

**SUSTAINABILITY  
REPORT  
2024**

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# ABOUT THIS REPORT

As a family-run global company, we at Storopack take sustainability seriously and therefore attach great importance to maintaining and improving quality of life for future generations. Sustainability encompasses many dimensions. This report exclusively explains Storopack's activities with regard to environmental, economic, and social sustainability.

## INFORMATION ABOUT THE REPORT

This sustainability report covers activities relating to the fiscal year from January 1 to December 31, 2024. The focus is on non-financial reporting.

We have based our approach to sustainability reporting on the Global Reporting Initiative (GRI), aiming to enable all our stakeholders to gain access to standardized, comparable, and consistent information about environment, social, and governance factors related to our business. We want to present our activities and performances in a transparent and clear manner. We have analyzed whether our statements in this report are understandable.

As we are at the beginning of our sustainability reporting journey, we do not currently have complete data to publish for all GRI disclosures that relate to Storopack's business. We are implementing procedures and tools to ensure that we can gather the required data. We are committed to report further data in our future sustainability reports.

This report is structured according to our Corporate Social Responsibility (CSR) approach. We do what is good for the company, its employees and its surroundings. We want to act seriously with intention and pragmatism.

This is what Storopack's CSR approach stands for. In the following chapters, you will get a closer look at our focus areas:

ENVIRONMENT

INNOVATION

PROCUREMENT

SOCIAL

ENGAGEMENT



## DEAR READER,

At Storopack, our overarching objective is to satisfy today's needs without compromising the prospects of tomorrow. Sustainability is a multifaceted concept that addresses environmental, economic, and social concerns, all rooted in the shared principle of ensuring that the well-being of future generations equals or surpasses our own.

As an internationally active family business and a company that celebrated its 150th anniversary in 2024, we recognize our role in shaping a circular economy and reducing environmental impact. That's why we are investing in innovative materials, promote reuse and recycling, and collaborate across the value chain to drive meaningful change.

We have set ourselves the target to source at least 50% of raw materials from recycled or renewable resources for our in-house manufactured products by 2025. In 2024 we were at 49%.

*"In 2024, 49% of the products we manufactured in-house were made from renewable or recycled materials. So we are close to our target to increase this proportion to over 50% by 2025."*

**HERMANN REICHENECKER,  
CEO**

The following Sustainability Report 2024 reflects our progress and our commitment to continuous improvement. We explain our measures and activities which we have already implemented and will continue to expand.

Best regards,

A handwritten signature in dark ink, appearing to read 'Hermann Reichenecker'. The signature is written in a cursive, slightly slanted style.

Hermann Reichenecker,  
CEO, Storopack

# WHO IS STOROPACK

We are an internationally family-run business specializing in protective packaging and technical molded parts. With our Vision & Guidelines we combine innovation and tradition - this is the common thread that guides our daily business. Since the founding of our company, we have been working closely with our customers to meet their needs in the best possible way. We develop the best-fitting packaging solutions for a wide range of industries and consult our customers individually on how to optimize their packaging process.

▶ **Video We are Storopack:**

[www.storopack.com/we-are-storopack](http://www.storopack.com/we-are-storopack)

## INTRODUCTION TO OUR MISSION

Storopack was founded in 1874 as a family business and has been trading as Storopack Hans Reichenecker GmbH, based in Metzingen, Germany, since 1959. Our aim is to provide customers innovative solutions by responding to their needs in the best possible way and offering added value. This enables us to continuously improve the productivity of our customers' protective packaging processes. We live this every day in our mission "Perfect Protective Packaging".

### TWO DIVISIONS

Storopack is organized into two divisions:  
Molding and Packaging.

The Molding Division manufactures tailor-made protective packaging and molded parts, which are used in several industries such as construction and automotive. These are two of our key segments. Furthermore, we offer temperature-controlled packaging for the pharmaceutical industry. The fourth key segment we focus on is food and non-food packaging.

The Packaging Division offers flexible protective packaging in the form of paper padding, air cushions, foam padding or loose fill as well as the automation of packaging lines. The comprehensive analysis of existing packaging processes in terms of speed and flexibility as well as the ergonomics and efficiency of the packing station is also part of equipping our customers to meet their needs. Whether integrating packing stations, complete packaging lines, manual, semi-automated or fully automated packaging systems: our application engineers are continuously developing the protective packaging processes to always offer customers an optimum solution.

**1874** Founded as a tannery

**1959** Storopack Hans Reichenecker GmbH + Co. was founded; Production of packaging for household products made from Styropor®

## CLOSE PROXIMITY TO CUSTOMERS WORLDWIDE

With certified production facilities and locations worldwide, Storopack has a decentralized organization and is always close to its customers. Worldwide, 2,400 employees work at 73 locations in 19 countries. Our products are available in more than 60 countries. In 2024, we had global revenues of 573 € million.

**73** locations

**573** million Euros in revenue

**2,400** employees



### CERTIFIED PLANTS

	2021	2022	2023	2024
Percentage of manufacturing plants with ISO 14001 certification	13%	13%	13%	13%
Percentage of manufacturing plants with ISO 50001 certification	25%	25%	25%	25%

## VISION & GUIDELINES

Values and standards are key to a company's success, providing guidance on how to interact with employees, customers, and business partners and thus creating the foundation for exceptional collaboration. As a global, family-run company, we're aware of our social and economic responsibility, which we actively help shape.

In a global, company-wide process, we have together developed our guiding principles in the Storopack Vision & Guidelines, which form the foundation of our activities and define what Storopack as a company, employer, and business partner represents.

### I. OUR BUSINESS

### II. SATISFIED CUSTOMERS ARE THE BASIS OF OUR SUCCESS

### III. INNOVATION IS FOCUSED ON OUR CORE BUSINESS

### IV. SUPPLIERS CAN BECOME PARTNERS

### V. BUILDING MARKETS WORLDWIDE

### VI. EMPLOYEES ARE THE KEY TO SUCCESS

### VII. EXECUTIVE MANAGERS SET THE EXAMPLE

### VIII. FAMILY-OWNED COMPANY WITH VALUES

#### NEW VERSION WITH A FOCUS ON THE FUTURE

In 2024, managers from all Storopack regions met for a workshop in Metzingen to revise the Vision & Guidelines, which have been in place for almost 20 years. The basis for this was a survey in which all employees had the opportunity to express their opinions and wishes regarding the future Vision & Guidelines.

With the results of the workshop and the findings from the countries, the Vision & Guidelines will now be revised and introduced worldwide at Storopack in 2025.



## **OUR CORPORATE SOCIAL RESPONSIBILITY (CSR)**

At Storopack, our overarching objective is to satisfy today's needs without compromising the prospects of tomorrow. Our approach is to do what is good for the company, its employees and its surroundings. We want to act seriously with intention and pragmatism. Have a closer look at this chapter if you want to get to know our CSR focus areas.



## DEAR READER,

At Storopack, we are thinking about tomorrow, today. Our aim is to ensure the preservation of our environment for our children and future generations through conscious actions at our level.

As Head of Sustainability at Storopack Group, I am honored to support this ongoing journey. I am proud of what we have already achieved and excited about the path ahead. Sustainability is not a new concept for our company - it has been embedded in our identity for many years through our commitment to developing more sustainable products. For us, sustainability is not just a trend, but a core principle guiding how we conduct business and create long-term value for our customers and stakeholders.

We know that meaningful change takes time, and we are moving step by step towards reducing our environmental footprint. With around 75% of our greenhouse gas emissions originating from upstream activities (Scope 3), we are placing a strong focus on minimizing emissions across our value chain by improving the environmental impacts of our products and making progress where it matters most.

Therefore, our 4R philosophy - Reduce, Reuse, Recycle and Renew - is not just a statement. It is an actionable framework that drives our decisions. A proof of this commitment is that by the end of 2024, 49% of our products were made from recycled or renewable materials. So we are right on track to meet our 2025 target to source at least 50% of our raw materials from recycled or renewable resources. There is a clear plan to build on this momentum and continue to push the boundaries of what is possible in sustainable packaging.

Our goal remains clear: to continuously reduce the environmental footprint of our packaging solutions, delivering the right packaging in the right place, where it is needed. Our perfect protective packaging is intended to support and not harm. That is why we work on our design and manufacturing innovations to help us to move towards a more sustainable future.

We have extended the range of our sustainable air cushions with 100% certified recycled films and extra light recycled films. Furthermore, we use up to 100% recycled raw materials or post-industrial and post-consumer waste for products such as rEPS or PELASPAN®. With RENATURE® 3D, we have launched a customized protective packaging made of starch which is completely biodegradable on domestic compost. Find out more about these and other sustainable products in the focus area "Innovation" of this report.

We also continuously review our production processes to minimize emissions. This includes improving energy efficiency in our plants, switching to renewable energy sources and reducing waste. Where necessary, we also purchase green electricity certificates (EAC).

