rkw WHEN EXCELLENCE MATTERS

SUSTAINABILITY REPORT 2024

Overview

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Foreword

Dear Readers,

We are pleased to present our RKW Sustainability Report 2024. In this report, we aim to provide a transparent overview of how we fulfill our corporate responsibility and systematically integrate sustainability into our business strategy. A central focus of this report is our preparation for and initial implementation of double materiality. We analyze both:

- the impact of our actions on the environment and society (inside-out).
- the influence of environmental and social factors on our business (outside-in).

This broader perspective enables us to better seize opportunities and mitigate risks.

Our commitment to the environment, society, and future generations is at the core of our actions. With our high-quality and essential plastic films, we aim not only to provide functional solutions, but also to make a meaningful contribution to resource conservation and the circular economy. In doing so, we consistently align our efforts with ESG (Environmental, Social, Governance) criteria and the United Nations Sustainable Development Goals (SDGs).

This report provides a transparent overview of our strategic direction, progress achieved, and future objectives. The introduction of double materiality marks an important milestone and underscores our firm commitment: sustainability is – and will remain – a core element of our corporate responsibility and strategic orientation.

We warmly invite you to learn more about our efforts and join us on the journey toward a more sustainable future.

Sincerely, Eric Le Lay, CEO

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Key Figures and Company Profile

Our Mission

With our sustainable film solutions, we enable our customers to improve the daily life of consumers all over the world.

RKW Group is an independent family-owned company headquartered in Germany. With more than 2,700 employees and a total of 17 locations in Germany, Belgium, Finland, France, Sweden, the USA, and Vietnam, we have an international presence.

Our expertise in the research, development and production of polyolefin films makes us one of the world's leading manufacturers for a wide range of industries and applications – including agriculture, hygiene and packaging. We pass on the knowledge we have continuously built up and expanded over the past 65 years to our customers and business partners in the form of innovative and customized product solutions and services.

Company Key Figures

> 2,700
employees worldwide

> 65 years
of experience

17 locations
worldwide

Independent
family-owned business

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What we stand for

Respect stands for mutual regard and openness – both internally and externally. We strive to earn the respect of our customers and stakeholders day by day. For us at RKW, respect is an important success factor and close to our hearts as a family-owned business.

RKW stands for reliability. Our customers can rely on us to deliver what we promise: On-time delivery, quality and functionality of our products. This is the basis for the success of our company.

Our company slogan “When excellence matters“ underlines our efforts to always offer our customers excellent products and services and to set standards in quality and service – with a clear focus on added value.

2024	Global	Management Level 1-3
Nationalities	48	19
Share of women	18%	29%
Average age	41 years	46 years
Average length of service	13 years	10 years

RKW is committed to Diversity

Equal opportunities, diversity and inclusion are integral components of our corporate culture. We promote these values through clear policies and development opportunities for our employees, regardless of age, gender and other individual characteristics.

Our Sustainability Goals

Increase the use of recycled, renewable, and biodegradable materials from 7.6% in 2017 to 15% by the end of 2025.

Reduce greenhouse gas emissions (according to GHG Protocol Scope 1&2) by 50% by 2025, compared to 2017.

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Products and Markets

RKW produces films, nonwovens and nets for applications in the fields of hygiene, flexible packaging, industrial applications as well as agriculture and horticulture. They can be further processed into a wide range of products, including as sub-components – from robust cement bags to breathable and ultra-thin baby diapers.

The high quality and reliability of our products are the result of decades of experience and technical expertise in film extrusion and product finishing, such as compounding, stretching, embossing, perforating and printing. Our customers‘ requirements are our top priority. In our RKW sustainability goals, we have committed ourselves to continuously reducing the ecological footprint of our products and production processes. We focus on downgauging (thickness reduction), recycling and the use of recycled or bio-based materials. The proportion of recycled materials is to be further increased wherever this is economically and ecologically sensible and possible.

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Innovation Driver for Hygiene Films

RKW is one of the leading manufacturers and innovation drivers for backsheet films for the production of baby diapers, adult incontinence products and feminine hygiene products in Europe and North America. We have specialized in the production of particularly thin films and laminates, originally motivated by the demand for cost savings. Thanks to successive improvements in formulations and processes, today's thinner products are just as strong and easy to process as previous solutions. This is how we combine cost efficiency and sustainability. Examples of our innovative strength include:

Breathable and non-breathable textile backsheets

As a pioneer in this field, we have reduced the thickness of the film and nonwoven. Thanks to our patented thermal lamination technology, the composite does not require any adhesive. Compared to the predecessor product, we now offer our customers over 30% thinner breathable and over 40% thinner non-breathable versions consisting of film and nonwoven with the same performance. This not only uses less material than conventional products but also optimizes transport expenditure. More meters of the thinner laminates fit on a roll and more running meters fit on a truck. As a result, fewer deliveries are required, which helps to reduce CO_2 emissions.

Expansion of our adhesive-free laminating technology to new product areas

Comfort and sustainability are in demand today, which is why we focus our research on other diaper components in addition to backsheets: Elastic diaper components and closure systems offer children the freedom of movement they desire while providing a secure and multi-adjustable fit – all day and all night. RKW develops elastic films and adhesive-free laminated nonwoven for use in the Back Ears of diapers. These parts of the fastening systems are supplemented by landing zone laminates on the front of the diaper, which are also laminated without adhesives and on which the fastening tapes are held securely.

Panty liner release films

The introduction of a siliconized film with a weight of 20-23 grams can replace the 35-40 gram siliconized release paper that has been predominantly used in feminine hygiene up to now. In this case, paper is not the more sustainable choice because coating it with silicone renders it non-recyclable.

Our innovative approach shows that a better CO_2 balance is achieved when using the siliconized film compared to the siliconized release paper.

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Sustainable Solutions for Packaging and Industry

Increasing regulatory requirements and rising costs for energy and materials – these are the current challenges the packaging industry faces. With many years of expertise, modern technologies and innovative products, e.g., developed with MDO technology, as well as the optimization of existing film qualities, RKW offers efficient solutions:

Consumer Packaging

Films produced with MDO Technology

RKW has been using MDO technology in the hygiene sector for many years. Now we can also supply barrier and non-barrier MDO PE films produced on 5- and 9-layer extrusion lines for the packaging sector. The mono-material film solutions produced on these lines stand out for excellent recyclability and are a perfect alternative for composite materials such as PET in PET/PE laminates and for aluminium in PET/aluminium/PE laminates. At the same time, they offer excellent barrier properties for the packaging of products such as coffee beans.

With a view to market requirements, we also offer packaging materials with a recycled content based on ISCC+ certification (International Sustainability and Carbon Certification).

Multipack

RKW‘s Multipack film solutions impress with their maximum use of recyclates, excellent mechanical properties with reduced film thickness, product protection and allow easy handling. Depending on customer wishes and requirements, multipacks are produced in various rPE (recycled polyethylene) compositions from PCR (post-consumer recycle) and PIR (post-industrial recycle) and can now also be produced with recyclates from household waste thanks to the cooperation with the company Dow.

The aim of the collaboration with Dow was to develop a unique multipack shrink film for the food and beverage industry. The result is a fully recyclable film with 35% household waste that is printed using EGP technology and reduces the carbon footprint by up to 70%. By combining Dow‘s material science expertise with RKW‘s extrusion know-how, we maximize the value of household waste streams to achieve demanding applications using recycled household waste.

Industrial Solutions

Our portfolio in the industrial sector includes a wide range of solutions for the building materials and chemical industries. These include FFS high-performance films (Form - Fill - Seal) for automatic filling processes for bulk materials, foodstuffs and consumer goods, heavy-duty bags for high-performance filling systems and valve bags, which are individually tailored to the specific requirements of filling materials and processes with a variety of filling valves and venting options.

RKW ProVent®

The RKW ProVent® bag offers a particularly sustainable concept. Developed over 20 years ago as an alternative to conventional paper bags, the product is still the industry standard for self-venting PE bags today. Thanks to its robustness and excellent weather resistance, damage and losses during filling, transportation, storage and distribution of moisture-sensitive, powdery goods are largely avoided. This leads to a significantly more positive environmental balance, especially for energy-intensive goods.

Stretch Hoods

Our Flexxta® stretch hoods are particularly high-performing and sustainable – they are RecyClass-certified and also available as a mono-material (PE-based) on request. Made from at least 30% post-consumer recyclate (PCR), they not only promote the circular economy, but also reduce CO_2 emissions and are fully recyclable. This type of pallet packaging is extremely tear-resistant and difficult to puncture, making it particularly suitable for sharp-edged and heat-sensitive goods as well as for heavy goods. Pallets covered with such stretch hoods can even be stored outdoors for up to three years. This type of packaging is therefore widely used in the chemical, food and construction industries. Thanks to their special composition and modern production technologies, our stretch hoods are not only robust, but also particularly thin and light (up to 40% less weight per packaging unit compared to heavy shrink films).

Spunbond Nonwovens

State-of-the-art technology guarantees a high degree of purity and outstanding mechanical properties. RKW spunbond nonwovens are made of 100% polypropylene, are highly tear-resistant and are available in various colors and weights. They are used in hygiene and personal care as well as in the automotive, construction and furniture industries, among others.

With the special RKW HyJet® / Hybond technology, RKW offers maximum reliability, durability and flexibility. RKW HyJet® can be used several times as a crop cover in agriculture, for example, without any loss of quality: depending on the user, up to three to four seasons and with a UV stability of up to two seasons.

A Sustainability Plus for Agricultural Films

One element of our sustainability strategy is that we have been producing a large proportion of our agricultural films from recycled materials for a long time. Further selected innovations in our products for agriculture include:

Polydress® TWISTA Green

Thanks to a clever combination of silage and vacuum film with the patented 2in1 fold, the silage can be covered in just one work step. This saves a lot of time, and the perfect fit of both films on the silo ensures that the silage retains its optimum quality. Resources are saved as Polydress® TWISTA Green has a high share of recycled material and both films can be recycled. The combination of both films on one roll also saves packaging material as well as transport and storage capacity.

Polydress® FarmGuard

Good fodder keeps animals healthy and productive – and is our incentive to launch Polydress® FarmGuard, a high-performance film that provides the best possible protection for this valuable resource. The product is based on a 7-layer technology that processes the high-quality raw materials we use in an optimum way. We produce a very thin and lightweight film that is also exceptionally robust and resistant. The excellent barrier properties prevent oxygen from penetrating the fodder. This means that the nutrients in the silage are retained at a high level over a long period of time. As a result, less fodder is wasted, and the silage can be stored for longer. The film is recyclable, generates less waste in the production process compared to conventional films, saves material thanks to its low thickness and does not require any additional underlay film – thus consumption of resources is reduced.

Rondotex® Wizard 33

Our round bale net with Mesh Magic technology is one of the most resistant nets on the market. Compared to a standard net, it saves approx. 15% of material per bale and thus conserves resources. Bale compaction has been optimized thanks to an innovative production process. The 33 strong warp threads and high UV resistance make the net extremely robust. Compared to a standard net, up to 30% more round bales can be processed in the same time, as fewer wrappings are required due to the stronger threads.

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Our Approach to Sustainability

Sustainability is a fundamental part of our corporate strategy and forms the basis for our long-term business operations – our “license to operate”. Our goal is to take responsibility for the environment, society, and future generations. In doing so, we align our actions with ESG principles and the United Nations Sustainable Development Goals (SDGs).

Strategic Integration

The purpose of the RKW Group captures the essence of our commitment to sustainability:

> *“With our sustainable film solutions, we enable our customers to improve the daily life of consumers all over the world.”*

Our 2030 sustainability strategy is built on a clear system of objectives with measurable success indicators

15%

Increase the use of recycled, renewable and biodegradable materials from 7.6% in 2017 to 15% by the end of 2025.

50%

GHG Protocol Scope 1&2 greenhouse gas emissions reduction of 50% by 2025, compared to 2017.

Furthermore, our measures contribute to achieving several SDGs – with a particular focus on the following goals:

SDG 8 – Decent Work and Economic Growth

Occupational safety is our top priority. With global standards, training sessions, and risk assessments, we ensure safe workplaces. We promote the health of our employees through corporate health management initiatives, such as job bikes, healthy eating options, and preventative medical check-ups. – *6. Occupational Safety & Health*

Sustainable growth requires qualified, motivated employees. We invest in recruitment, individual development, talent promotion, and leadership programs – always with a focus on diversity, equal opportunity, and human rights. – *6. Working Conditions & Career Management*

SDG 9 – Industry, Innovation and Infrastructure
SDG 12 – Responsible Consumption and Production

For sustainable plastics production, we rely on circular economy principles: through downgauging, the use of recycled materials, design for recycling, and in-house recycling facilities at every site. We reduce production waste and energy consumption by using innovative technologies and optimized processes. – *5. Circular Economy*

You can find further contributions to the SDGs here:

- SDG 5: Chapter 6. Working Conditions and Career Management
- SDG 13: Chapter 5. Climate Change
- SDG 14: Chapter 5. Water and Marine Resources
- SDG 17: Chapter 4. Partnerships

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Materiality as a Management Tool

In 2024, we launched a double materiality assessment to systematically identify, evaluate, and prioritize key sustainability topics. In doing so, we take into account both:

- The impacts of our business activities on the environment and society.
- The economically relevant risks and opportunities for our company arising from sustainability issues (so-called Impacts, Risks and Opportunities – IROs).

