity	p.37
GRI 302-4	Reduction of energy consuption	p.37
GRI 302-5	Reduction in energy requirements of products and services	Not available

GRI indicator	Description	Page number or direct answer
GRI 303: Water & Effluent		
GRI 303-1	Interaction with water as shared resource	p.44
GRI 303-2	Management of water discharge-related impacts	p.45
GRI 303-3	Water withdrawal	p.44
GRI 303-4	Water discharge	p.45
GRI 303-5	Water consumption	p.45
GRI 304: Biodiversity		
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	

GRI indicator	Description	Page number or direct answer
GRI 305: Emissions		
GRI 305-1	GHG emissions - Scope 1	p.34-36
GRI 305-2	GHG emissions - Scope 2	p.34-36
GRI 305-3	GHG emissions - Scope 3	p.39-40
GRI 305-4	GHG intensity	p.33-34
GRI 305-5	Reduction of GHG emissions	p.33-34, 41
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 significant air emissions	RETAL does not generate NOx, SOx or any other significant air emissions in its. operation

GRI indicator	Description	Page number or direct answer
GRI 306: Waste		
GRI 306-1	Waste generation and significant waste-related impacts	p.46
GRI 306-2	Management of significant waste-related impacts	p.46
GRI 306-3	Waste generated	p.46
GRI 306-4	Waste diverted from disposal	p.46
GRI 306-5	Waste directed to disposal	p.46
GRI 308: Supplier environmental assessment		
GRI 308-1	New suppliers that were screened using environmental criteria	p.58-59
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	p.58-59

GRI indicator	Description	Page number or direct answer
GRI 401: Employment		
GRI 401-1	New employee hires and employee turnover	p.50
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	RETAL does not have a global benefit plan. However, some of the RETAL plants provide additional health insurance to certain employee categories

GRI 401-1 data:

	Number of new employees			Number of employees leaving			Employees turnover rate		
	Total	F	M	Total	F	M	Total	F	M
2025	194	46	148	179	38	141	21%	18%	23%
2024	268	57	211	229	39	190	26%	4%	22%
2023	241	58	183	228	45	183	28%	5%	22%

RETAL

GRI indicator	Description	Page number or direct answer
GRI 401-3	Parental leave	Parental leaves are given according to local legislation. Certain plants provide additional parental leaves (see GRI 401-2).

	Life insurance	Health care	Disability & invalidity coverage	Retirement provision	Parental leave (*)	Annual leave (*)
RETAL PA LLC	X	X	X	X	X	
RETAL Baltic Films	X	X				
RETALl Lithuania	X	X				
RETAL Czech				X		X
RETAL Iberia						
RETAL France		X	X	X		
RETAL Balkan			X	X	X	
RETAL Plastec				X	X	
RETAL Italia			X	X	X	
RETAL Cyprus		X				

(*) In addition to legal provision

GRI 402: Labour/Management Relations

GRI 402-1	Minimum notice periods regarding operational changes	RETAL provide the minimum notice required by local legislation.

GRI indicator	Description	Page number or direct answer
GRI 403: Occupational Health and Safety		
GRI 403-1	Occupational Health & Safety management system	p.51
GRI 403-2	Hazard identification, risk assessment and incident investigation	p.51
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 form additional health inssurance. 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	p.51

GRI indicator	Description	Page number or direct answer
GRI 403-9	Work-related injuries	p.51

	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
2025	0	0	0	0	0	0	30	2	28	1,495,607	398,822	1,162,741
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
2025	0.00	0.00	0.00	0.00	0.00	0.00	20.06	1.37	19.23
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 indicator	Description	Page number or direct answer
GRI 403-10	Work-related ill-health	No work-related ill-health have been identified in RETAL's operations
GRI 404: Training and education		
GRI 404-1	Average hours of training per year per employee	p.52
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	p. 52-53

Number of hours of training (avg hrs/ FTE)

	Cat. 1 Base level	Cat. 2 Specialists	Cat. 3 Middle-level managers	Cat. 4 - Top level managers	Female	Male
2025	**4**	**3**	**8**	**27**	**9**	**4**
2024	8	4	9	18	8	7
2023	6	7	13	11	8	7

GRI indicator	Description	Page number or direct answer
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	p.52 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

	Total	Cat. 1 Base level	Cat. 2 Specialists	Cat. 3 Middle-level managers	Cat. 4 Top level managers	Female	Male
2025	**66%**	**79%**	**53%**	**74%**	**63%**	**64%**	**67%**
2024	71%	85%	58%	88%	50%	70%	71%
2023	60%	55%	66%	66%	51%	68%	57%

GRI 405: Diversity and Equal Opportunity

GRI indicator	Description	Page number or direct answer
GRI 405-1	Diversity in the workforce	p.54
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

GRI 406: Non-discrimination

GRI indicator	Description	Page number or direct answer
GRI 406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination were detected or reported during the 2025 exercise.

GRI indicator	Description	Page number or direct answer
GRI 407: Freedom of Association and Collective Bargaining		
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p.49,54 RETAL conducted a 3rd party risk assessment on Human Rights in 2020 and no risk regarding freedom of association and collective bargaining was detected in our operations.
GRI 408: Child labour		
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	p.54 RETAL conducted a 3rd party risk assessment on Human Rights in 2020 and no risk of incident for child labour was detected in our operations.
GRI 409: Forced or Compulsory Labour		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	p.54 RETAL conducted a 3rd party risk assessment on Human Rights in 2020 and no risk of forced or compulsory labour was detected in our operations.