As we continue to make practical progress, our approach to sustainability is becoming more and more embedded across the whole business to ensure that we meet – and in many cases anticipate - future needs, regulations, and customer expectations. We know that ecological and social sustainability go hand in hand. With this in mind, we have continued to drive our Corporate Social Responsibility (CSR) approach forward, achieving meaningful progress and milestones since our last report in 2022. Our central Corporate Sustainability department coordinates the global CSR activities and associated strategies like our Carbon Reduction Program or the Double Materiality Assessment. Furthermore, the department imparts knowledge and represents Storopack in organizations such as CEFLEX or the Alliance to End Plastic Waste (AEPW).

All departments at Storopack are aligned and work together for this approach. Our basis is to make decisions based on facts and communicate them as transparently as possible ensuring that we always avoid greenwashing. If you want to have a closer look at our CSR approach, you will find a detailed introduction on the next page and in the following chapters.

Best regards,



Charles Poisson,  
Head of Sustainability, Storopack

*“We know that ecological and social sustainability go hand in hand. With this in mind, we have continued to drive our Corporate Social Responsibility (CSR) approach forward, achieving meaningful progress and milestones.”*

**CHARLES POISSON,  
HEAD OF SUSTAINABILITY,  
STOROPACK**

## WHAT IS CSR ?

CSR stands for Corporate Social Responsibility. Our CSR approach is to do what is good for the company, its employees and its surroundings. We want to act seriously with intention and pragmatism. The approach is divided into five focus areas: environment, innovation, procurement, social and engagement.

## PERFECT PROTECTIVE PACKAGING

**CORPORATE SOCIAL RESPONSIBILITY (CSR)**  
Basis: Sustainability Means Thinking about Tomorrow, Today.

**INPUT FACTORS:**  
Legislation, Market and Trends



**ENVIRONMENT**



**INNOVATION**



**PROCUREMENT**



**SOCIAL**



**ENGAGEMENT**

**OUTPUT MEASURES:**  
Reporting, Double Materiality Matrix, Carbon Reduction Program



# **INPUT FACTORS**

LEGISLATION, MARKET AND  
TRENDS

## INPUT FACTORS

We want to demonstrate a structured, transparent and compliant approach to CSR at Storopack. To guide our decisions and priorities, we track and evaluate some key inputs, such as legislation, market trends, end-user perception and environmental factors.

CSRD and PPWR frameworks guide and shape our CSR approach by setting regulatory requirements, ensuring that our measures align with both legal standards and stakeholder expectations.

### CSRD

#### WHAT?

- ▶ The Corporate Sustainability Reporting Directive (CSRD) has been adopted on April 21, 2021 by Europe. The main goal of the CSRD consists in increasing the verifiability, accessibility and coherence of non-financial data reporting.
- ▶ Reports must analyze impacts through 12 criteria, in line with the European Sustainability Reporting Standards (ESRS).
- ▶ We will have to report CSRD for the business year 2027.

These 12 criteria are divided into 4 main areas:

#### ENVIRONMENT

(climate protection, circular economy, CO<sub>2</sub> footprint)

#### SOCIAL

(equal opportunities, working conditions, respect for human rights)

#### GOVERNANCE

(corporate ethics, anti-corruption risk management systems)

#### BUSINESS MODEL & STRATEGY

(meet the 1.5°C target under the Paris Climate Agreement, addressing stakeholder interests)

### WHY?

- ▶ To support the European Green Deal commitments and the Sustainable Finance Agenda.
- ▶ To facilitate EU transformation into a sustainable economy and encourage progress towards reaching net zero GHG emissions by 2050.

### PPWR

The Packaging & Packaging Waste Regulation (PPWR) is a new EU regulation and aims to make packaging more sustainable and minimize the impact of packaging waste on the environment. The EU Council officially agreed to the PPWR on December 4, 2024. The regulation goes into effect on February 11, 2025. All EU countries will use it from August 12, 2026. The PPWR will play a key role in how companies design their packaging in the future and take a more conscious approach to its environmental impact. We recognize our responsibility in this regard and therefore ensure that our business practices align with the PPWR. We are optimistic because we already have products in our range that fully meet the PPWR's requirements. Learn more about products such as rEPS and AIRplus® 100% Recycled in the focus area "Innovation".



**More information about PPWR:**

[www.storopack.com/ppwr](http://www.storopack.com/ppwr)



# ENVIRONMENT

INNOVATION

SOCIAL

PROCUREMENT

ENGAGEMENT

## CERTIFIED PRODUCTS MEAN VALUING THE ENVIRONMENT.

Storopack is continuously working to reduce product emissions through sustainable design and the use of low-emission raw materials. Besides other important sustainability certifications, some of our products are certified by:

- ▶ RecyClass
- ▶ ClimatePartner

This strengthens the credibility of our products for our customers through certification by independent organizations.



Did you know?  
Our AIRplus® 100% Recycled films meet the requirements of both certifications.



CO<sub>2</sub>  
measure  
reduce  
contribute

Certified by RecyClass

**100% RECYCLED PLASTIC**

### RecyClass CERTIFICATE

Storopack has received RecyClass certification for its AIRplus® 100% Recycled air cushions and for the recycling process site for the sustainable raw material rEPS.

#### 100% RECYCLED MATERIAL IN AIRplus® 100% RECYCLED FILMS FROM STOROPACK

Our AIRplus® 100% Recycled air cushions are RecyClass certified. The certificate confirms the use of 100% recycled plastic in the entire product line of AIRplus® 100% Recycled films. This makes us one of the first manufacturers to achieve this high standard in the market. The certificate is recognized throughout Europe for all EPR (“Extended Producer Responsibility”) systems. With the AIRplus® 100% Recycled air cushions, we fully support the circular economy, comply with European regulation for plastics and help to avoid negative effects of plastic waste on the environment. The film offers the same excellent protective properties as conventional air cushions made of virgin raw material. The entire value chain is audited by the RecyClass organization before it is certified. The certificate proves that the complete process from the raw material, through production to the sale of the final air

cushions, the materials used consist of 100% recycled plastic. This increases transparency and customer confidence in AIRplus® 100% Recycled film.

### RecyClass CERTIFICATION FOR THE RECYCLING PROCESS OF EPS

The certification confirms the use of 95% recycled plastic in the production of rEPS. This is obtained from both post-consumer (PCR) and post-industrial (PIR) material. It is particularly noteworthy that we used 78% post-consumer material in the year 2024.

Storopack is the first EPS manufacturer on the market to achieve this high standard in the production process with mechanical recycling.



RecyClass

RECYCLING  
PROCESS

EN 15343

**ClimatePartner CERTIFIED PRODUCTS**

Our sustainable air cushions meet all requirements of the ClimatePartner certification.

We are committed to reducing the emissions of our products. To achieve this, we continuously work on sustainable and thoughtful product design, as well as conscious decision-making such as the procurement of low emission raw materials. The “ClimatePartner certified” label confirms this process.

However, it is not possible to avoid all emissions during production and shipment. Therefore, we work together with ClimatePartner to measure and reduce the environmental footprint. For the remaining CO<sub>2</sub> emissions of our AIRplus® Bio Home Compostable and AIRplus® 100% Recycled air cushions, Storopack supports climate projects to restore forests and protect the habitat of wild animals.

AIRplus® Bio Home Compostable:


**ClimatePartner certified product**  
[climate-id.com/SLT71V](https://climate-id.com/SLT71V)

 CO<sub>2</sub> measure  
 reduce  
 contribute

AIRplus® 100% Recycled:


**ClimatePartner certified product**  
[climate-id.com/KSD754](https://climate-id.com/KSD754)

 CO<sub>2</sub> measure  
 reduce  
 contribute

**FOREST PROTECTION PROJECT IN THE AMAZON REGION OF MADRE DE DIOS, PERU**

We support the forest conservation project in the endangered Amazon region of Madre de Dios in Peru. The region is one of the largest and most biologically diverse areas in the world. It is home not only to endangered species of flora and fauna, but also to several indigenous people.

Forests are crucial CO<sub>2</sub> reservoirs and are home to enormous biodiversity, which is important for the survival of all people. In recent decades, however, global forest areas have declined sharply due to settlement, agricultural use, illegal logging and the extraction of raw materials. Forest conservation projects ensure that forests are preserved in the long term and that their protection is more valuable than their deforestation. The climate protection project in the Amazon region of Madre de Dios protects an area of 100,000 hectares and supports the local communities in managing it sustainably.



**THE CLIMATE PROJECT IN RIMBA RAYA PROTECTS THE HABITAT OF INDONESIA'S CRITICALLY ENDANGERED ORANGUTANS**

Until 2024, we also supported Rimba Raya in Indonesia, a project which is dedicated to restoring forests and creating additional habitat for wild animals. Consisting of 64,000 hectares of forest, the Rimba Raya Biodiversity Reserve in southeastern Borneo is home to some of the endangered Borneo orangutans and serves as a buffer zone between palm oil farms and Tanjung Puting National Park. This project reduces greenhouse gas emissions by an average of 3.5 million metric tons of CO<sub>2</sub> annually and has been verified by the Sustainable Development Verified Impact Standard (SD VISta) and AENOR as a contributor to all 17 of the United Nations’ Sustainable Development Goals.