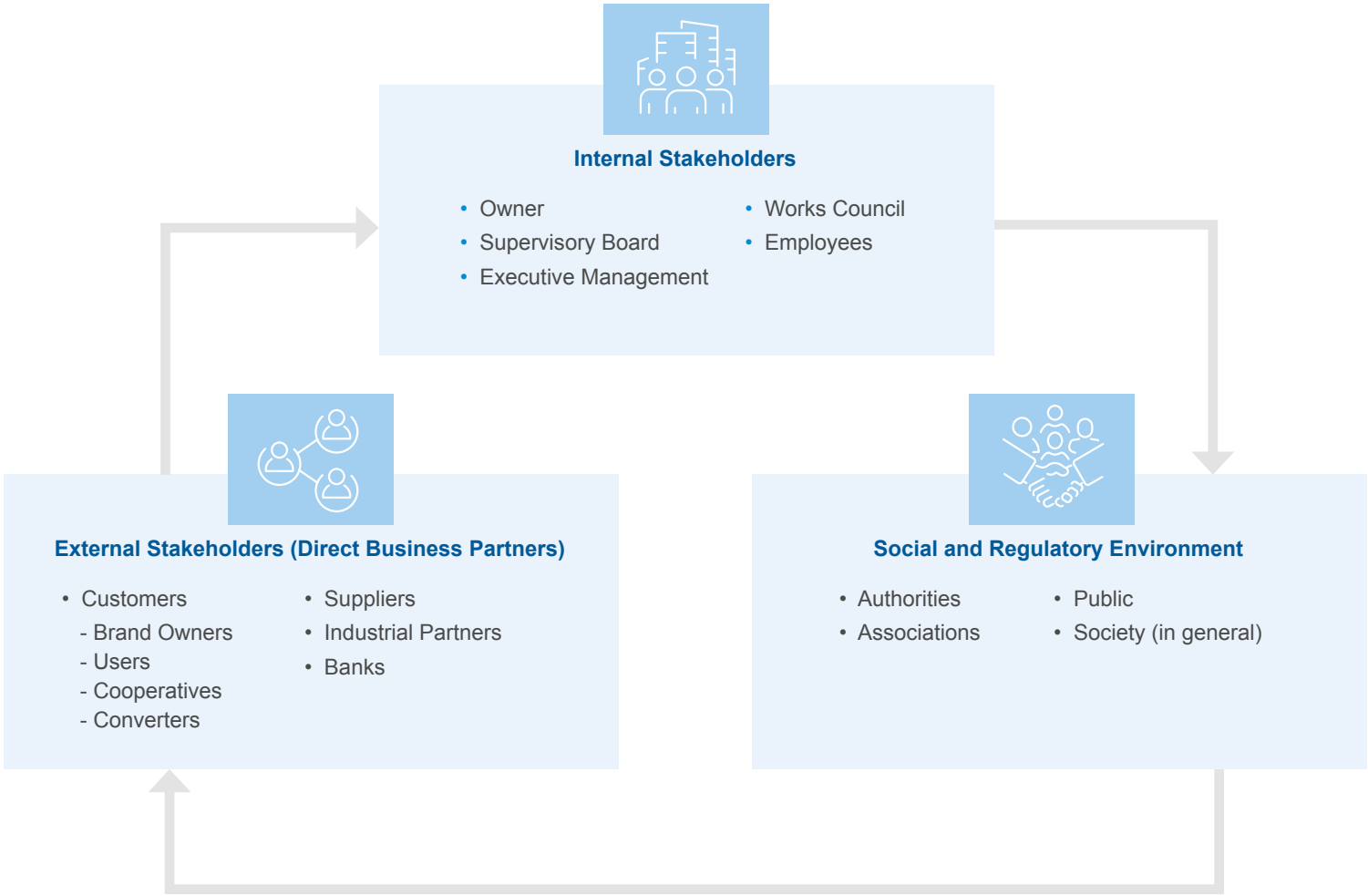
This analysis follows the requirements of the European Sustainability Reporting Standards (ESRS) and forms the basis for our reporting in line with the Corporate Sustainability Reporting Directive (CSRD).

Stakeholder Engagement

Our materiality assessment is based on a multi-stage dialogue process:

- Workshops with employees from all areas of the company.
- Identification of key stakeholders along the entire value chain.
- External stakeholder interviews to gather expectations, assessments, and suggestions.

The results of these processes feed into our strategic management and ensure that our actions are focused on real impact.



Assessment and Prioritization

To evaluate the identified topics, we systematically analyze:

- Potential and actual environmental impacts (e.g., CO_2 emissions, resource consumption)
- Social impacts on employees and workers within the supply chain

Each impact is assessed in terms of its magnitude, likelihood of occurrence, and immediacy. The resulting prioritization forms the basis for targeted action planning.

In the next step, we specifically analyze the financial materiality of these topics to identify risks and opportunities – such as regulatory requirements, climate effects, or market changes – at an early stage.

Operational Implementation

The implementation of our sustainability strategy is carried out by an interdisciplinary, internationally staffed team of experts. This team is responsible for coordinating sustainability initiatives, analyzing global developments, assessing risks, and developing concrete solutions for sustainable business models.

Through close collaboration with external partners, industry initiatives, and associations, we actively help drive the transformation towards a more sustainable plastics industry.

Circular Economy and Resource Conservation

A key lever for reducing our environmental impact is the transition to a circular economy. Our measures include, among others:

- Downgauging: Reducing film thickness while maintaining functionality
- Increasing the proportion of recycled content in products without compromising quality
- Design for Recycling: Optimizing formulations for improved recyclability
- Operating our own recycling facilities at all sites
- Avoiding waste through better process monitoring and shorter downtimes
- Investing in innovative technologies, such as extruders, printing systems, and quality assurance

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Social Responsibility

Occupational safety and health protection are the highest priorities at RKW. Our global safety strategy includes:

- Training in safety-related behavior
- Regular risk assessments conducted by trained safety managers
- Occupational health management with a wide range of offerings

In addition, we invest in the development and advancement of our employees:

- Individual development plans
- Mentoring and leadership programs
- Promotion of diversity, equal opportunity, and fair working conditions throughout our entire supply chain

Outlook

Our goal is to understand the most significant impacts of our actions, manage them in a targeted way, and continuously improve. We align our sustainability strategy consistently with the expectations of our stakeholders and the global sustainability goals. We take responsibility – today and for future generations – thus laying the foundation for a future-proof, resilient business model.

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Legal Structure

RKW Group is an independent family-owned company, with RKW SE as its parent company, headquartered in Mannheim, Germany.

In Germany, RKW SE has a further six locations:

- RKW SE, Zweigniederlassung Echte, Kalefeld (Germany)
- RKW SE, Zweiniederlassung Gronau, Gronau (Germany)
- RKW SE, Zweigniederlassung Nordhorn, Nordhorn (Germany)
- RKW SE, Zweigniederlassung Petersaurach, Petersaurach (Germany)
- RKW SE, Zweigniederlassung Wasserburg, Wasserburg am Inn (Germany
- RKW SE, Zweigniederlassung Michelstadt, Michelstadt (Germany)

In its capacity as parent company, RKW SE holds direct or indirect interests in companies abroad and operates nine further locations worldwide.

In Europe:

- RKW Saint Frères Emballage S.A.S., Ville le Marclet (France)
- RKW Remy S.A.S., Saultain (France)
- RKW Castelletta S.A.S., Chamboeuf (France)
- RKW Hyplast NV, Hoogstraten (Belgium)
- RKW Sweden AB, Helsingborg (Sweden)
- RKW Finland Ltd., Pori (Finland)

International:

- RKW North America Inc., Franklin (KY, USA)
- RKW Klerks Inc., Chester (SC, USA)
- RKW Vietnam Ltd., Ho Chi Minh City (Vietnam)

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RKW SE has three corporate bodies:
The Executive Management Board, the Supervisory Board, the General Meeting of Shareholders

The Executive Management Board of RKW SE manages the RKW Group on its own responsibility. It consists of two members (CEO and CFO). In addition, RKW SE has established the Executive Committee (EXCOM), consisting of the two Executive Management Board members and six other Senior Executives, which is responsible for the operational management of RKW Group.

The Supervisory Board of RKW SE supervises the Executive Management Board and consists of six members: four shareholders and two employee representatives.

The shareholders (consisting of the descendants of the founder) exercise their rights at the General Meeting.

Executive Committee:

Eric Le Lay
Chief Executive Officer

Jörg Achhammer
Executive Vice President Legal

Mussie Berhane
Executive Vice President
Commercial, Marketing & R&D

Yin Ejechi
Executive Vice President
Strategy

Corrado Piroli
Chief Financial Officer

Philippe Ferrand
Executive Vice President
Operations

Oliver Mersmann
Vice President
Public Affairs & Sustainability

David Watkins
Executive Vice President
Human Resources

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Principles of Corporate Governance at RKW

Corporate governance at RKW is based on laws, such as the Regulation on the Statute for a European Company (SE Regulation), the German Stock Corporation Act (AktG) and the German Commercial Code (HGB). In addition, RKW follows the key principles and recommendations of the German Corporate Governance Code. Our corporate governance enables us to meet the requirements of national and international laws and regulations.

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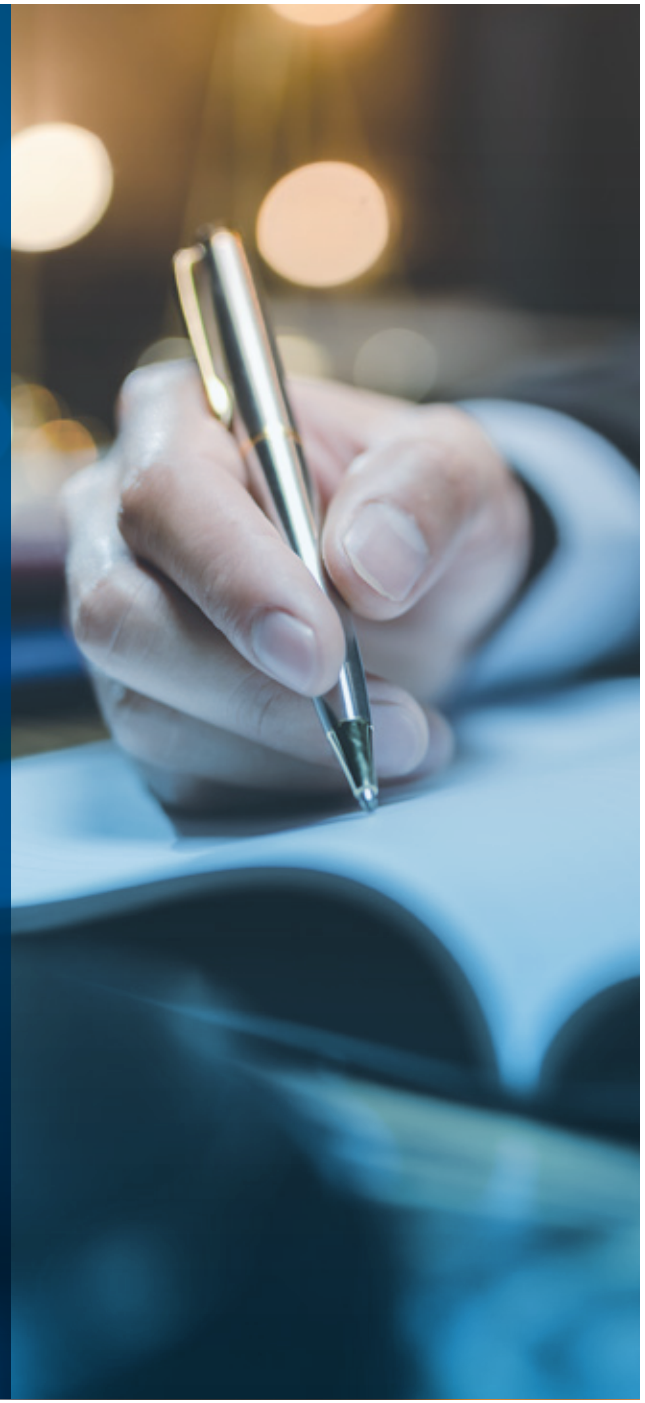

Governance Organization

RKW and its governing bodies are aware of their role and responsibilities to society. Social and environmental factors influence corporate performance and the company‘s activities have an impact on people and the environment. The Executive Management Board and the Supervisory Board take this into account when performing their respective management and supervisory functions.

In developing governance processes, RKW‘s Executive Management Board always considers the interests of its owners, employees, business partners and other stakeholders to ensure RKW‘s continued existence and sustainable value creation. These principles require not only compliance with the law, but also ethically sound and responsible conduct. This commitment is anchored by three fundamental pillars: compliance management system, risk management, and internal control.