GRI indicator	Description	Page number or direct answer
GRI 410: Security Practices		
GRI 410-1	Security personnel trained in human rights policies or procedures	RETAL's facilities subcontract security personel to third-party organizations and do not provide training on human rights.
GRI 411: Rights of Indigenous Peoples		
GRI 411-1	Incidents of violations involving rights of indigenous peoples.	No incidents or violations involving rights of indigenous peoples were reported in 2025
GRI 413: Local communities		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	This is not a material topic as local communties are not negatively affected by RETAL's operations. Some of RETAL plants interact with and support their local communities for cultural and charity activities.
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	RETAL's operations have significant actual and potential impact on local communities.
GRI 414: Supplier Social Assessment		
GRI 414-1	New suppliers that were screened using social criteria	p.58
GRI 414-2	Negative social impacts in the supply chain and actions taken	p.54, 57-59

GRI indicator	Description	Page number or direct answer
GRI 415 - Public Policy		
GRI 415-1	Political contributions	RETAL does not make political contributions in any of the cuntries where it operates.
GRI 416 - Customer Health and Safety		
GRI 416-1	Assessment of the health and safety impacts of product and service categories	All our products destined to food packaging are assessed to comply with all applicable food safety legislations and regulations.
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No OHS non-compliance were detected in 2025.
GRI 417 - Marketing and Labeling		
GRI 417-1	Requirements for product and service information and labeling	Not applicable. RETAL is a business-to-business company and does not t sell products directly to final consumers.
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Not applicable. RETAL is a business-to-business company and does not sell products directly to final consumers.
GRI 417-3	Incidents of non-compliance concerning marketing communications	Not applicable. RETAL is a business-to-business company and does not sell products directly to final consumers.
GRI 418 - Customer Privacy		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	No complaints were reported in 2025

8. Appendix

Certificates, inventory and third-party verifications.

Appendix 1:

RETAL CDP Score Report Climate change & Water security 2025

Scores

RETAL INDUSTRIES LIMITED

2025

Overall scores

Score visibility	Climate change	Forests	Water security
Private If you were requested by any Supply Chain members or Capital Markets Signatories, they can see these scores.	B	-	B-
Public Visible on your organization's profile on the CDP website.	B	-	B-

Category scores

Category scores are combined to produce your overall score. Some categories have a higher weighting than others to reflect their importance, which varies depending on your sector. Not all categories are relevant to every environmental issue. View scores guidance.

Category name	Climate change	Forests	Water security
Business Strategy	A	-	C
Commodity Visibility and Reporting	-	-	-
Context	B	-	-
DCF Status	-	-	-
Dependencies, Impacts, Risks and Opportunities Process	A	-	A
Emissions Reduction Initiatives	-	-	-
Emissions Reduction Initiatives and Low Carbon Products	C	-	-
Energy	A	-	-
Engagement in Activities and Initiatives	-	-	-
Environmental Policies	A	-	B-
Governance	A	-	C-

1 of 2

Appendix 2:

RETAL GHG Inventory – 3rd party verification (2025)

DNV

GREENHOUSE GAS INVENTORY VERIFICATION STATEMENT

Statement No:
PRJN-1133488

DNV Business Assurance Spain SLU (DNV) has verified according to GHG Protocol Corporate Accounting and Reporting Standard revised edition, the Greenhouse Gases (hereinafter GHG) 2025 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_2025_2"* dated May 2026, related to the activities carried out at 10 RETAL sites in USA (RETAL PA LLC), 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 2025 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 2025 emissions by scope (ton. CO_{2e}).

Scopes	2025	
	Ton. CO2e	**% of total**
Scope 1: Direct GHG emissions	1.619,52	0,30%
Scope 2: Indirect GHG emissions from imported energy*	10.238,81	1,90%
Scope 3: Other indirect GHG emissions	527.959,04	97,80%
TOTAL	**539.817,36**	**100%**

**market based*

Place and date:
Barcelona, 2026.06.04

For the issuing DNV office:
DNV Business Assurance Spain S.L.U.
Gran Via de les Corts Catalanes 130-136, Pl 9,
08038, Barcelona, Spain

ALVAREZ MUIÑA RICARDO - 50724343M
Digitally signed by ALVAREZ MUIÑA RICARDO - 50724343M
Date: 2026.06.04 13:21:16 +02'00'

Ricardo Álvarez Muiña
Lead Verifier

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

Appendix 3:

Carbon credits certificate (2025)

Retirement No.: 07C14493

CERTIFICATE

UAB RETAL Lithuania

Scope of the offset: The emissions arising from Scope 1, accumulated during the 2025 financial year, have been offset through the acquisition of 1,620 carbon credits.

The project selected for the offsetting was:

#100275 – VCS142. Uchindele & Mapanda Reforestation – Tanzania*

* The project has been validated in accordance with the standards of: VERRA

Anthesis Group invests in carefully selected carbon projects that combine CO_2 reduction and/or sequestration solutions with wider social and environmental benefits. These socially progressive projects improve the quality of life of people affected by climate change. As such, they are a powerful tool for sustainable development.

Anthesis Group

René Toet
Global Director of Carbon

Utrecht, the Netherlands, 2026

SUSTAINABLE DEVELOPMENT GOALS

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Appendix 4:

Aqueduct Water Risk Atlas: Classification of RETAL facilities based on water stress levels

Classification of RETAL facilities based on water stress level

Source: WRI Aqueduct Water Risk Atlas

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

Thank you for reading our 2025 Sustainability Report. We value your feedback and welcome any questions or opportunities to discuss our sustainability approach and progress.

Please contact us at
sustainability@retalgroup.com

www.RETALGROUP.com

RETAL