# RESTORING & CONSERVING FORESTS

## OUR CARBON REDUCTION PROGRAM

At Storopack, our aim is to ensure the preservation of our environment for our children and future generations through conscious actions. We want to continuously reduce the environmental footprint of our packaging solutions and provide the right packaging at the right place where it is needed. Our protective packaging is intended to support and not to harm.

### DO YOU KNOW THAT...

We have already introduced several successful solutions on our way to our 2025 sustainability target, where we want to increase the use of raw materials made from recycled or renewable materials to 50%. Whether it is new product launches, product improvements or process improvements, the basis is always our 4R. Among other things, this principle has a positive effect on these key figures, which is why it is an important part of our sustainability strategy.

# 2025

In 2025 we source at least 50% of our raw materials from recycled or renewable resources.

# 2030

We are actively working to reduce packaging waste to meet the PPWR (Packaging and Packaging Waste Regulation) targets by ensuring that all our packaging is recyclable or reusable.

### ? GREENHOUSE EFFECT

The greenhouse effect is a natural process where greenhouse gases (e.g., CO<sub>2</sub>, CH<sub>4</sub>, water vapor) trap heat in Earth's atmosphere, keeping the planet warm enough for life. However, human activities like burning fossil fuels and deforestation increase these gases, intensifying the effect, causing global warming, rising sea levels, and extreme weather, threatening ecosystems and human life.

# 2050 NET ZERO

To be in line with the long term strategy and objective of the European Union, we strive to have net-zero greenhouse gas emissions by 2050.

Provided that various conditions are met by then, for example the availability of green electricity and green gas in all countries we produce.

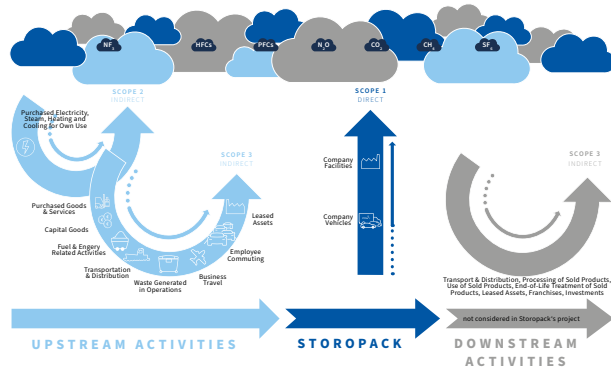
The Paris agreement says that companies should set science-based targets to cut keeping global warming below 2°C, aiming for 1,5°C.

Businesses are urged to increase energy efficiency and switch to renewable energy sources. In addition to that, companies should work toward net-zero emissions by reducing emissions and taking responsibility for the remaining emissions by financially supporting projects like Rimba Raya and Madre de Dios.

# THE DIFFERENCE BETWEEN GHG (GREENHOUSE GAS) AND LCA (LIFE CYCLE ASSESSMENT)

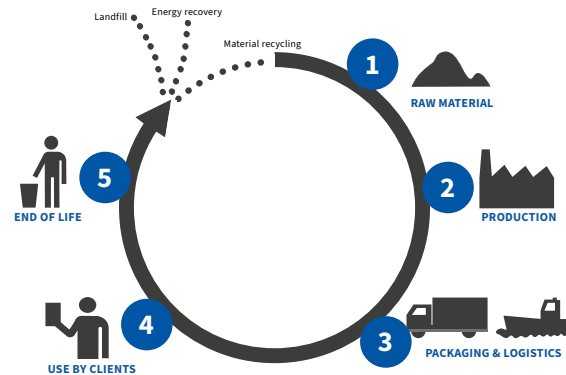
## GHG FOOTPRINTING – FOCUS ON GREENHOUSE GASES

GHG Footprinting (also called carbon footprinting) tracks all greenhouse gas emissions caused by a company’s activities – such as carbon dioxide (CO<sub>2</sub>) or methane (CH<sub>4</sub>). These emissions are expressed in CO<sub>2</sub> equivalents (CO<sub>2</sub>eq.) to make their impact on global warming comparable. The carbon footprint usually covers a specific period, typically one year, showing how much emissions were released in that time.



## LCA (LIFE CYCLE ASSESSMENT) – A FULL LIFE CYCLE PERSPECTIVE

In contrast, Life Cycle Assessment (LCA) looks at the big picture. It is a scientifically robust method for analyzing the environmental impacts of a product across its entire life cycle – from raw material extraction, production and transport, to use and end-of-life (e.g. disposal or recycling). LCA does not focus on a specific time frame but rather on all stages of a product’s life. This makes it especially useful for developing eco-friendly products (EcoDesign).



### WHAT’S THE DIFFERENCE BETWEEN LCA AND GHG FOOTPRINTING?

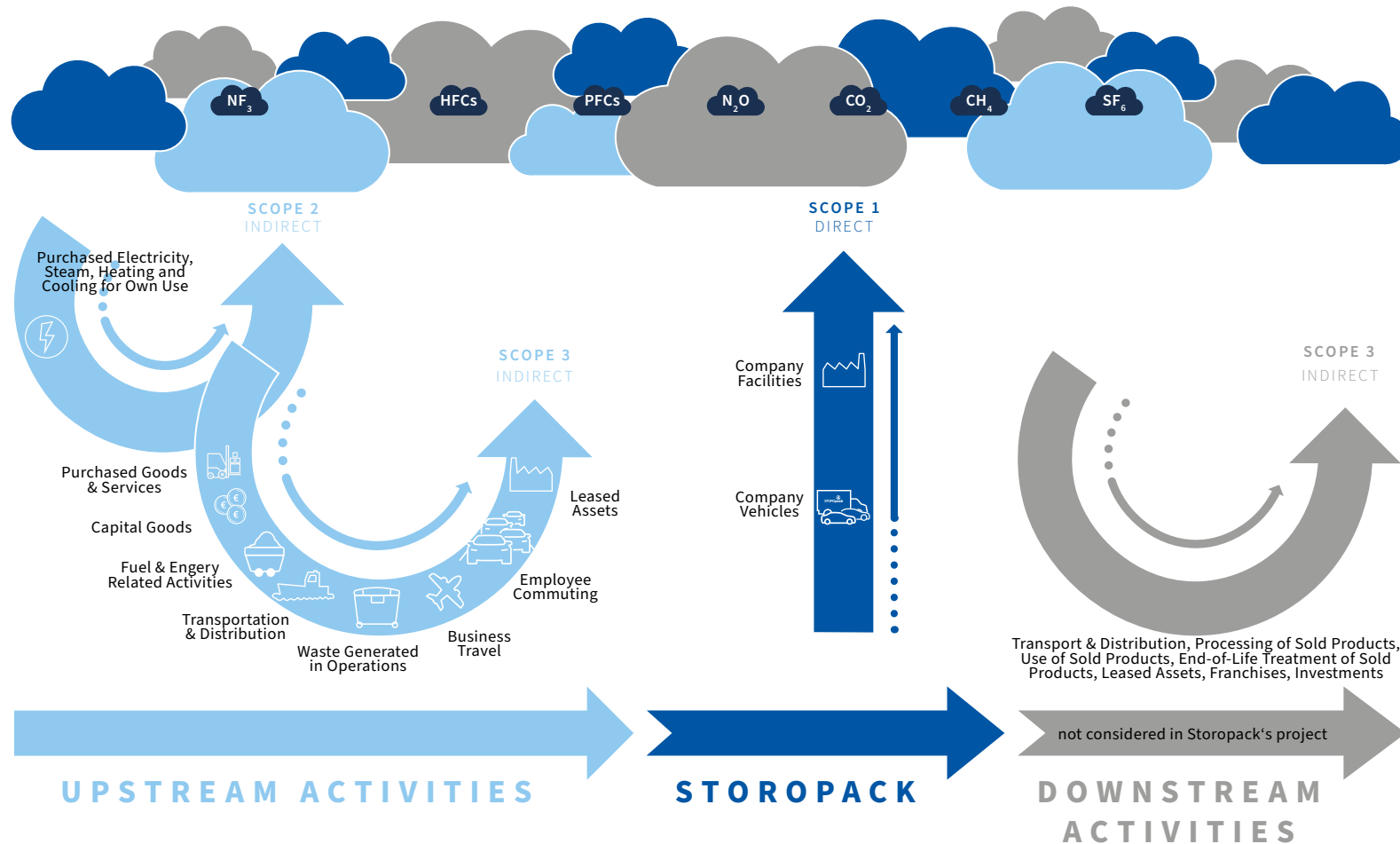
Both the carbon footprint (GHG Footprinting) and Life Cycle Assessment (LCA) are key methods used to evaluate the environmental impact of a product, service, or activity. They help companies take action to reduce these impacts. While both aim to support sustainability, they differ significantly in their focus, approach, and time frame.