Compliance Management System

Our Compliance Management System (CMS) serves as a cornerstone of RKW‘s corporate culture, driving our commitment to ethical business practices and ensuring adherence to legal and regulatory requirements. The CMS is designed to establish a culture of integrity and accountability throughout the organization by providing clear policies, procedures, and resources that guide employee conduct.

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The Compliance Management System encompasses:

Our Code of Conduct is the cornerstone of our compliance culture and serves as the primary guide for maintaining ethical business practices. It establishes the standards for our culture and behavior. Its value and impact are strengthened by our Human Rights Declaration, which details our fundamental principles for respecting and protecting human rights in all business activities. In addition, our Supplier Code of Conduct disseminates our values throughout the supply chain and emphasizes ethical conduct and compliance with a focus on social and environmental responsibility.

Further Compliance Policies and underlying processes that RKW has implemented and maintains include, e.g., the Antitrust Policy, the Anticorruption Policy, the Donations and Sponsorship Policy, the Data Protection Policy, as well as the Compliance Management Policy.

Training Programs – All employees undergo regular training to ensure compliance with our Code of Conduct; in addition, targeted training programs for relevant employee groups cover critical areas such as antitrust, anti-corruption, and data protection.

Handling Compliance Incidents – RKW Group has launched a comprehensive whistleblowing system via an electronic portal on our website and intranet. This system enables employees and third parties to report suspected compliance violations anonymously at any time and to submit evidence securely online. The Whistleblower Policy of RKW Group outlines procedures for managing these reports, including investigation, remediation and prevention of future incidents, while ensuring protection for whistleblowers as required by the EU Directive.

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The CMS functionality is ensured by a compliance organization with defined roles and responsibilities. It consists of:

- Chief Compliance Officer
  Directs the development of the compliance function according to defined objectives,

- Governance Manager
  Oversees the CMS‘s operational functions, acts as the central contact for compliance issues, and ensures the implementation and monitoring of compliance processes,

- Local Compliance Representatives (LCRs)
  Are present at all RKW Group sites to support process implementation, act as local compliance contacts, and ensure uniform handling of compliance issues across the group.

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Supply Chain Due Diligence Act (LkSG)

The German Supply Chain Due Diligence Act obliges companies and corporations to meet their responsibilities in the supply chain with regard to respecting internationally recognized human rights and certain environmental standards. In 2023, a cross-functional RKW team from HR, Purchasing, Legal, Compliance, Sustainability and IT worked intensively to fulfill all due diligence obligations under the law from January 2024. To this end, the team carried out a risk analysis of all suppliers and all RKW sites to initiate further preventive measures on this basis. Another important building block for legal compliance was implemented in Purchasing. Here, the processes for selecting and awarding suppliers were adapted to ensure that RKW only works with suppliers who respect human rights and comply with environmental standards. Accordingly, a Code of Conduct for suppliers has been developed, to which new and, gradually, all existing suppliers must comply with – this can be seen on the RKW Group website
https://rkw-group.com/company/compliance/

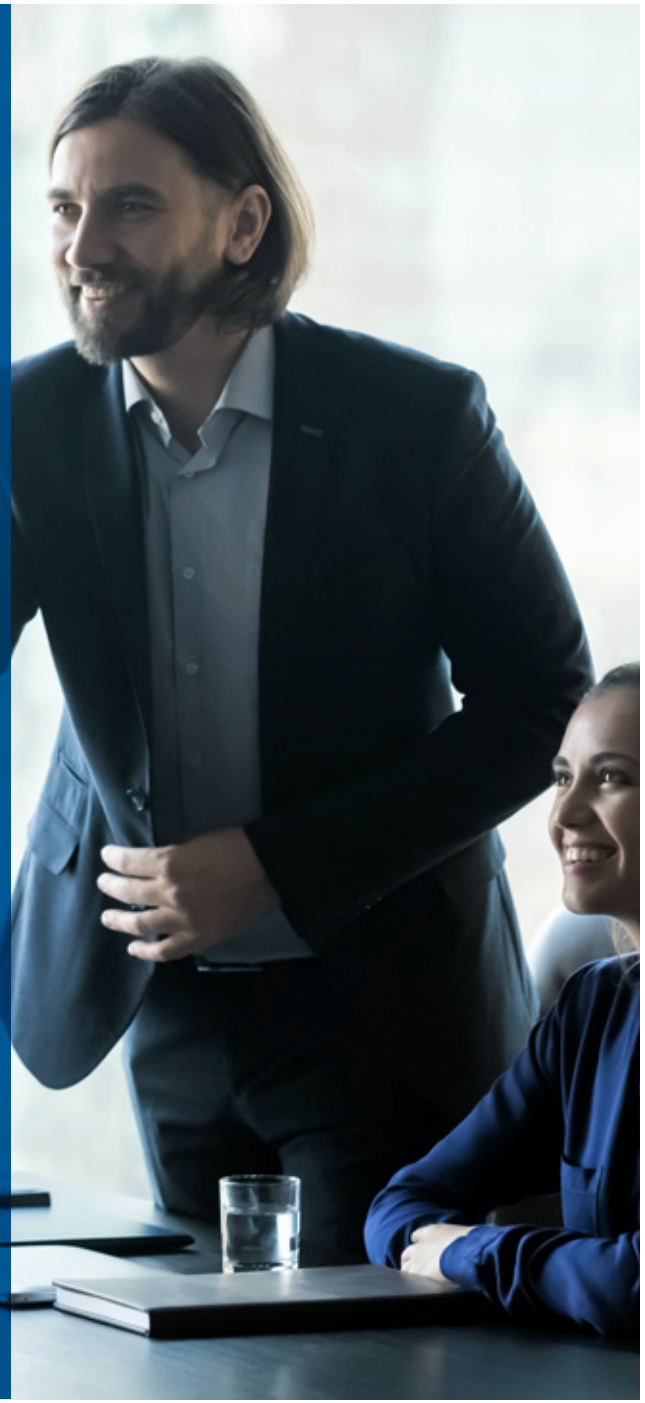
Risk Management System

Our comprehensive Enterprise Risk Management (ERM) system is integral to strengthening RKW's governance framework by systematically identifying, assessing, and managing risks across all business sectors. This structured system ensures that risks are consistently monitored and addressed, aligning with the organization's strategic objectives and compliance mandates. RKW Group's ERM system is distinguished by its bottom-up risk assessment methodology, designed to ensure complete and precise risk identification while enhancing risk awareness and accountability at all appropriate organizational levels. Depending on the nature and specifics of the risks, assessments are conducted by responsible decision makers at the subsidiary, business segment, or group level. The Executive Committee then undertakes a top-down review of all risk assessment outcomes to ensure final validation and approval. RKW's risk management system is primarily guided by COSO's "Enterprise Risk Management – Integrated Framework". It also contains elements from other risk management standards and frameworks, including AS/NZS 4360:2004 and ISO 31000.

Internal Control System

RKW is aware of the importance of the Internal Control System (ICS) in ensuring transparency and accountability in dealing with processes and business risks, which is why we are continuously developing our ICS.

In 2024, RKW Group continued the harmonization and standardization of its processes and internal control procedures, thereby setting a solid foundation for the deployment of a comprehensive Internal Control System.



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Partnerships

RKW is involved in large global networks on sustainable development,
as well as in topic-specific networks addressing industry-specific challenges.

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Climate Change

As a plastics processing company with high energy demands, we have a particular responsibility toward the environment and society. Ongoing climate change presents us with significant challenges but also gives us the opportunity to actively contribute to environmental and climate protection. We consciously embrace this role and are committed to sustainably minimizing our ecological footprint. Our aim is to develop and consistently implement innovative and effective measures for sustainable business operations. We take into account the entire lifecycle of our products and continuously align our processes with environmental, energy, and efficiency standards.

Goals and Certifications

RKW has committed to reducing its greenhouse gas (GHG) emissions. Our target was to cut Scope 1&2 emissions by 50% by 2025 compared to the baseline year 2017 – a goal we already achieved in 2020. Nevertheless, we are continuously working to further reduce our emissions and will set new, ambitious climate targets in 2025.

The framework conditions for a structured reduction in GHG emissions are in place: Over 40% of our sites are certified according to ISO 50001 (energy management), and 30% are certified according to ISO 14001 (environmental management). Our site in Gronau (Germany) is certified according to EMAS (Eco-Management and Audit Scheme); additionally, comparable requirements (DIN EN 16247) apply to most of our non-ISO-certified production sites in Europe. Relevant monitoring and control systems are also in place at RKW Group sites outside Europe. For us, precise data collection and analysis are the first steps in systematically reducing our emissions.

Renewable Energies

As an energy-intensive company, we use electricity from renewable sources – such as wind, solar, and hydropower. After switching all our German sites to renewable energy in 2020, five additional sites in France, Belgium, and Sweden followed in 2021. However, in subsequent years, our use of renewable energy could not be expanded further due to challenges including the war in Ukraine, rising energy prices, and overall economic conditions.

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In 2024, we purchased guarantees of origin for approximately 145,000 MWh, enabling us to meet about 54% of our global electricity needs (out of a total consumption of approximately 270,000 MWh) with renewable energy. As we continue to pursue decarbonization, we are identifying new opportunities for on-site renewable energy generation – such as expanding photovoltaic systems – as well as further ways to increase our share of renewables in our energy mix.

Energy Efficiency

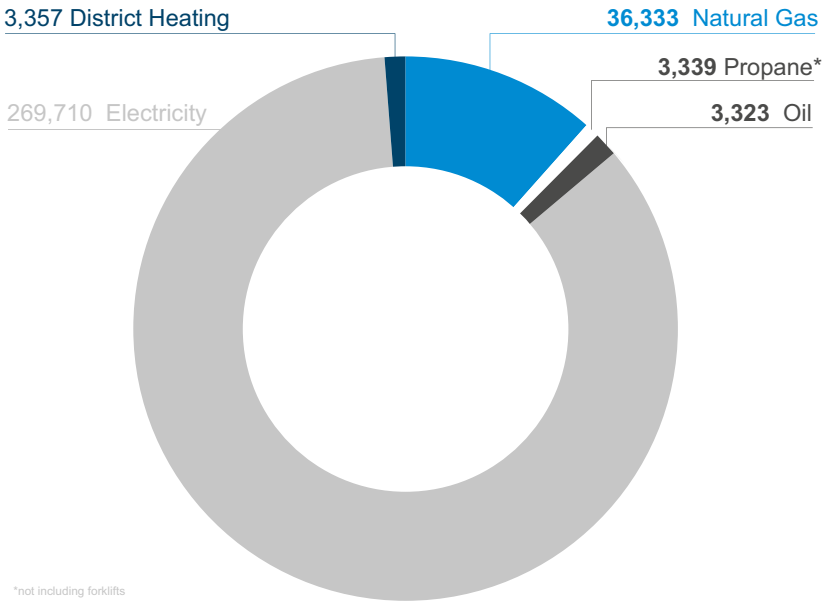
We are not only shifting to renewable energy sources, but are also working continuously to reduce our energy consumption and increase energy efficiency. Through systematic monitoring and analysis of electricity, natural gas, and other energy carriers, we identify savings potential and implement these step by step. In addition to converting to LED lighting – often combined with motion detectors – at many RKW sites, we made targeted investments in energy efficiency in 2024. At our site in Ho Chi Minh City (Vietnam), we introduced more energy-efficient extrusion and drying systems, as well as optimized cooling rings and die heads. In Nordhorn (Germany), insulating an extruder provided additional energy savings. In Petersaurach (Germany), a new air sealing system at the loading dock reduces both heat loss and the need for heating energy; in addition, the cooling supply was optimized.

In Wasserburg am Inn (Germany), the focus in 2024 was on using solvent vapors generated during printing processes to produce process heat. Cooling supply and compressed air systems were also optimized to be more efficient.

Even simple actions help save energy: consistently switching off unnecessary utility units and regular preventive maintenance provide additional savings, which we actively leverage.

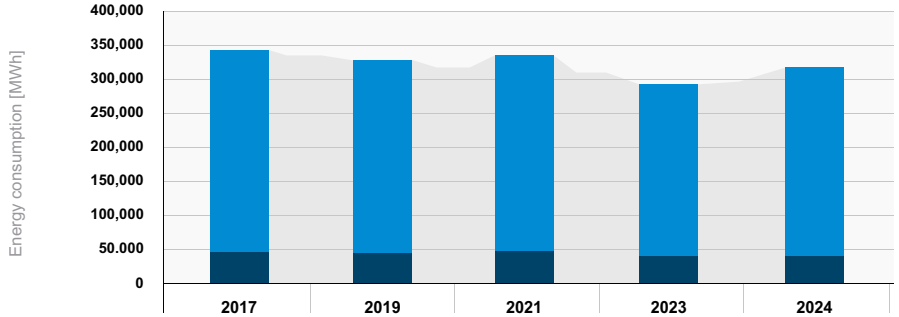
In 2024, the total energy consumption of RKW Group was about 320 gigawatt hours – of which roughly 85% was electricity, 12% was natural gas, and 3% came from other energy sources.