### AT A GLANCE

While GHG Footprinting gives an insight of a product’s or company’s climate impact over a certain period (typically one year), LCA offers a more comprehensive view across the entire life cycle. Both methods complement each other – and together, they provide a solid foundation for making sustainable decisions.

# A COMPANY'S GREENHOUSE GASES AT A GLANCE

## GHG FOOTPRINTING



### SCOPE 1 DIRECT EMISSIONS

This includes all greenhouse gas emissions generated directly within the company by its own or controlled sources.

### SCOPE 2 INDIRECT EMISSIONS FROM ENERGY PURCHASES

These include emissions caused by the generation of purchased energy such as electricity and district heating. These emissions are not released by the company itself, but by the energy suppliers.

### SCOPE 3 INDIRECT EMISSIONS FROM THE VALUE CHAIN

This includes all other emissions along the entire value chain that are not caused directly by the company or its energy purchases. Scope 3 is divided into two areas - upstream and downstream.

## OUR APPROACH AT STOROPACK

### 1. DEFINITION OF THE SCOPE OF THE STUDY

Framing of objectives and definition of perimeter to be studied.

### 2. DATA COLLECTION

Identification of all activity data within the defined scope to allow the calculation of GHG emissions.

### 3. ANALYSIS OF RESULTS

Result of the overall GHG assessment and identification of the most contributing items.

### 4. REDUCTION RECOMMENDATION

Prioritization and introduction of ways to reduce GHG emissions.

### 5. IMPLEMENTATION OF MEASUREMENTS

Creation and implementation of a concrete action plan to achieve the defined goals.

### 6. FOLLOW UP

Assessment of whether all measures have been implemented and all targets achieved.

## STOROPACK ROADMAP

As part of our Carbon Reduction Program, we are implementing targeted measures in three key areas: reducing CO<sub>2</sub> emissions, increasing the proportion of recycling, and using green energy.

These priorities help us minimize our ecological footprint and actively contribute to climate protection - for an environment worth living in today and in the future.

### ENVIRONMENTAL PROJETS

For greenhouse gas (GHG) emissions that Storopack cannot immediately eliminate, we financially support environmental projects that reduce or capture an equivalent amount of emissions elsewhere. We use it as a supplementary measure while we work towards our long-term goal of reducing our own emissions. Therefore, we work together with ClimatePartner to measure and reduce the carbon footprint. For the remaining CO<sub>2</sub> emissions of the AIRplus® Bio Home Compostable and AIRplus® 100% Recycled air cushions, Storopack supports different projects. We support Rimba Raya in Indonesia, a project which is dedicated to restoring forests and creating additional habitat for wild animals and the forest conservation project in the endangered Amazon region of Madre de Dios in Peru. This helps to achieve carbon neutrality, but it's important to note that it should not replace direct efforts to reduce emissions at the source.

## SCOPE 1, 2 AND 3 GHG EMISSION

GRI-Code		2021	2022	2023	2024
305-1	Total Scope 1 GHG emissions in metric tons CO <sub>2e</sub>	29.437	34.218	32.565	29.346
305-2	Total Scope 2 GHG emissions in metric tons CO <sub>2e</sub>	20.536	19.052	16.489	15.224
305-3	Total Scope 3 upstream GHG emissions in metric tons CO <sub>2e</sub>	255.267	240.364	207.509	199.183

## PRODUCTS MADE FROM RECYCLED OR RENEWABLE MATERIALS

GRI-Code		2021	2022	2023	2024
301-1, 301-2	Percentage of recycled or renewable materials used in products	34	37	43	49
301-3	Percentage of recycled materials used in products	29	31	37	44

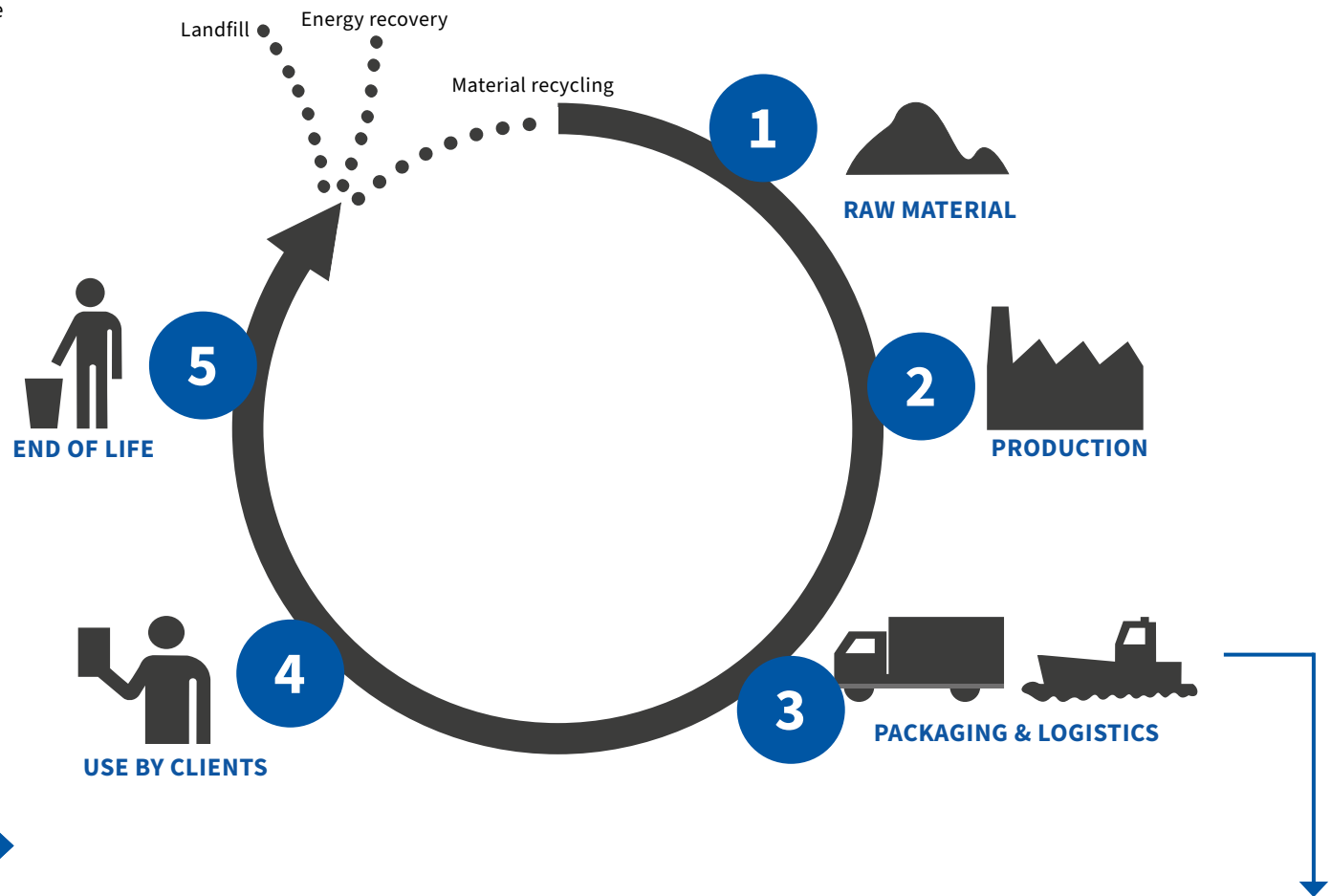
## GREEN ELECTRICITY FOR ALL LOCATIONS IN THE EU

GRI-Code		2021	2022	2023	2024
302-1	Percentage of green electricity via energy attribute certificates (EACs)	-	-	40	30

## EcoDesign (LIFE CYCLE ASSESSMENT TOOL)

EcoDesign is a life cycle assessment tool that evaluates the environmental impact of all our solutions throughout their life cycle. This assessment takes into account all phases, from the extraction of raw materials, through production and use, to disposal or recycling (cradle to grave). Life cycle assessment is a valuable tool for decision-making and sustainability analysis. It helps identify opportunities to reduce a product's environmental impact and improve its overall sustainability.

The result of the analysis is a graph that compares the products characteristics across a range of important indicators, so we can choose more sustainable options.



The result reveals the life cycle assessment of a product, for example, in the form of indicators such as water consumption (m<sup>3</sup>) or the impacts on climate change (kg CO<sub>2</sub> equivalent).

Multiple factors are taken into account during the calculation process:

#### SUSTAINABLE USE

- ▶ WHAT WILL THE PRODUCT BE USED FOR AND FOR HOW LONG?
- ▶ WHAT ROLE DOES REUSABILITY PLAY FOR THE CUSTOMER?

#### RESOURCE CONSERVATION IN PRODUCTION

- ▶ DOES THE CUSTOMER WANT TO USE BIO-BASED OR RECYCLED RAW MATERIALS?

#### RECYCLING

- ▶ HOW CAN THE PRODUCT BE DISPOSED OF OR RECYCLED AT THE END OF THE LIFE CYCLE?

### MAIN INDICATORS



#### CLIMATE CHANGE

This refers to the emissions of greenhouse gases in the air and their effects.



#### OZONE FORMATION

This refers to air pollution caused by emissions (discharges of air pollutants) that occurs under specific meteorological conditions.



#### MARINE EUTROPHICATION

This refers to the increase in the nutrient content of water bodies, which is usually associated with detrimental consequences for the ecology of water bodies and their usability by humans.



#### WATER CONSUMPTION

This refers to the amount of water we need directly and indirectly to manufacture our products.



#### ABIOTIC DEPLETION

This refers to the decay and finite nature of fossil resources.



#### FOSSIL RESOURCES

This refers to the fossil resources required to transport and manufacture our products.



#### PARTICULATE MATTER

This refers to the particulate matter formed primarily and secondarily and the resulting pollution in the air.

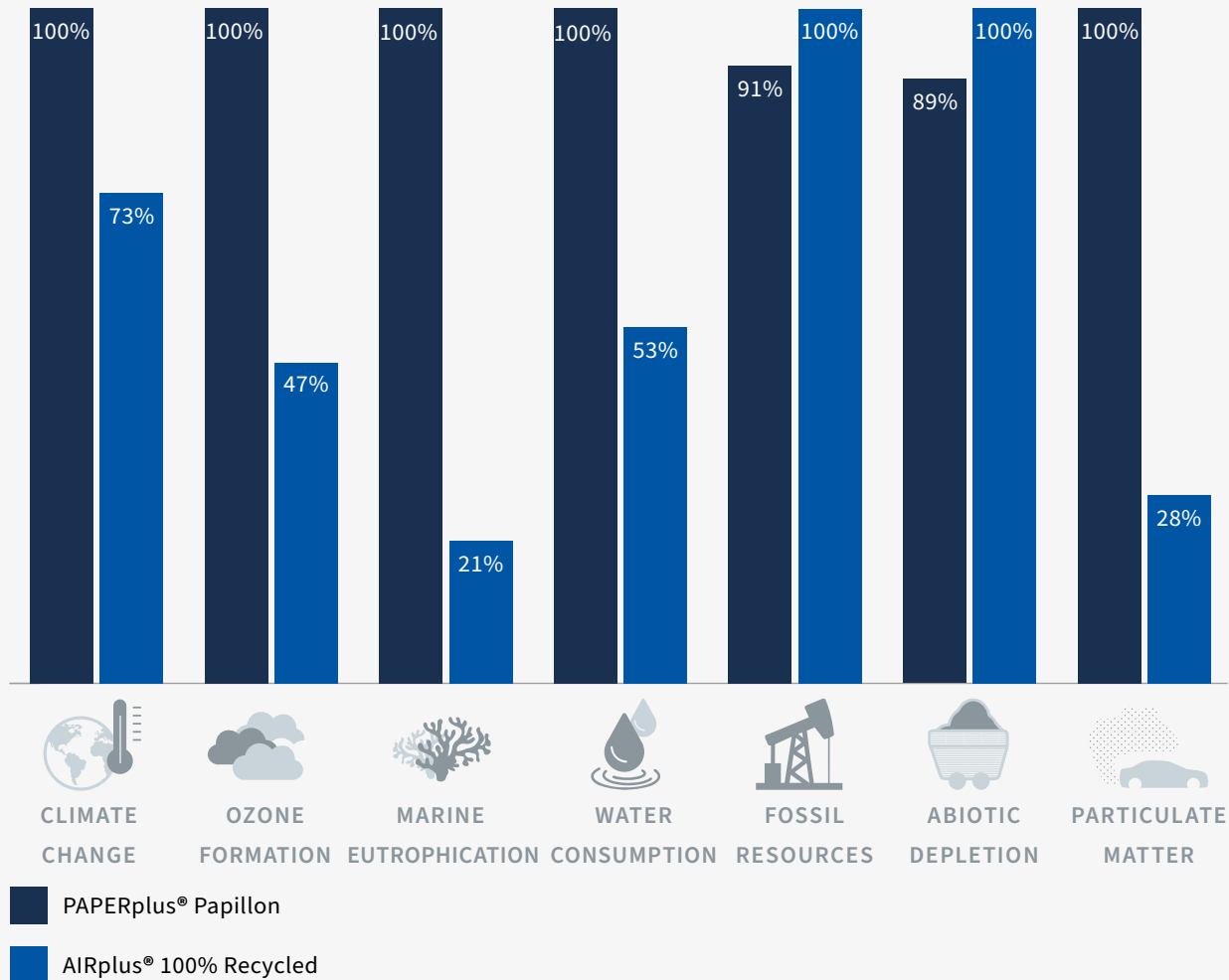
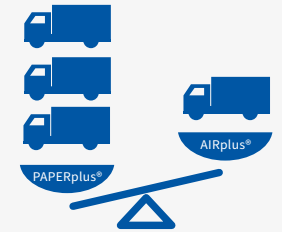
Examples for how the EcoDesign analysis tool is used can be found on the next page.



# PAPERplus® Papillon vs. AIRplus® 100% Recycled

The graph illustrates an exemplary comparison between the use of air cushions and paper cushions in terms of environmental impact and disposal/end-of-life per order. This is a typical case study observed on the market. Due to the different characteristics of the two products, three times more paper padding is needed than air cushioning to pack the same amount of boxes. This is because air cushions consist of 99% air and only 1% film. In addition to that, plastic weighs little which saves resources during transport. Overall, the chart makes it clear that the environmental impact of packaging materials depends heavily on the quantity required for an order. A differentiated approach is therefore crucial in order to choose the most environmentally sustainable option according to specific needs. Actually, most of the time our air cushions have a better environmental footprint than paper cushions.

Especially for our AIRplus® 100% Recycled film, we go one step further: As it is not possible to avoid all emissions during production and shipment, we work together with ClimatePartner to measure and reduce the environmental footprint and support climate projects.

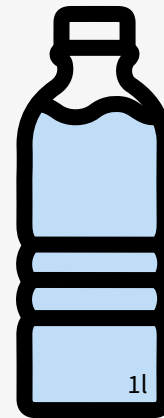


PAPERplus® Papillon  
 AIRplus® 100% Recycled

## PAPERplus® Papillon vs. AIRplus® 100% Recycled

To make the figures in the example on the previous page more tangible, we calculated the equivalents of various environmental savings achieved by opting for one material over the other. However, it always depends on the product that needs to be protected and on the specific application. We consult our customers individually on the best-fitting protective packaging solution.

These equivalencies translate abstract metrics — such as water consumption, climate change, and use of fossil resources — into more relatable comparisons, helping to illustrate the real-world significance of sustainable packaging choices.



**2.2**  
Million  
water  
bottles

The calculation is based on the volume of water bottles of one liter each.



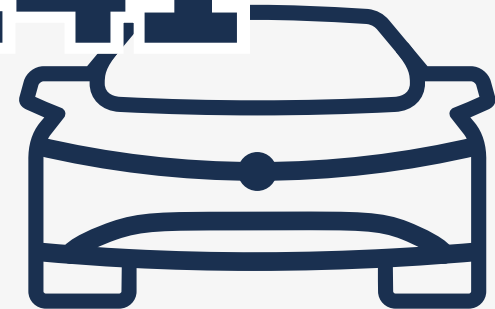
## SAVINGS

based on an exemplary annual order volume\* using AIRplus® 100% Recycled over PAPERplus® Papillon