Energy Consumption by energy source 2024 in MWh*



** Due to the insignificance (<1%), only the consumption of the main energy sources (natural gas, propane, heating oil) is stated here.*

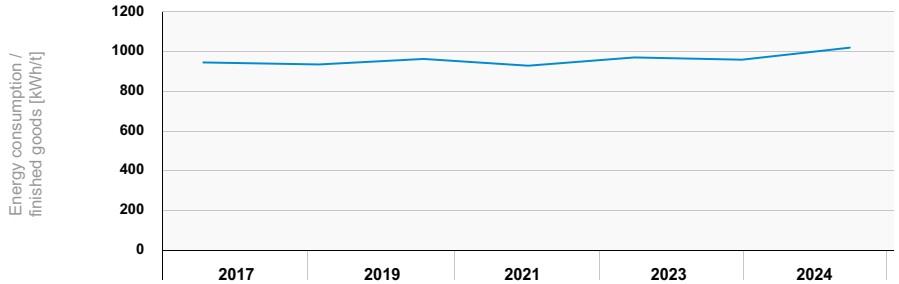
Absolute Energy Consumption 2017-2024*



	2017	2019	2021	2023	2024
Secondary Energy	297,490	283,659	287,851	252,268	273,068
Primary Energy	44,829	44,522	47,591	41,157	42,994

Progression over the years 2017-2024

Energy Intensity*



	2017	2019	2021	2023	2024
Energy Intensity	941	960	966	1016	999

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In addition to tracking our absolute energy consumption, we also measure our energy efficiency using an Energy Performance Indicator (EnPI), which expresses energy consumption per metric ton of product (kWh/t). Despite the variety of efficiency measures implemented, our EnPI has fluctuated slightly over time, even as absolute energy use has declined. These fluctuations are driven by a range of factors, such as higher outside temperatures leading to increased cooling requirements, varying plant utilization rates, and more frequent changeovers due to shorter or more varied production runs.

GHG Emissions, Scope 1&2

The Greenhouse Gas (GHG) Protocol – an internationally recognized standard for tracking greenhouse gas emissions – distinguishes between Scope 1 and Scope 2 emissions. Scope 1 refers to direct greenhouse gas emissions from sources that we own or control. Scope 2 comprises indirect emissions that arise from the purchase of electricity, steam, heat, or cooling – emissions that occur outside our direct sphere of influence but are closely tied to our production processes or infrastructure.

GHG emissions are typically reported in carbon dioxide equivalents (CO_2e), a unit that makes it possible to compare the climate impacts of different greenhouse gases.

Until 2020, our calculation of Scope 1&2 emissions was based on the consumption and resulting emissions of our primary energy sources (natural gas, propane, oil, electricity, district heating). Since 2021, reporting and calculation of Scope 1&2 emissions have followed the GHG Reporting Protocol and the “operational control” approach; this includes all our production sites as well as our headquarters.

Comprehensive data collection enables us to focus our efforts precisely where the greatest potential for CO_2 reduction lies. To ensure comparability over time, where emissions data was previously unavailable or could not be reproduced, data from 2021 was carried back to previous years. Wherever possible, market-based emissions were calculated using information provided by our energy suppliers. For emissions from stationary and mobile combustion, the emission factors from the German Federal Office for Economic Affairs and Export Control were used. Sites closed or divested since 2017 have not been included in recalculations, per the requirements of the GHG Protocol Corporate Standard.

By purchasing guarantees of origin for renewable energy and implementing a range of energy efficiency measures, we have been able to reduce our CO_2 emissions by over 70,000 metric tons, or approximately 55%. This means we have significantly surpassed our strategic goal of reducing CO_2 emissions by 50% compared to the 2017 baseline.

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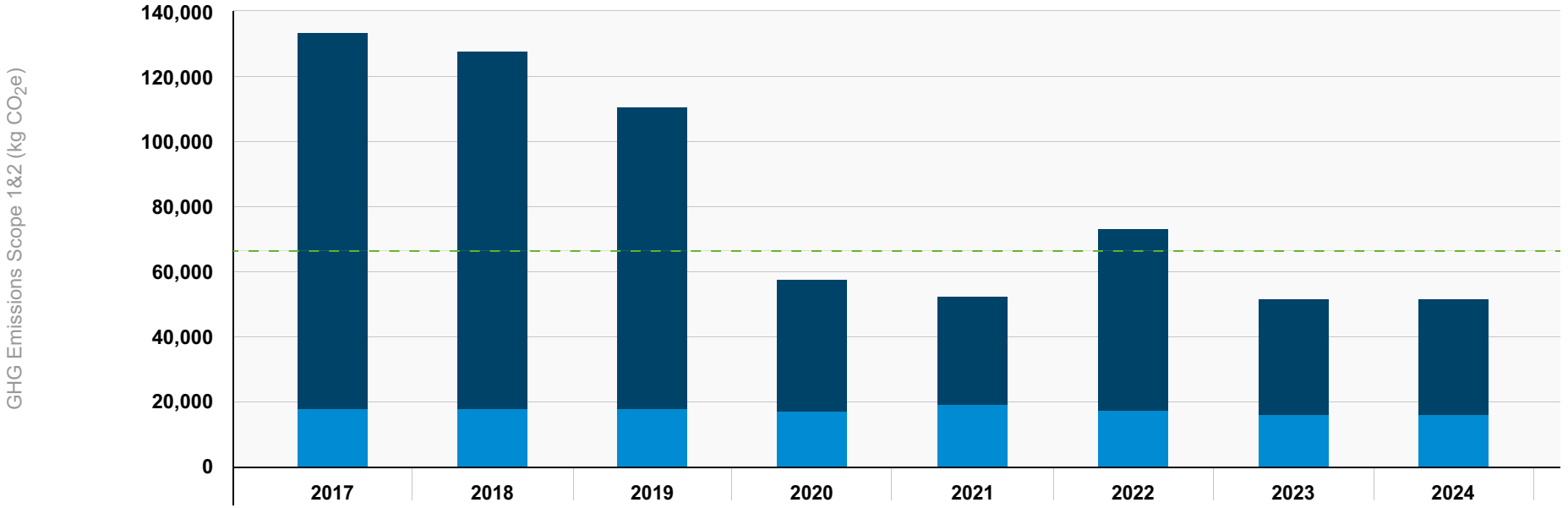
Absolute GHG Emissions Scope 1&2 (Market Based) 2017-2024**



	2017	2018	2019	2020	2021	2022	2023	2024
Scope 2	114,926	109,406	92,2218	39,749	33,030	55,023	38,016	42,517
Scope 1	17,983	18,051	17,991	17,636	18,948	17,640	16,914	16,979
Target Strategy 2025	66,455	66,455	66,455	66,455	66,455	66,455	66,455	66,455

*** Historical data may be recalculated to align with updated methodology.*

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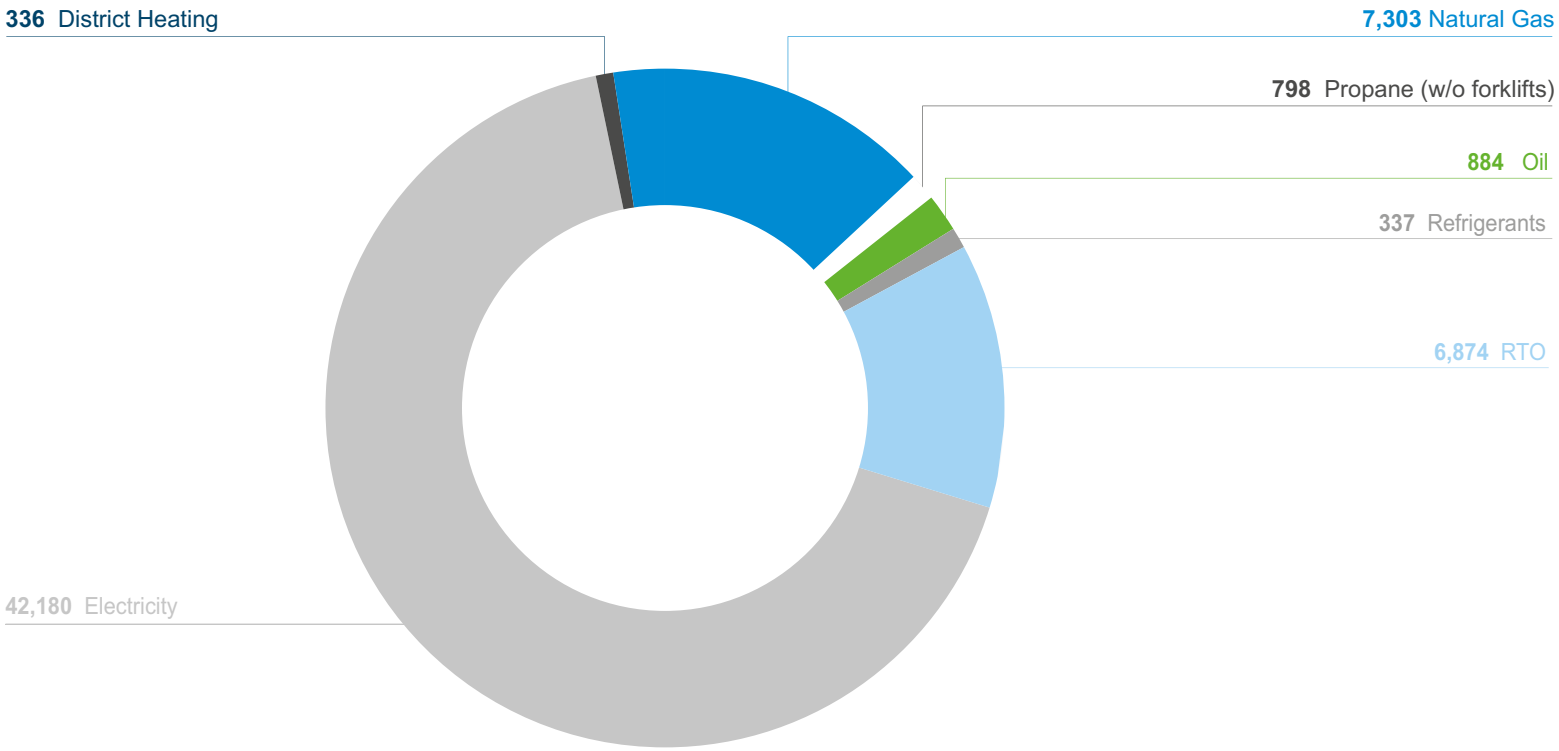
Scope 1&2 GHG Emissions (Market Based) by Emission Source 2024 [t CO_2 eq]



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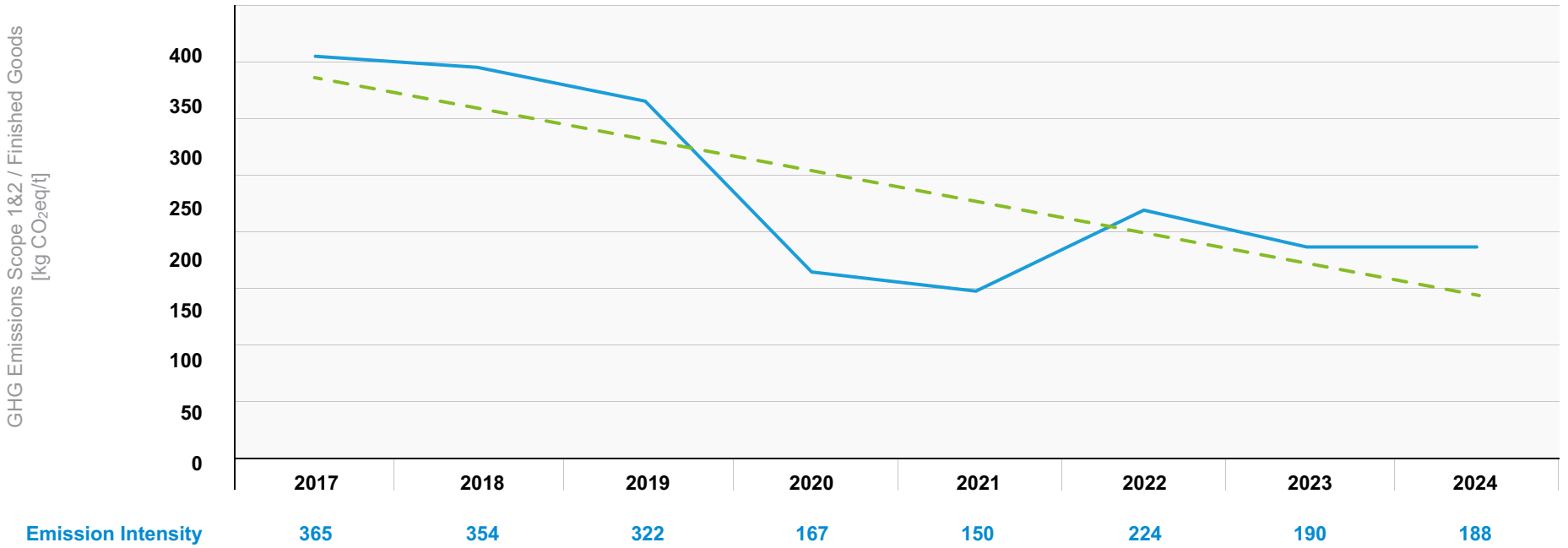
Emission Intensity 2017-2024**



	2017	2018	2019	2020	2021	2022	2023	2024
Emission Intensity	365	354	322	167	150	224	190	188

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GHG Emissions (Scope 3)

We are currently measuring and evaluating our Scope 3 emissions. Scope 3 covers all indirect emissions from sources that are neither owned nor directly controlled by our company. This includes emissions from both upstream and downstream activities in the value chain associated with our business operations.

Over the past several years, we have continuously enhanced the monitoring and refinement of our Scope 3 data with the help of specialized software. Initial results, which are also included in the validated environmental statement for our site in Gronau (Germany), show that Scope 3 emissions account for approximately 95% (market based) of our organization's total attributable emissions. Around 80 to 90% of these (preliminary figures) fall under category 1: "Purchased Goods and Services." As key downstream Scope 3 categories still need to be evaluated, we are not publishing detailed figures at this time.

To assess the Scope 3 category "Employee Commuting" pursuant to the GHG Protocol, we conducted an internal, representative employee survey at all sites and across all countries in 2023, collecting both commute distances and transportation modes. The final assessment indicates that categories like "Employee Commuting," due to their relatively small share of total company emissions, do not currently warrant further examination. Such evaluations like this allow us to focus our efforts on the most significant areas of impact.

We are already working actively to reduce these relevant emissions. Potential reductions can be achieved especially through the efficient use of consumables and packaging materials. Further information about our "Reduce, Reuse, Recycle" initiatives can be found in section – *5. Circular Economy.*

At our Kalefeld (Germany) site, we are increasingly utilizing thermal transfer printers each year. Particularly for small production batches, these printers help minimize setup time and ink use, and optimize pre-treatment and post-treatment of solvents.

We have also optimized our internal storage capacities to reduce the need for external warehouses, thereby cutting down on additional transportation. In close consultation with our customers, we continuously adjust order sizes to maximize transport load efficiency.

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At Kalefeld, enhancing on-site storage capacity for solvents enables our logistics teams to receive deliveries in larger batches, thereby reducing the frequency of required shipments. Carefully planned freight logistics at our site in Ho Chi Minh City (Vietnam) also ensure efficient handling of inbound and outbound goods.

Because the majority of our total emissions fall within Scope 3 – outside our direct sphere of influence – we work closely with relevant stakeholders to reduce emissions across the entire product lifecycle. The greatest leverage for plastics processing companies lies in the choice of raw materials. Using sustainable feedstocks provides a direct contribution to promoting a circular economy – see *5. Circular Economy* for more information.

Product Protection

Product losses along the value chain have a significant environmental impact. The packaging material chosen must therefore ensure that such losses are kept to an absolute minimum. Lifecycle analysis – a systematic assessment of the potential environmental impact and energy balance over the full lifecycle of a product, process, or service – supports the selection of appropriate packaging materials.

Recent research from the Institute for Energy and Environmental Research in Heidelberg has shown that polyethylene-based bags, such as our FFS sack RKW ProVent®, can prevent at least 2% more product loss during transport and storage compared to conventional packaging. This is particularly significant for CO_2 intensive products like cement. FFS PE bags offer substantial advantages over paper bags thanks to their protective and barrier properties (e.g., tear resistance and moisture protection), minimizing product losses and thereby reducing overall environmental burden. Further information can be found in section *2. Products and Markets*.

Air Quality Control

To ensure our production processes generate the lowest possible emissions, we use Regenerative Thermal Oxidizer (RTO) systems to incinerate Volatile Organic Compounds (VOC) from our printing operations,

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in line with local legal requirements. In addition to emissions from the combustion of fuels such as gas and oil for heat and steam generation, CO_2 emissions from thermal post-combustion constitute a significant share of our direct (Scope 1) emissions.

We continuously optimize our RTO systems – not only to maintain clean air, but also to maximize energy efficiency, ideally achieving autonomous operation without the need for additional fuels like gas. We also continue to expand our systems for recovering heat from RTOs. Exhaust air from post-combustion is regularly monitored to ensure compliance with all legal thresholds.

In the past year, we commissioned a new RTO system at our Chamboeuf (France) site to meet future requirements in the printing sector.

Environmental Protection Actions

Local environmental initiatives by our global employees are a key component of our annual sustainability campaign. Teams across various sites are engaged in improving and maintaining their local environments, for example, via litter collection campaigns or landscaping projects. Our headquarters, also actively participates in local sustainability initiatives, such as creatively redesigning public spaces during community volunteer days. Further actions include the establishment of flower meadows and orchards as well as the construction of insect hotels – often initiated and implemented by our trainees – to foster biodiversity and embed sustainable practices into daily work life.

Additional projects, such as the installation of composting systems, are also being carried out to enable onsite, eco-friendly processing of organic waste.

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Water and Marine Resources

Strategy

The responsible and economical use of water is of great importance to RKW.
We are continuously working on improving our water efficiency and water protection and have planned the following measures:

- Further intensification of water monitoring and reporting
- Reduction of water withdrawal intensity
- Prioritization of water efficiency measures based on the water risk assessment

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Water Withdrawal and Use

In recent years, we have made our internal water reporting processes more efficient in order to gain a comprehensive overview of water usage and consumption at all sites.

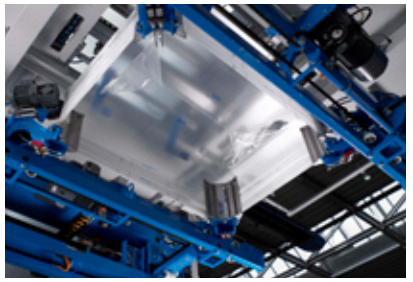
The majority of our annual water withdrawal is used for cooling extrusion plants, steam generation, our recycling plants, and as sanitary water. Most of the water we use comes from the municipal water supply, while another portion (mainly for cooling purposes) is taken from groundwater.

In addition, at our site in Ho Chi Minh City (Vietnam), rainwater is used for watering plants and cleaning the production area.

Water Consumption and Discharge

Only a small proportion of the water withdrawn is actually consumed, mainly through evaporation in cooling systems and steam generation. Most of the extracted water is fed into the municipal sewage system or returned to the groundwater cycle. The wastewater produced can be discharged without further treatment or purification, as it is free from additives or chemicals, which is ensured by regular wastewater analyses. Since 2024, the surface water at our site in Kalefeld (Germany) has also been monitored for potential contamination, and in Chamboeuf (France), an underground system for taking water samples has been installed to ensure the quality of the discharged water.

In total, water withdrawal from municipal water supplies by RKW Group amounted to around 120,000 cubic meters in 2024. This means that we were able to reduce absolute water withdrawal by around 35,000 cubic meters, a reduction of around 23% compared to 2017. In relation to the finished goods produced (water intensity), we have also seen an improvement compared to 2017.



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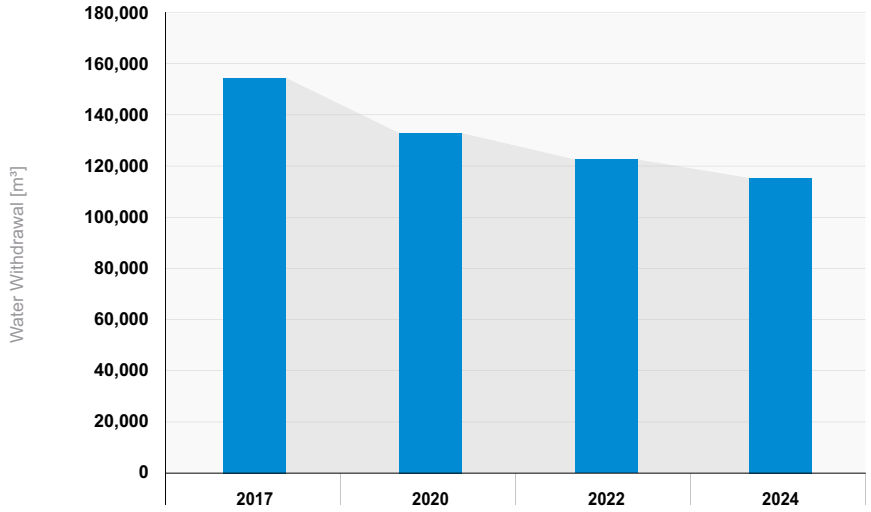
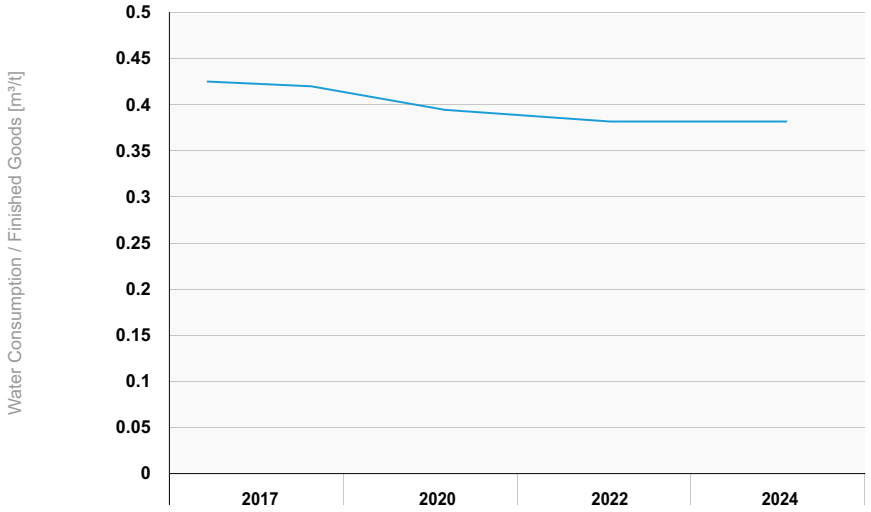
Absolute Water Withdrawal (Municipal Water Supply) 2017 – 2024



Water Withdrawal	154,313	135,933	120,678	118,392

Progression over the years 2017-2024

Water Itensity



Water Intensity	0.424	0.396	0.373	0.374

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Water Efficiency

Our sites are continuously implementing improvement measures to withdraw and consume as little water as possible: In 2024, for example, an evaporative cooling system at our site in Petersaurach (Germany) that was not optimally designed was dismantled and replaced with a much more efficient cooling circuit. Our site in Saultain (France) carries out close leakage checks to consistently prevent water loss.

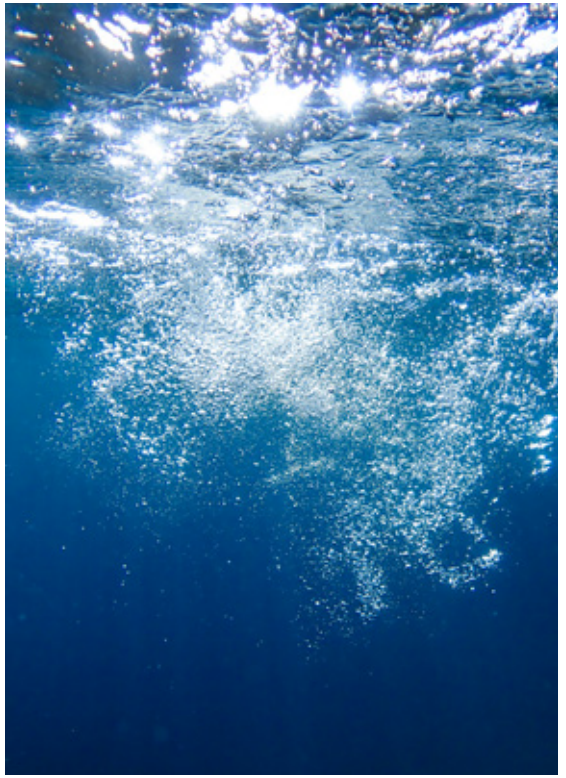
Water Risk Assessment

Against the backdrop of climate change and the resulting rise in temperatures, the availability of fresh water is expected to decrease. As part of our commitment to sustainability and responsible resource management, we have carried out a comprehensive Water Risk Assessment for our operating sites. The assessment provides us with crucial information to ensure the long-term resilience of our company and promote sustainable practices.

The WWF Water Risk Filter, a recognized tool for analyzing and assessing water-related risks, is used to classify potential risks at our sites. This assessment helps us to identify physical, regulatory, and reputational risks that may arise from water scarcity, quality, and regulatory changes.

The initial analysis identified specific risks that depend on local water availability and quality. For the 2024 reporting year, the Water Risk Assessment identified a “medium risk” for only one of our sites in accordance with the WWF Risk Filter’s categorization of water stress (due to an increased risk of flooding).

Based on the regularly updated results, we will set strategic priorities and implement specific measures to minimize these risks. In this way, we not only have a positive impact on the environment and society, but also ensure the continuous efficiency and sustainability of our operational processes.



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Zero Pellet Loss

The “Zero Pellet Loss Initiative” is an initiative of the industry association Plastics Europe and the German Chemical Industry Association (VCI), and part of the global “Operation Clean Sweep®” project.