**24,1**

Mid-range cars with a petrol engine driving 100 kilometers

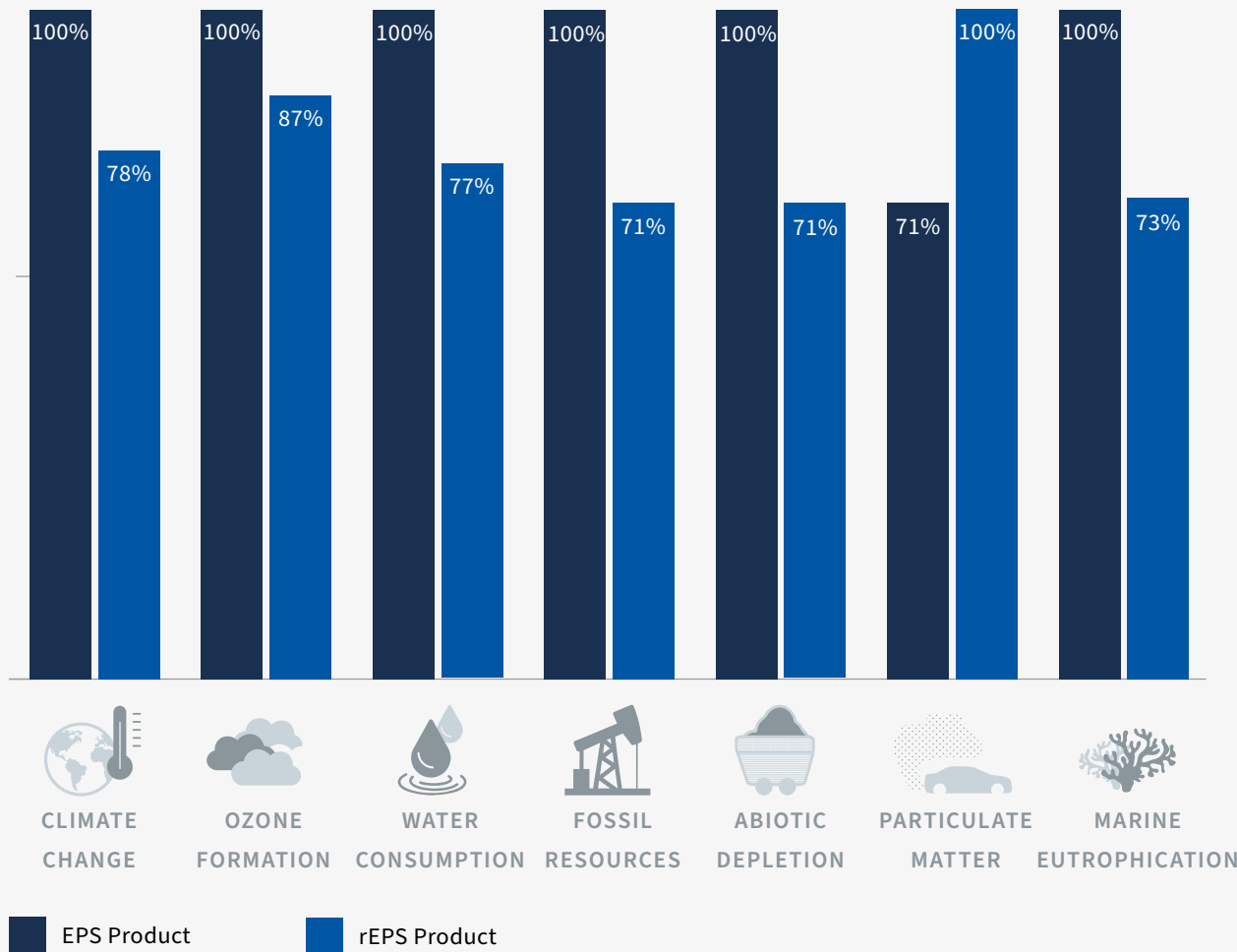


The calculation is based on the CO<sub>2</sub> emissions of a mid range car (VW Golf, 085 kW with 116 PS) with a petrol engine (combined CO<sub>2</sub> emissions average 123 g/km).



## EPS PRODUCT vs. 100% rEPS PRODUCT

This graph shows the Life Cycle Assessment for an rEPS product compared to an EPS product.



# RESULT

## rEPS

reduces CO<sub>2</sub>e by\*

### 22%

---

the consumption of fossil resources by

### 29%

---

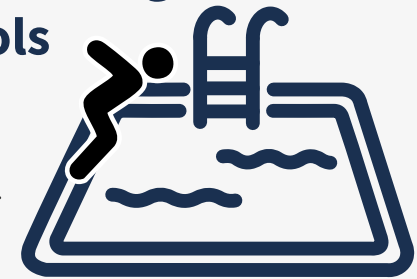
water consumption by

### 29%

## EPS PRODUCT vs. 100% rEPS PRODUCT

To make the figures in the example on the previous page more tangible, we calculated the equivalents of various environmental savings achieved by opting for one material over the other. These equivalencies translate abstract metrics — such as water consumption, climate change, and use of fossil resources — into more relatable comparisons, helping to illustrate the real-world significance of sustainable packaging choices.

# 20 Swimming pools



The calculation is based on an Olympic-size swimming pool (50 m length × 25 m width × 2 m depth). A total of 2,500 m<sup>3</sup> (2,500,000 liters) of water.

# 143 Heating Apartments a year

The calculation is based on average CO<sub>2</sub> emissions of usually 30 kg CO<sub>2</sub> per square meter of living space and year.

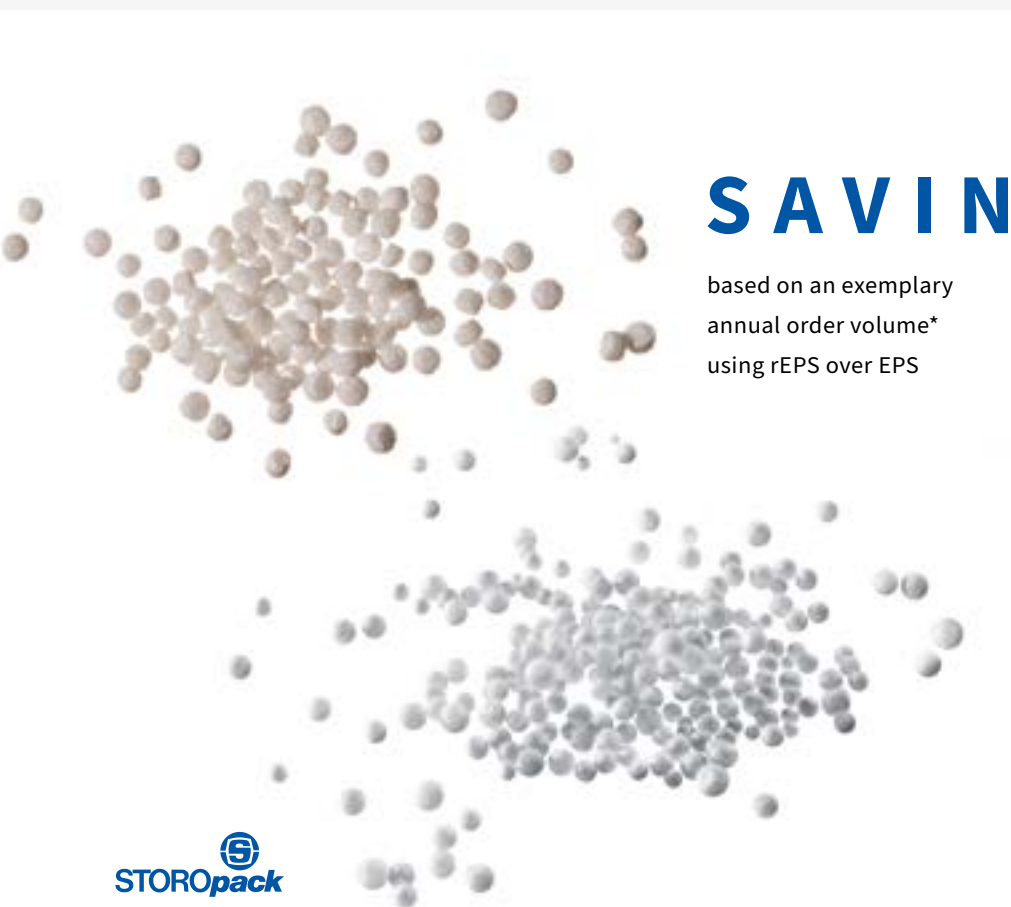
# 4 Fully booked flights from London to Los Angeles



The calculation is based on the kerosene consumption of a Boeing 787-9, which averages around 2.5 liters per passenger and 100 kilometers of flight. For a fully occupied flight from London to Los Angeles (approx. 8,750 km) with 294 passengers, this is around 65,000 liters of kerosene, which corresponds to an energy content of around 2,202,060 megajoules.

## SAVINGS

based on an exemplary annual order volume\* using rEPS over EPS



## COOPERATIONS FOR ENVIRONMENTAL PROTECTION

Recognizing and implementing Corporate Social Responsibility is an important step in achieving a positive social and environmental impact. As an international and owner-managed industrial company, we are aware of the responsibility we bear for the community. Also, sustainability means taking responsibility. To boost sustainability in the use of plastics and to raise awareness, we are involved in various initiatives dedicated to combating plastic pollution, to free the environment from excess plastic and to develop innovative ideas for expanding the recycling infrastructure. We collaborate with organizations to promote the circular economy.

# FOR CLEAR WATER



### More information about "Null Granulatverlust":

[kunststoffverpackungen.de/en/topics/protecting-the-oceans/](https://kunststoffverpackungen.de/en/topics/protecting-the-oceans/)

### OPERATION CLEAN SWEEP

By participating in the "Operation Clean Sweep" initiative, Storopack is making an important contribution to protecting the environment from plastic pollution. We are committed to the objectives of Operation Clean Sweep and have set ourselves the goal of ensuring that no plastic particles from our production plants enter the environment via water. In doing so, we are making an important contribution to preventing the loss of granulate in the plastics value chain and thus minimizing the environmental impact of plastics production. In order to achieve this goal, the necessary technical and organizational requirements were created to prevent granulate spillage and to ensure that any spilled granulate is not released into the environment. For example, plants have been equipped with special water filters. In addition, our employees are trained to avoid spilled plastic granulate and, if necessary, to remove it effectively.