The aim is to reduce plastic waste in the oceans. Even though plastic pellets make up a very small proportion, RKW Group is raising awareness of the issue at all sites, and with suppliers and logistics partners. We follow the rules and specified measures of the “Zero Pellet Loss Initiative” and ensure that our plastic pellets, powder, and flakes do not end up in waste or wastewater. We are actively looking for ways to reduce the release of plastic pellets into the environment during production, storage, transportation, and processing. The corresponding measures are continuously monitored and optimized. In addition, training courses are held for employees at our sites. Furthermore, we collect so-called “spilled granulate”, which is generated during cleaning measures in production, for recycling. These measures enabled us to return over 105 tons of granulate to the plastic cycle in 2024.

Circular Economy and Resource Utilization

RKW Group is one of the leading manufacturers of high-quality film solutions and is deeply committed to advancing the circular economy. Our primary goal is to use resources – particularly plastics – more efficiently, minimize waste, and keep plastic products in closed material loops over the long term. With a comprehensive set of measures, RKW is actively driving the transformation from linear to circular business models.

We take responsibility for developing more sustainable plastic products and are actively contributing to building a circular economy. In doing so, we strive to preserve and further improve the positive properties of this essential raw material. Our actions are guided by the principle of “Reduce, Reuse, Recycle”.

What we do

Through innovative, sustainable product design, our employees around the world optimize resource consumption, reduce environmental impacts throughout the entire lifecycle, and facilitate recycling and the use of recycled materials. Our research and development teams collaborate with raw material producers and machinery manufacturers, are involved in industry associations, and regularly develop new or improved materials inspired by input from across the entire value chain. The requirements for these solutions vary greatly depending on regional markets and product segments. In Europe, for example, there is particularly strong demand for sustainable packaging film solutions. In 2024, we once again evaluated all of our research and development (R&D) projects based on sustainability criteria, with the aim of ensuring that future products also meet ever-increasing sustainability requirements.

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Sustainable Product Design

Thinner Films – Lower Resource Consumption

Plastics are derived from petroleum and are therefore based on a finite fossil resource. At all our sites and across our entire product portfolio, we are committed to using this valuable resource as efficiently as possible. The most important lever is what is known as “downgauging” – the production of increasingly thinner films that remain just as high-performing. We achieve this through the use of innovative materials, improved raw materials, optimized formulations, and state-of-the-art production facilities. In addition, we develop internal components and control systems, and we provide our production employees with regular, in-depth training.

Together with our suppliers and customers, we test innovative processes and continually develop new or modified types of film in all product groups. An outstanding example of successful downgauging is our ultra-thin, breathable RKW HyCare® and Aptra® films, which we have supplied to customers in the hygiene segment for years. These films save primary raw materials and also offer benefits such as higher processing efficiency and a significant reduction in transport emissions. In the area of feminine hygiene, downgauging has enabled us to reduce raw material usage by up to 25% compared to conventional products. Overall, in the past 20 years, we have halved the average grammage of our backsheet films and continue to work on further optimizations.

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Design for Recycling

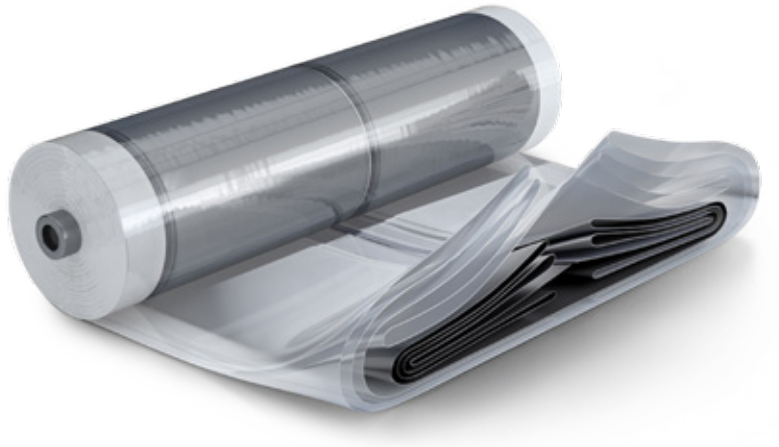
A fully functioning circular economy depends not only on the comprehensive recycling of plastic products, but also on designing products that are easy to recycle. Under the concept of "Design for Recycling," our development teams work on new and improved formulations that enable easy sorting and recycling.

One example from the agricultural sector is Polydress® TWISTA Green – a smart combination of silage and underlay film on a single roll, featuring increased recycled content. Made from polyethylene (PE), Polydress® TWISTA Green is fully recyclable. Thanks to a patented 2-in-1 folding technology, both films can be applied to a silo in a single step. This saves 50% of the labor time compared to applying two separate films, improves film placement, and reduces the risk of holes and tears during application. This significantly contributes to maintaining excellent silage quality – another important step toward the efficient and reliable protection of valuable resources.

Biobased Raw Materials

In addition to fossil resources, alternative materials are increasingly being used in plastic production. These include plastics made from sugarcane or other renewable raw materials, which have a significantly lower carbon footprint compared to petroleum-based plastics, since the plants absorb CO_2 from the atmosphere as they grow. There is a growing focus on raw materials that originate from waste or by-products from other industries – such as forestry or agriculture – which do not compete with food production.

In 2024, we successfully produced small batches for selected customers using ISCC PLUS certified raw materials derived from food industry waste, marking a first for our company.



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Use of Recycled Materials

To maximize resource efficiency, we are increasingly focusing on the use of recycled materials in our production. We share our extensive expertise in recycling and recycled materials with our customers, working together to continuously increase the proportion of secondary raw materials used. At the same time, we carefully tailor the expected visual and technical properties of our products to our customers' specific requirements. This results in customized solutions that combine the highest possible recycled content with optimal film quality.

A successful example of using recycled materials is our multipack shrink films. We believe that single-use films can have a viable future if they are not only lightweight and fully recyclable, but also made from recycled plastics. Our multipack solutions feature a high percentage of recycled content, reduced film thickness, and reliable product protection. Depending on customer needs, we manufacture these films using different rPE blends (PCR and PIR) and, thanks to our partnership with Dow, also with recycled materials sourced from household waste. For example, we offer a fully recyclable film containing 35% household waste material and up to 70% PCR overall, which is excellently printable and reduces the carbon footprint by up to 70%.

Transparency and traceability throughout the value chain are essential when using recycled materials in production. We ensure the origin and content of the recycled materials we use are clearly and reliably documented. Our efforts are recognized externally: in 2022, our French sites in Ville le Marclet and Chamboeuf received the MORE (MObilisés pour REcycler) label for their commitment to recycling. In 2023, both sites also had selected multipack shrink films certified by LNE (Laboratoire National de Métrologie et d'Essais), an international organization based in France that certifies products, services, and management systems. For example, shrink films containing up to 100% recycled polyethylene were certified.

In 2023, our sites in Kalefeld (Germany) and Ho Chi Minh City (Vietnam) received RecyClass certification, which confirms that our products contain a specified percentage of post-consumer recycled (PCR) or post-industrial recycled (PIR) material.

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At the beginning of 2024, our sites in Nordhorn and Petersaurach (Germany) were also certified. RecyClass is an industry-wide initiative that helps companies improve the recyclability of plastic products, boost the traceability of plastic waste, and increase the acceptance of recycled plastics. Certification of recycled content can help mitigate increasing plastic product taxes and the impact of Extended Producer Responsibility (EPR) systems adopted in various countries, thereby maintaining competitiveness. For customers in Belgium and Scandinavia, we have also developed FFS and stretch hood film formulations with over 30% certified recycled plastic, which have significantly reduced costs for our customers.

At the end of 2022, our site in Kalefeld (Germany) also received the RAL quality mark, providing verified proof that it can implement formulations using recyclates sourced from household collections. The first product produced was a trash bag for household waste, made of at least 40% recycled material from the yellow bag collection system. In 2023 and 2024, further process optimizations were implemented, and additional film products using this challenging but promising material were developed.

At our production sites in Michelstadt (Germany) and Hoogstraten (Belgium), we process large amounts of post-consumer and post-industrial waste from other manufacturing and retail companies into high-quality agricultural films that protect crops and increase yields. Additionally, for years, we have participated in the ERDE initiative, which collects and recycles used agricultural films – helping close the materials loop, conserve resources, and ultimately reduce CO_2 emissions. In 2024 alone, ERDE members collected and recycled 39,940 tons of agricultural films and other agricultural plastics. This represents over 60% of all films sold in the German market and corresponds to a saving of 37,258 tons of CO_2 – the equivalent carbon-binding potential of more than 2.6 million trees. With this recycling rate, we fully comply with the “Voluntary Commitment to Take Back and Recycle Used Agricultural Films” submitted to Germany’s Federal Ministry for the Environment (BMUV) in 2019. The ERDE initiative further commits to collecting and recycling over 75% of all silage and stretch films introduced to the German market by 2027.


RecyClass

RECYCLED CONTENT TRACEABILITY CERTIFICATE

RKW Vietnam Ltd.
Lot 22, Road no. 3, Tan Tao Industrial Park Tan Tao A Ward
Binh Tan District - Ho Chi Minh City
Vietnam

Has been assessed in accordance with the Audit Scheme Version 1.0 in line with EN 15343:2007 and has the required procedures in place in order to ensure the traceability of recycled plastics incorporated in products listed in the attached Annex.

Type of products:
films, bags

Type of process or operation:
Converter, Converter - blowing, Producer

Transparency in the Use of Sustainable Raw Materials

To increase transparency in the use of sustainable raw materials and counteract “greenwashing”, various procedures have become established in the industry in recent years, such as ISCC PLUS certification (International Sustainability and Carbon Certification). ISCC PLUS certification ensures that, across the entire value chain that no more sustainable raw materials are sold than are actually produced. After the certification of our sites in Petersaurach (Germany) and Saultain (France) in 2022, the sites in Pori (Finland), as well as Gronau (Germany) and Wasserburg am Inn (Germany), in 2024 followed. Thanks to these certifications, new sources of sustainable raw materials are now available, opening up new marketing opportunities for our sustainable film solutions.

GUTcert
AFNOR Group

ISCC PLUS Certificate

Certificate Number: ISCC-PLUS-Cert-DE104-51232301

GUT Certifizierungsgesellschaft für Managementsysteme mbH Umweltgutachter
Eichenstraße 3b, 12435 Berlin, Germany
certifies that
RKW SE - Zweigniederlassung Gronau
Deppelstraße 16, 48599 Gronau, Germany

complies with the requirements of the certification system
ISCC PLUS
(International Sustainability and Carbon Certification)

This certificate is valid from 01.09.2023 to 31.08.2024.

The site of the system user is certified as:
Converter

The scope of the certificate includes the following chain of custody options:
Mass balance

Berlin, 31.08.2023
Place and date of issue

GUTcert
Stamp, Signature of issuing party

The issuing Certification Body is responsible for the accuracy of this document.
Version / Date: 1 / 31.08.2023

intertek
Total Quality. Assured.

ISCC PLUS Certificate

Certificate Number: ISCC-PLUS-Cert-ID218-20230145

PT Intertek Utama Services
Beltway Office Park, Building A, 2nd floor,
Jl. Ampera Raya No. 9-10 Jakarta 12550, Indonesia
certifies that
RKW Finland Oy
Ulasoorinte 185, 28600 Pori,
Finland

complies with the requirements of the certification system
ISCC PLUS
(International Sustainability and Carbon Certification)

This certificate is valid from 03.07.2023 to 02.07.2024

The site of the system user is certified as:
Converter

The scope of the certificate includes the following chain of custody options:
Mass Balance

Jakarta, 03.07.2023
Place and date of issue

PT. Intertek Utama Services
Stamp, Signature of issuing party

The issuing Certification Body is responsible for the accuracy of this document.
Version / Date: 1 (No adjustment) / 03.07.2023

Recycling and Reuse – Internal Recycling of Production Waste

We utilize production scrap in a variety of ways – within a single production process, between different processes, or even across different sites. Every RKW site has its own recycling facilities, where production scrap is processed into high-quality regranulate. Both offline and inline procedures are used. Offline recycling means that scrap is sorted and labeled during production, then collected, and finally recycled. Inline recycling, on the other hand, uses special low-throughput extruders attached directly to the production machines. They capture unused edge trims, reprocess them into regranulates, and feed them directly back into the production process.

Additionally, all sites strive to increase the proportion of recycled materials. Valuable film waste, whether generated internally or purchased from external sources, should be classified as easily as possible by the type of raw material used – for instance, through careful inspection of incoming waste at the goods receiving area. This makes it easier to reutilize it in higher-quality products. Using new laboratory extruders, such as those at the Kalefeld (Germany) site, both incoming and in-house recyclates can be tested for their properties and for the presence of contaminants. Any deviations are detected immediately, so appropriate measures can be quickly taken to ensure consistent product quality.

Inter-site cooperation leads to additional synergies: If, for technical or regulatory reasons, scrap cannot be utilized in production at the site where it is generated, the resulting regranulate is made available to other sites within RKW. In 2024, several sites also focused on optimizing their recycling equipment and associated processes – for example by adjusting the intervals for filter changes.

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Avoidance of Production Waste, Consumables, and Packaging Materials

The avoidance of production waste is one of our most important measures – not only to protect the environment and conserve natural resources, but also to contribute to sustainable growth. The most effective levers to reduce waste generated during production are optimized quality monitoring and the minimization of downtime.

At nearly all production sites, the film webs produced are monitored online for potential defects that could cause large-scale faults or the deterioration of print quality in subsequent production steps. Through modern quality control systems and additional optimization measures, we were able to reduce our production waste rate by 12% between 2018 and 2024.

At the Michelstadt (Germany) site, over 500 tons of production waste were avoided through improved production planning and processes. The switch to automatic filter changers for compounding, recycling, and extrusion equipment also led to a significant reduction in downtime – and thus in the amount of production waste generated. Such technical modifications are particularly important when processing mechanical recyclates, as these materials often contain more impurities that need to be filtered out, requiring more frequent filter replacements.

Employee training also plays a key role in avoiding production waste. For example, in 2024, optimized options and processes for waste sorting were developed at our sites in Ho Chi Minh City (Vietnam), Kalefeld (Germany), Saultain, and Chamboeuf (France), together with employees from all departments. The importance of this topic was further emphasized through daily site walk-throughs, intensive workshops, awareness campaigns, and internal competitions.

Reuse

Wherever possible, we prioritize the reuse of materials – for example, in the packaging of our products. At the Saultain (France) site, a return system for packaging materials has been established in cooperation with several customers. In addition, plastic pallets and cardboard cores are repaired and reused on site instead of being replaced with new ones. In the first year of implementation, 2023, this allowed us to save 5,000 meters of cardboard cores and 200 pallets. Return systems for pallets also exist at nearly all German RKW sites.

The principle of reuse is also reflected in our products. One example is the RKW HyJet® crop cover, which reliably protects plants from wind, dirt, wildlife, and fungal infection. Thanks to its manufacture from hydroentangled spunbond nonwoven, it offers significantly higher tear and puncture resistance and improved elasticity compared to conventional crop covers. These properties enable it to be used over multiple harvest seasons – unlike traditional single-use solutions, which typically last only one season.

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Investments in Innovation and Technology

For years, we have been continuously investing in efficient and innovative technologies to reduce energy and resource consumption at our production sites and to systematically expand the circular economy for plastics. This includes expanding our recycling capacities and reducing production waste.

When production waste cannot be reused at the same site or in the same product due to quality requirements, the broad product portfolio and internal network of RKW Group offer various options for further processing and recycling the material at other sites.

In 2023, we invested in a new washing unit for our existing recycling line at the Hoogstraten (Belgium) site. This unit is specifically designed to remove contaminants such as metals, particularly from externally sourced film waste – thereby reducing impurities in the recyclate and preventing damage to the recycling equipment. Given the extensive use of recyclates, a laboratory extruder was also installed at the Chamboeuf (France) site to test incoming recyclates for quality before production.

Investments in state-of-the-art blown film extrusion and printing systems, converting equipment, and quality monitoring systems are essential for further increasing the share of regranulates and innovative raw materials. These technologies also enable the production of especially thin yet highly efficient films. The use of multilayer extruders allows the integration of recyclate even in films with high quality requirements. At several sites, we have invested in advanced multilayer extrusion equipment that, among other things, produces recyclable mono-PE films for the food and cosmetics industries – meeting all standards for product protection and design.

The new equipment enables innovative raw material combinations and formulations, making it possible to further reduce film thickness or reuse even more resources. With automatic plant regulation and digital quality monitoring, such as thickness profile control or 100% print inspection, machine operators can respond quickly to process or quality deviations and effectively reduce production waste.

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Safety and Health

When it comes to safety, we promote the principle of “Safety First“ or “Never Compromise on Safety“ at all sites worldwide. The health and safety of employees at work are our focus. The overarching goal is “Zero Accidents“.

We are convinced that technical measures and adapted behavior can reduce risks and permanently eliminate potential causes of accidents. However, some accidents are simply due to human error. In order to specifically avoid these, the “Golden Safety Rules” apply at all our sites. These working principles summarize best practices that cover the greatest risks and potentially dangerous situations in our company.

RKW’s Global Safety Strategy

In 2024, we rolled out the RKW Global Safety Strategy. It aims to align the entire organization with the most important safety issues. Implementation is now taking place step by step.

The focal points are:

- 100% employee involvement – at RKW, everyone is responsible for safety.
- Deployment of the safety standards developed by the Lead sites to the roll-out sites.
- Elimination of the top three safety losses.
- Implementation of three standards at all sites:
  - Leadership Safety Behavior Observation System (BOS)
  - Stop Think Act (Safety Trigger)
  - Lock-Out-Tag-Out (LOTO) with Zero Tolerance.

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- Implementation of on-site workshops to build the necessary skills:
  - Job Safety Analysis (JSA)
    90 employees trained and qualified globally
  - Root Cause Problem Solving (RCPS)
    210 employees trained and qualified globally
  - Consistent management practices that demand zero tolerance
- Follow-up of the implementation at sites
- Review and assessment of the safety standards

Safety Prevention

Trained Safety Managers assess the risks and evaluate potential hazards at all sites and in all work processes. At our site in Kalefeld (Germany), the risk of mental stress is also deliberately included in the risk assessments. This results in a variety of measures and tools to ensure workplace safety, such as ergonomic workplace equipment, 5S work design, alarm systems, safety training, root cause analysis, and Personal Protective Equipment (PPE).

In addition to specific safety instructions on prevention, fire safety training and first aid training enable a professional and calm response in the event of an emergency. In addition to the legal obligations, all colleagues in Helsingborg (Sweden) received first aid training, while all employees at the Kalefeld and Nordhorn sites (both in Germany) received practical and theoretical training in the use of fire extinguishers. Our colleagues in Kalefeld and Michelstadt (Germany) are particulary characterized by their close cooperation with the local volunteer fire department and their own plant fire department – Michelstadt even received a new fire engine in 2024.

Working conditions, such as noise and air quality, are regularly monitored both internally and by external experts to protect our employees and neighboring communities. Our sites in Helsingborg (Sweden), Petersaurach, and Kalefeld (Germany) have implemented various programs to further reduce noise in 2024. Colleagues who are exposed to noise pollution despite these measures are given hearing protection. At the sites in Nordhorn (Germany), Saultain and Ville le Marclet (France), production employees are given individual specific hearing protection to make it easier to wear on a daily basis.

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Technical measures ensure that workplace air quality standards are met, and emissions are continuously improved. For example, the ozone produced during the pre-treatment of our films is precisely measured at our site in Kalefeld (Germany) and used for preventive maintenance and leakage checks. The impact on air quality due to solvent-based vapors, e.g., from printing processes, is constantly being reduced, for example at our sites in Pori (Finland) and Ho Chi Minh City (Vietnam). Dust generated by mineral raw materials, edge trimming, and regeneration is also monitored and reduced wherever possible and necessary, e.g. at our sites in Helsingborg (Sweden) and Ho Chi Minh City (Vietnam).

Another focus is on the storage and handling of hazardous substances: New hazardous substance storage facilities have been set up at the sites in Pori (Finland), Gronau, and Petersaurach (Germany). Our site in Kalefeld (Germany) provides specific training to ensure the appropriate handling of hazardous substances and the detection of potentially occurring gases. In Petersaurach (Germany), in addition to a new substitution test for hazardous and water-polluting substances, the prevention and emergency management system was also revised.

An electronic legal register for the areas of occupational safety, environment, and energy has been introduced at all German sites to comply with legal requirements.

KPIs

We monitor our progress in the area of occupational safety through:

- “Leading KPIs“, which should be as high as possible and measure the implementation of preventive measures.
- The lowest possible „Lagging KPIs“, which count accidents.

The Leading KPIs we track include progress on the number of Behavior Safety Observations, Zero Cut, Lock-Out-Tag-Out (LOTO), evacuation drills, thermography, etc.

The goal of “Zero Accident“ is regularly pursued using the following lagging indicators:

- TRI (Total Recordable Incidents)
- TRIFR (Total Recordable Injury Frequency Rate).

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Zero TRI

We are convinced that safety must be firmly anchored in the minds of all employees at all sites. For this reason, an internal safety competition is held every year: The “Zero TRI Award“ and “Zero LTA Award“ (Lost Time Accident) are given to all sites where no accidents have occurred for one year.

In 2024, the “Zero TRI Gold Award“ was presented to our site in Nordhorn (Germany) for two years without TRI, and the “Zero LTA Blue Award“ went to our sites in Helsingborg (Sweden), and Franklin, KY (USA) for four and two years without LTA.

Safety of Visitors and Contractors

To ensure not only the safety of our employees, but also that of all contractors and visitors, we have given all external parties access to our online training system to train them on our local hazards and safety measures. Our contractors are familiarized with our "Golden Rules for Occupational Safety", PPE usage requirements and risk assessments. In addition, no hazardous work may be carried out without the necessary permits.

Health

Maintaining the health of our employees is our top priority. RKW uses prevention and health promotion measures to keep its employees fit and to prevent absences.

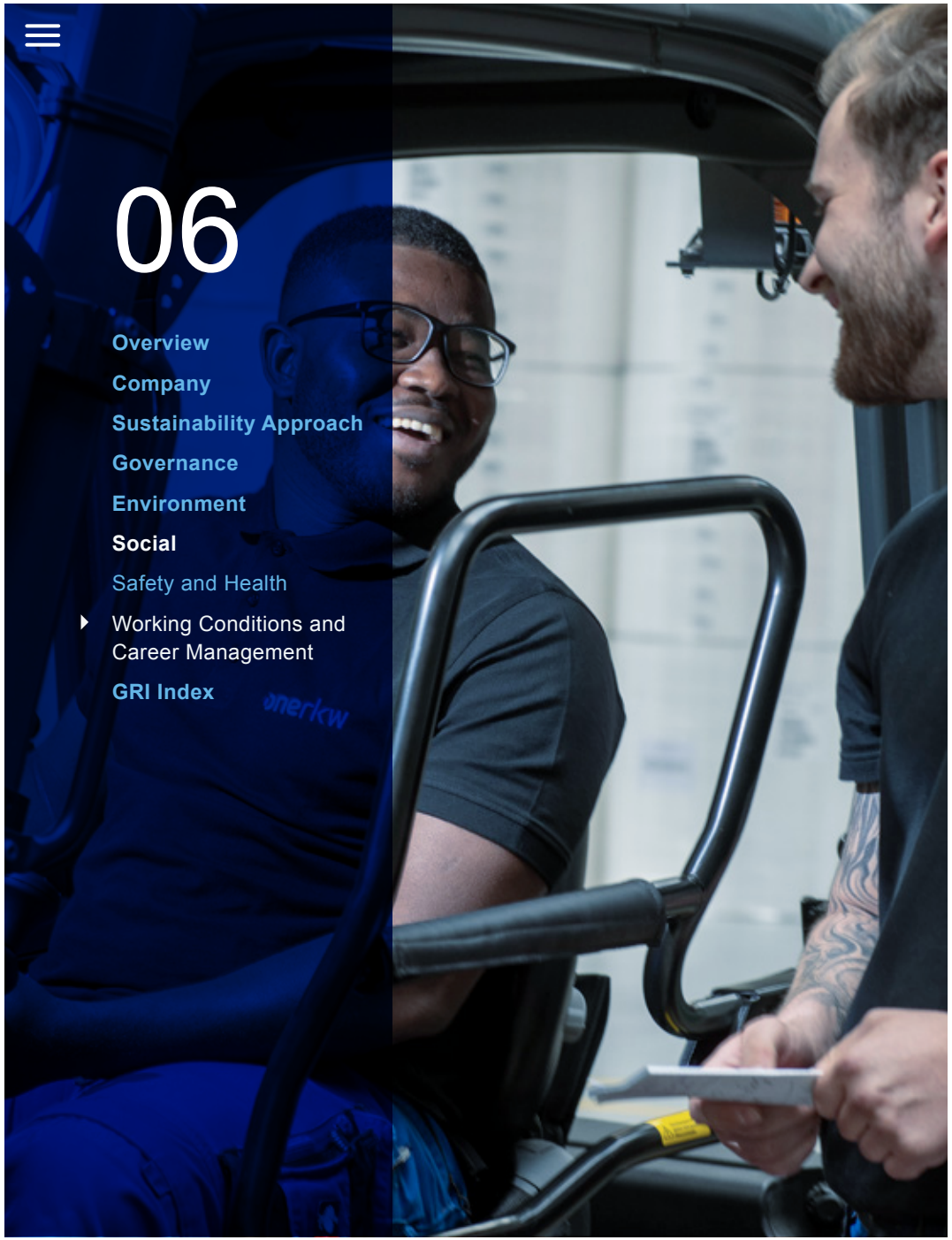
As part of the occupational health management (BGM), which is regulated by a collective agreement, local campaigns are offered, such as voluntary flu-vaccination, healthy food in the canteen, such as fresh fruit, salads or free mineral water. RKW also supports physical activity, e.g. through the "Cycle to Work" campaign, a job bike and discounted access to gyms. Our plant in Helsingborg (Sweden) has its own gym that can be used free of charge. At our site in Ho Chi Minh City (Vietnam) employees are given healthy, refreshing drinks made from herbs or yogurt during the hot season to help them stay healthy despite the high temperatures.