# COMBATING PLASTIC WASTE



**More information about  
Alliance to End Plastic Waste:**  
[www.endplasticwaste.org](http://www.endplasticwaste.org)

## ALLIANCE TO END PLASTIC WASTE

Storopack is part of the global Alliance to End Plastic Waste, a non-profit initiative aiming to prevent plastic waste from entering the environment and to remove existing waste - especially from oceans. Around 70 international companies across the entire plastics value chain have joined forces, committing over one billion US dollars, with at least 1.5 billion dollars planned over five years for related projects.



# SUPPORTING CIRCULAR ECONOMY



**More information about CEFLEX:**  
[www.ceflex.eu](http://www.ceflex.eu)

## CEFLEX

Storopack is committed to improving the circular economy of flexible protective packaging through its involvement with CEFLEX.

Flexible packaging is an important part of our modern world. CEFLEX is a European cooperation initiative of over 130 companies representing the entire value chain of flexible packaging. Together, the complex technical and economic challenges for a functioning circular economy are to be overcome. CEFLEX members have set themselves the goal of creating a sustainable collection, sorting, and recycling infrastructure for flexible post-consumer packaging throughout Europe. In recent years, our product range of protective packaging made from recycled raw materials has increased significantly. We will significantly increase this proportion in the coming years. The importance of a functioning recycling cycle, to which we can make a relevant contribution through our involvement with CEFLEX, will be all the more important.



# CLOSING THE RECYCLING LOOP



**For current updates and news on PPWR, please visit our website:**

[www.storopack.com/ppwr](http://www.storopack.com/ppwr)

## **CréaStyr PROJECT - A SUCCESSFUL INITIATIVE FOR THE RECYCLING OF POLYSTYRENE: EPS AND XPS**

The CréaStyr project aims to organize the recycling of household, industrial and commercial packaging made of EPS and XPS.

### **It is an important initiative of the manufacturers for the following actions:**

1. Developing efficient collection and sorting of packaging made from EPS and XPS;
2. Increasing the recycling rate and ensuring the sustainability of the sector;
3. Supporting distributors of packaging in their decisions and informing users of packaging about the possibilities of collecting and recycling EPS and XPS packaging through measurement, awareness-raising, and communication.

As a member of Elipso, we also support this project with our product rEPS.



# INNOVATION

ENVIRONMENT

SOCIAL

PROCUREMENT

ENGAGEMENT

## THE 4RS AS A PHILOSOPHY AT STOROPACK

The 4Rs form our foundation for continuous development towards a consistent circular economy and are considered for every product we develop.



The 4Rs form our foundation for continuous development towards a consistent circular economy.

### THE 4RS STAND FOR

#### Reduce:

Products that fulfill this approach are developed and produced in such a way that they limit the consumption of natural resources to a minimum.

#### Reuse:

Products that fall into this category can be used several times for the same purpose.

#### Recycle:

Defines products that can be recycled after use. In addition, waste from end consumers or industry is used to replace new raw materials with recycled materials and thus conserve resources.

#### Renew:

Products that meet this R are made from compostable or renewable raw materials such as paper, starch or bio-based plastic.

## INTRODUCTION TO OUR SOLUTIONS AND THE 4RS

Thanks to the optimized use of packaging materials, we ensure that goods arrive safely at the end customer.

Because one thing is certain: every product that is damaged during transport consumes resources unnecessarily.

In addition, we have been developing technical molded parts specifically to customer requirements for decades. These offer users a wide range of properties and numerous application options. They provide excellent insulation, reliably absorb shocks, and at the same time are extremely lightweight and malleable.

We offer not only our products but also our expertise as a service. We advise our customers on finding the optimum protective packaging, ergonomic workflows at the packing table or automating entire packaging processes. Based on customer requirements, we jointly develop a customized solution for a maximally efficient packaging process. In this way, we bring the productivity of our customers' packaging process to a new level as quickly as possible.

### MATERIALS AND WASTE

GRI-Code		2021	2022	2023	2024
301-1, 301-2	Percentage of recycled or renewable* materials used in products	34%	37%	43%	49%

\*excluding virgin paper

### OUR GOAL

Both of Storopack's divisions pursue the same goal in terms of sustainability. In 2024, we have produced 49% of our own manufactured products from renewable or recycled materials. We have already introduced several successful solutions on our way to the 2025 sustainability target, where we want to increase the use of raw materials made from recycled or renewable materials to 50%.

Whether it is new product launches, product improvements or process improvements, the basis is always our 4Rs.

OUR TARGET FOR 2025  
**USING AT LEAST**  
  
**RAW MATERIALS  
 MADE FROM RECYCLED OR  
 RENEWABLE RESOURCES**

**REDUCE** MEANS USING MATERIALS AS MUCH AS NECESSARY AND AS LITTLE AS POSSIBLE.

By "Reduce" we mean product development using as little material as possible in the production process. In addition, we advise our customers individually and offer them environmentally friendly solutions suited to their needs. In doing so, we make sure that only as much protective packaging as necessary is used, aiming for as little as possible.



AIRplus® 30% Recycled Extra Light



AIRplus® Mini Touch

# REDUCE



AUTO.MINIMIZE

## STOROPACK'S PRODUCTS IN LINE WITH REDUCE

### AUTO.MINIMIZE

- ▶ Reduces parcel dimensions (height) automatically by measuring the size and filling level of the box and by cutting the edges
- ▶ Cost-saving due to reduced shipping costs thanks to compact boxes that take up less space
- ▶ It enables carriers to ship more boxes per truck and thus reduces carbon emissions which results in a greener transport



### AIRplus® 30% Recycled Extra Light

- ▶ Made of 30% post-consumer recycled material
- ▶ The film is extra thin and therefore less material is needed while ensuring the same level of protection
- ▶ Reduces CO<sub>2</sub> emissions thanks to minimal material usage and recycled material
- ▶ Less handling costs due to more packaging material with only one shipment and less roll changes



### AIRplus® Mini Touch

- ▶ Reduces the need for various machines as it is suitable for all film types up to 400 mm in width and thus saves resources



## REUSE MEANS EXTENDING A PRODUCT'S LIFESPAN AND FUNCTIONALITY.

By "Reuse" we aim to provide smart solutions that can be used multiple times for the same purpose. Reusing packaging material is an environmentally friendly practice that helps reduce waste and conserve resources. This is already common practice in our temperature-controlled packaging solutions. Reusing packaging materials not only helps conserve resources and reduce waste, but can also save money by reducing the need for consumers to purchase new packaging materials.

Many of our products are reusable. Paper pads, for example, can be reused to ship other products or even for storage. We also offer products that are specifically designed for multiple reuse. After all, it would be too resource-intensive and expensive to purchase them each time.

These include the products on the following page.

# REUSE

## EXAMPLES OF STOROPACK'S REUSABLE PRODUCTS

### CL-SYSTEM

- ▶ The CL-System offers reliability in the area of temperature-sensitive medical transportation such as cytostatic chemotherapeutic agents, infusion treatments or medical samples
- ▶ The robust EPP boxes can typically be used repeatedly, well over 200 times
- ▶ Repeated use reduces costs and conserves resources
- ▶ Keeps the optimal temperature range thanks to PCM accumulators and one pack-out for all seasons
- ▶ The CL-System is qualified based on AFNOR NF S99-700



**Reusing packaging material is an environmentally friendly practice that helps reduce waste and conserve resources.**

### LOOSE FILL

- ▶ Our loose fill fills voids, effectively blocks and braces products inside the carton, and is exceptionally resistant to shocks and heavy pressure
- ▶ Customers can choose between loose fill made from temperature and water-resistant EPS and from fully home and garden compostable plant starch
- ▶ Most of our loose fill products are recyclable, antistatic, pourable, and therefore ideal for automated packaging lines

### INSULATING BOXES

- ▶ Ideal for products that need to be stored and transported within a certain temperature range, such as those in the pharmaceutical and food industries
- ▶ We offer thermoboxes made from EPS, EPP, and Neopor®

### DUNNAGES FOR THE AUTOMOTIVE INDUSTRY

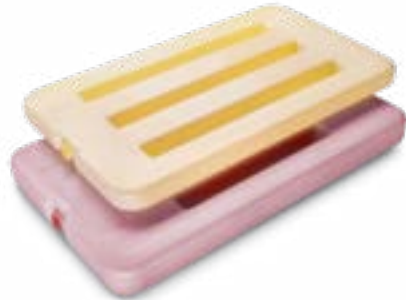
- ▶ Made from EPP for the automotive industry
- ▶ The EPP components are robust, highly resilient, and lightweight
- ▶ Our wide range of applications includes, for example, fenders, side impact panels and absorbers, headrests, seat inserts, toolboxes for the trunk, and many others



## EXAMPLES OF STOROPACK'S REUSABLE PRODUCTS

### ACCUMULATORS FROM XXL PALLET SHIPPER

- ▶ Our XXL Pallet Shipper keeps a constant temperature of between 2 and 8°C for up to 120 hours, even at extreme outside temperatures ranging between -20°C and +60°C
- ▶ Our reusable accumulators help to keep the temperature stable
- ▶ Our customers can collect and send back the accumulators to us so that we can use them for the next order for shippers again



### DRY-ICE-SHIPPER MADE FROM EPP

- ▶ Thanks to the robust and persistent material EPP, the dry ice shipper can withstand repeated knocks during transportation. It is therefore perfect for multiple use and saves resources
- ▶ Depending on the application, the shipper can be equipped with either dry ice or with reusable accumulators
- ▶ It is ideal for the application in a returnable system



# A MARVEL OF EPP FOAM: WONDERBOX FOR AFRICA IN COOPERATION WITH ATMOSFAIR G G M B H

Together with atmosfair gGmbH, which is dedicated to the development and implementation of innovative climate protection projects in the areas of renewable energy and energy efficiency, Storopack was able to realize a charitable project.