Our sites in Michelstadt (Germany) and Hoogstraten (Belgium) organized safety days in 2024 to highlight topics such as stress and relaxation for shift workers, information on personal health management (such as BMI, blood pressure, spinal health and stress) and road traffic hazards to promote individual health, in addition to mandatory occupational safety. Our site in Pori (Finland) held a training session on promoting well-being in the workplace, while our colleagues in Ho Chi Minh City (Vietnam) organized program on maintaining mental health.

We find solutions to important issues

with EAP, we support our employees in the workplace and beyond

In addition, our sites in Europe and Vietnam receive occupational health services, including regular appropriate and preventive medical check-ups (e.g. for VDU workstations or working at heights) in accordance with local regulations. If employees fall ill for a longer period of time, RKW supports them in their subsequent reintegration. As part of the new Employee Assistance Program (EAP), RKW has been providing its employees and their families with free and anonymous advice on health, professional, and personal issues since 2023, as well as helping to arrange specialist appointments.



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Working Conditions and Career Management

Career Management and Communication

At RKW, career management begins with recruitment: vacancies are advertised internally and externally, and the process leading up to recruitment is transparent and clearly defined. We attach particular importance to treating applicants fairly and without discrimination, and assessing them impartially on the basis of objective evaluation criteria. After being hired, all new employees undergo an induction process tailored to their position and receive bi-annual performance reviews. An individual development and career plan is drawn up with them in order to achieve the goals agreed with the manager. In accordance with the “open door“ policy, discussions on development potential and suitable offers can be obtained at any time. External professional service providers support us with job rotations, international assignments, or the organization of the annual external workshops for the purchasing department, for example. Internally, we offer training on feedback, language courses, and department-specific workshops. Transparency and open communication are crucial to retaining employees in the long term and to retaining and expanding expertise. We therefore promote direct and interactive contact with our employees at all levels, for example through our intranet ONERKW, employee surveys, or virtual events with our Executive Management Board members and internal experts. These provide an opportunity to ask questions and openly address points of criticism.

In an ever-changing world, investing in employees is the key to success. From recruitment and talent development to the further development of leaders, we offer various programs to enable employees to take on new challenges and reach their full potential.

Performance Process

We regularly evaluate employees’ individual performance in a structured appraisal process. This takes place in three stages, from the target agreement, the mid-year review and the year-end review. At the beginning of the year, employees and managers formulate measurable goals in an open dialog. The mid-year review serves to identify opportunities

and challenges in the course of the project or in the implementation of tasks, to adjust the objectives if necessary, and to support the achievement of objectives if required. Another important part of the annual appraisal process is the "Individual Development Plan", which documents the employee's individual development and career aspirations. Employees and managers jointly define development goals and determine which measures are necessary to achieve them.

Systematic Succession Planning

We systematically continue to identify talent, development potential and readiness for new roles to further develop our talents. To this end, we carry out a structured process every two years to achieve the following:

- Identification of business-critical positions and individuals for the purpose of personnel risk management,
- Retrospective evaluation of personnel development,
- Determination of the actual need for succession on the basis of existing vacancies,
- Overview of talent potential and determination of the corresponding willingness to change,
- Creation of development and action plans for identified talents (e.g., training/mentoring, role changes across departments, business units, and sites).

Mentoring Program

Talented employees can take part in the internal mentoring program. Participation is also possible by submitting a letter of motivation. We follow the concept of a guided mentoring pathway that

pairs mentees with mentors who are not their direct supervisors and who may come from a different area of the business to promote perspective, networking, and personal reflection. Learning objectives include developing appropriate skills to improve effectiveness, communication, and interaction with other sites and countries. The aim is also to strengthen the ability to continuously develop in order to meet new challenges.

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Leadership Development Program

Our leadership development programs are aimed at managers at all levels with direct management responsibility. They are designed to support and develop them in their leadership roles. In interactive sessions, participants enhance their knowledge of key leadership skills such as communication, delegation, and conflict resolution, and share their experiences. We promote a culture of continuous learning and development to empower participants to lead with confidence, create an inspiring work environment with satisfied and motivated employees, and thus drive the success of the company.

Employee Training

RKW uses the UWEB training system to provide all compliance and safety training for immediate online access by employees. The system ensures that all training courses are tracked and issues training certificates for all employees.

Diversity, Equity & Inclusion (DEI)

RKW is committed to the universal DEI goals (Diversity, Equity, Inclusion): promoting diversity, recognizing and eliminating disadvantages, as well as realizing equal opportunities. This includes involving people with different cultural and social backgrounds, world views, age structures, political and sexual orientations, as well as mental and physical aspects. We see diversity and inclusion as both a social obligation and an economic opportunity, because diverse teams are more productive and better able to break down entrenched structures – to the benefit of employees and the company.

By signing the Diversity Charter and introducing a global DEI policy in July 2021, we emphasized our commitment in this area. In 2022, we surveyed our employees anonymously to determine the current situation. The systematic succession planning and mentoring program described above were inspired by this survey. We pay particular attention to cultural diversity

and the promotion of women. We currently have 48 different nationalities in our global team and 28% women in management, with the aim of further increasing the proportion of women in leadership positions.

Almost 30% women in RKW management positions

An important step in the right direction that we continue to take.

To promote an inclusive corporate culture, we have also set up a DEI core team, which draws up corresponding action plans, organizes workshops and training sessions to raise awareness of DEI issues, and monitors our progress.

Working Conditions and Employee Representation

We support employee representatives in all countries in which we operate. In Germany, there are works councils at all production sites as well as a general works council. In accordance with EU law, we also have a European Works Council. A collective agreement on working conditions has been concluded in the form of a collective bargaining agreement between the parties, whereby two collective bargaining landscapes exist for RKW in Germany: one for chemical companies and one for plastic packaging companies. Depending on the site, collective agreement, local conditions, and laws, we offer our employees a wide range of additional benefits, such as health insurance at our European sites or healthcare insurance in the U.S., as well as supplementary long-term care insurance, a company pension scheme, continued payment of wages in case of illness, accident insurance, maternity protection, parental leave and time off for training. Compensation is always significantly higher than the local minimum wage thanks to our affiliation with the collective bargaining associations.

Employees‘ working hours generally comply with local working time legislation and are also generally based on collective agreements. At the same time, compensatory time off for overtime (overtime reduction through shift off or flexitime) is also regulated by company agreements.

In addition, all employees who are not tied to a shift system for production reasons have the opportunity to organize their working hours flexibly. Together with the option of working part of the week remotely (where possible), this offers employees a high degree of flexibility in organizing their working hours.

A particular strength of RKW is the commitment and connectedness of our employees to the company. We value honest feedback and encourage our employees to contribute their ideas. In 2024, a global employee survey was conducted. 53% of our employees took part in the anonymous survey, which was conducted in all company languages. The survey included both multiple-choice and open-ended questions. Employees shared their thoughts and ideas in over 1,700 comments. The results are

transparently shared with employees in workshops and town hall meetings at all locations. Site-specific measures are developed in collaboration with employees to drive positive change. In the future, the employee survey will be conducted every two years, with a smaller pulse check survey in the intervening years.

Human Rights

As an international company, RKW is aware of its responsibility to respect human rights. We are therefore committed to respecting human rights in our own business activities and working to prevent risks in our global supply and value chain. In doing so, we align our business activities with the internationally recognized United Nations Guiding Principles on Business and Human Rights, which form the basis for our Human Rights Declaration:

- United Nations Universal Declaration of Human Rights,
- Principles of the UN Global Compact
- OECD Guidelines for Multinational Enterprises,
- Core labor standards of the International Labour Organization (ILO),
- European Convention for the Protection of Human Rights and Fundamental Freedoms.

The Human Rights Officer oversees and monitors potential human rights-related risks within the organization. This responsibility is carried out in close collaboration with Human Resources (HR) Representatives at various sites, ensuring thorough identification and evaluation of potential human rights issues.

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The Human Rights Officer ensures that risks and potential human rights violations are addressed appropriately, manages prevention, complaint, and remediation procedures, and informs the Executive Management Board.

All of our 14 sites are regularly assessed for the following risks:

- Labor rights violations, including issues related to working conditions, wages, and hours,
- Discrimination based on race, gender, age disability or any other protected characteristic,
- Harassment and bullying in the workplace,
- Health and safety conditions to ensure a safe working environment for all employees,
- Freedom of association and the right to collective bargaining,
- Any form of forced labor or child labor.

Through regular assessments and continuous collaboration with HR Representatives, the Human Rights Officer ensures that the organization remains vigilant and proactive in safeguarding human rights across all operations and locations. Our efforts to comply with human rights are supported by external assessments, such as from EcoVadis and SEDEX. Various RKW sites are certified in accordance with SMETA (Sedex Members Ethical Trade Audit).

In addition to respecting human rights, we also focus on due diligence in the supply chain (see *4. Supply Chain Due Diligence Act*). This enables us to meet the requirements of the above-mentioned principles throughout the entire value chain.

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Outlook 2025

In the coming year, we will further align our sustainability strategy with international standards. A key step in this process is setting science-based climate targets in accordance with the Science Based Targets initiative (SBTi) to further increase the transparency of our climate action.

After reviewing our strategy, we will realign our objectives and, in addition to our climate goals, place greater emphasis on circular economy and social responsibility. We are also continuing to prepare for the requirements of the Corporate Sustainability Reporting Directive (CSRD) and will expand and refine our reporting accordingly.

These actions reinforce our commitment to sustainability and ensure we are well prepared for increasing societal and regulatory expectations.

GRI-Index

Statement of Use	RKW Group has disclosed the information listed in this GRI content index for the period January 1 - December 31, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	References and comments
GRI 2: General Disclosures 2021	2-1 Organizational details	Preface, Company Profile, Governance Organization
	2-2 Entities included in the organization's sustainability reporting	Key Figures, Legal Structure
	2-3 Reporting period, frequency and contact point	Imprint
	2-4 Restatements of information	Climate Change
	2-6 Activities, value chain and other business relationships	Key Figures and Company Profile, Products and Markets, Our Approach to Sustainability, Governance Organization, Circular Economy
	2-7 Employees	Key Figures and Company Profile, Social
	2-8 Workers who are not employees	Safety - Safety of visitors and contractors
	2-9 Governance structure and composition	Key Figures and Company Profile, Governance Organization
	2-11 Chair of the highest governance body	Governance Organization
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Organization
	2-13 Delegation of responsibility for managing impacts	Governance Organization
	2-14 Role of the highest governance body in sustainability reporting	Governance Organization
	2-15 Conflicts of interest	Governance Organization
	2-16 Communication of critical concerns	Governance Organization
	2-22 Statement on sustainable development strategy	Our Approach to Sustainability

	2-23 Policy commitments	Governance Organization
	2-24 Embedding policy commitments	Governance Organization
	2-25 Processes to remediate negative impacts	Govenance Organization
	2-26 Mechanisms for seeking advice and raising concerns	Governance Organization
	2-28 Membership associations	Memberships
	2-29 Approach to stakeholder engagement	Our Approach to Sustainability
	2-30 Collective bargaining agreements	Working Conditions & Career Management
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Approach to Sustainability
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Governance Organization
	205-2 Communication and training about anti-corruption policies and procedures	Governance Organization
	205-3 Confirmed incidents of corruption and actions taken	Governance Organization There has been no incidents of corruption involving our organization, our employees, or involving contracts with business partners in the reporting period.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance Organization
GRI 207: Tax 2019	207-1 Approach to tax	The RKW Group is committed to comply with all tax regulations in all countries in which it operates.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Efficiency
	302-3 Energy intensity	Energy Efficiency
	302-4 Reduction of energy consumption	Energy Efficiency
	302-5 Reductions in energy requirements of products and services	The products and services we sell do not consume any energy during the use phase of their life cycle.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water & Marine Resources
	303-2 Management of water discharge-related impacts	Water Consumption and Discharge
	303-3 Water withdrawal	Water Withdrawal and Use
	303-4 Water discharge	Water Consumption and Discharge
	303-5 Water consumption	Water Consumption and Discharge

GRI 305: Emissions 2016	305-1 Direct (Scope1) GHG emissions	GHG Emissions, Scope 1&2
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions, Scope 1&2
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions, Scope 3
	305-4 GHG emissions intensity	GHG Emissions, Scope 1&2
	305-5 Reduction of GHG emissions	GHG Emissions, Scope 1&2
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Economy
	306-2 Management of significant waste-related impacts	Circular Economy
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Working Conditions & Employee Representation
	401-3 Parental leave	Working Conditions & Employee Representation
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health & Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Safety & Health
	403-3 Occupational health services	Safety & Health
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safety & Health
	403-5 Worker training on occupational health and safety	Safety & Health
	403-6 Promotion of worker health	Safety & Health
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety & Health
	403-8 Workers covered by an occupational health and safety management system	Safety & Health
	403-9 Work-related injuries	Safety & Health
	403-10 Work-related ill health	Safety & Health
RI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employees are offered a wide variety of learning and development opportunities
	404-2 Programs for upgrading employee skills and transition assistance programs	Working Conditions & Career Management
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Key Figures and Company Profile, Working Conditions and Career Management

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