## THE LIMITED RESOURCE OF WOOD

Lots of families still cook on an open fire in many African countries, including Nigeria, Rwanda, and Uganda. This massive consumption of firewood has resulted in nearly complete deforestation as well as desert expansion in many regions, making wood a highly coveted, but scarce, resource. That's where the atmosfair project comes in. Through the "Save80" project, atmosfair has managed to develop an efficient stove that requires 80% less wood for cooking than an open fire. For families, this means much lower costs, less time spent collecting firewood, and reduced exposure to the harmful smoke of an open fire. The reusable Wonderbox produced by Storopack completes the cooking process.

*"We're extremely satisfied with the collaboration with Storopack. The insulating properties of the Wonderbox, the low weight, and the long service life make it ideal for use in Africa. We look forward to future projects."*

**JONAS LUDWIG,  
CLIMATE PROJECT MANAGER,  
ATMOSFAIR**

## INNOVATIVE POT INSULATION FOR SUSTAINABLE USE OF HEAT

Developed by the Storopack team in Vechta, the Wonderbox is a thermal foam container made from EPP. "A stainless steel pot with water and rice or beans – the staple foods in the project countries – is heated in the atmosfair Save80 stove," explains Josef Osterloh, Sales Support Molding Division. "The stainless steel pot is then placed inside the Wonderbox, where the food continues to cook and will stay warm for several hours. This ensures optimal use of residual heat."



EPP - CASE STUDY  
CUSTOMER: ATMOSFAIR



## **RECYCLE** MEANS USING RAW MATERIALS AS EFFICIENTLY AND SUSTAINABLY AS POSSIBLE.

Our goal is to close the recycling loop. We pursue this firstly by constantly increasing the use of recycled raw materials in our products and secondly by ensuring that all products can be recycled after use. In this way, we constantly reduce the proportion of virgin raw materials in our products.

We strive that this can be up to 100% with many of the products in our portfolio.

# RECYCLE

## EXAMPLES OF STOROPACK'S RECYCLABLE PRODUCTS

### FOAMplus® 5504R

- ▶ Packaging foam made in part from polyol, a raw material derived from recycled polyurethane
- ▶ Polyurethane waste and residues from industry or consumers are processed in recycling plants for the production of polyol
- ▶ FOAMplus® 5504R has similar properties to the raw material and can be processed into high-quality protective packaging
- ▶ Weighs only 4.2 kilograms per cubic meter
- ▶ Suitable for lightweight packaged goods and reliably fills cavities



**We constantly increase the use of recycled raw materials in our products.**

### AIRplus® 100% Recycled

- ▶ Entirely made of post-consumer and post-industrial recycled material resulting in less plastic waste overall
- ▶ Compared to using virgin materials, throughout the production process AIRplus® 100% Recycled achieves up to a 30% reduction of greenhouse gases emissions and fossil resources are conserved
- ▶ RecyClass-certified use of 100% recycled material
- ▶ ClimatePartner certified by measuring and reducing carbon footprint and supporting climate projects
- ▶ Air cushions made of 100% recycled material offer the same excellent properties as air cushions made of virgin raw material
- ▶ The air pillows are also recyclable and can be added to the recycling loop again and again
- ▶ AIRplus® air cushions are also available with 30% or 50% recycled content

### PELASPAN®

- ▶ The loose fill is recyclable and reusable
- ▶ Manufactured from 100% recycled material
- ▶ Highly resistant to temperature fluctuations, germs, and water

### PAPERplus® RECYCLING PAPER

- ▶ Consists of 100% recycled paper or cardboard
- ▶ Can be fully recycled
- ▶ Reliably protects products thanks to the same packaging properties as virgin kraft paper



## EXAMPLES OF STOROPACK'S RECYCLABLE PRODUCTS

### Styropor® Cycled™

- ▶ As a long-standing customer of BASF, Storopack was selected to test the new chemically recycled raw material Styropor® Cycled in the production of EPS packaging during a pilot phase of the ChemCycling project
- ▶ The innovative ChemCycling™ (CCycled) process makes it possible to recycle mixed or contaminated plastics
- ▶ The resulting plastic, Styropor® Cycled™, boasts the same outstanding packaging and insulating properties as conventional EPS
- ▶ Styropor® Cycled™ products are eco-loop certified which is a proof that they contribute to the circular economy by using plastic waste in the production process



### rEPS

- ▶ We have a fully integrated solution from collection to bead production which is a unique Storopack technology
- ▶ rEPS consists of at least 95% recycled EPS/PS from post-consumer and post-industrial waste
- ▶ New protective packaging can be produced with up to 100% of this material
- ▶ rEPS is an attractive solution for companies that want to ship their goods precisely and securely, while at the same time attaching importance to sustainability
- ▶ rEPS retains the packaging properties of conventional EPS and is therefore ideal as transport packaging for sensitive products that require customized product protection

### RecyClass CERTIFICATION FOR rEPS

One plant in France has been RecyClass-certified since February 2024. The certification confirms the use of 95% recycled plastic in the production of rEPS. This is obtained from both post-consumer (PCR) and post-industrial (PIR) material. It is particularly noteworthy that we use 78% post-consumer material, which reduces taxes in France, Italy and Spain.

The certification applies exclusively to the recycling process in France, specifically for rPS and rEPS. It is valid for three years. However, the percentage of post-consumer or pre-consumer material is analyzed annually and updated accordingly.

Storopack is the first EPS manufacturers on the market to achieve this high standard in the production process with mechanical recycling.



## SUCCESSFUL SWITCH TO rEPS: SUSTAINABLE PACKAGING SOLUTION FOR TECHNICAL FIBERS

Indorama Ventures is a leader in the production of highly specialized plastic fibers that are used in safety-relevant applications such as airbags, seat belts and tires. The Obernburg-based company supplies well-known customers from the automotive, textile and construction industries.

For years, EPS sheets from Storopack were used to transport the sensitive yarn spools. With a growing focus on sustainability, Indorama Ventures thought about a new and more environmentally friendly alternative. Thanks to our long-standing partnership and as the first industrial supplier of 100% rEPS parts, we were able to convince them with our innovative, resource-saving packaging solution. The material offers the same protective performance as conventional EPS, but is characterized by a significantly improved environmental footprint, as the analysis by our Life Cycle Assessment Tool shows. The perforated panels made of rEPS for Indorama Ventures consume around 30% less CO<sub>2</sub> and only half the amount of water compared to perforated panels made of EPS.

In addition to the environmental aspect, Storopack also stands out thanks to its high process reliability and series maturity.

Thanks to regular deliveries and the take-back system offered by Storopack, in which the used rEPS packaging is directly taken back and recycled, a closed material cycle is guaranteed.

“The project shows how well the circular economy can work and at the same time supports our customer's sustainability strategy,” summarizes Clemens Maier, Sales Manager Packaging & Technical Parts Molding Division.



rEPS - CASE STUDY

CUSTOMER: INDORAMA VENTURES

### THE RESULT:

- ▶ SIGNIFICANT IMPROVEMENT IN SUSTAINABILITY FOR THE CUSTOMER
- ▶ STABLE PROCESS RELIABILITY AND CONSISTENTLY HIGH PACKAGING QUALITY
- ▶ SAVINGS ON NEW MATERIALS THANKS TO THE USE OF RECYCLED RAW MATERIALS
- ▶ THE PACKAGING IS REUSED SEVERAL TIMES AND THEN FULLY RECYCLED AGAIN - WITHOUT ANY LOSS OF QUALITY

With rEPS, we are setting new standards in sustainable transport packaging - and at the same time strengthening the future viability of our customers.

## RENEW MEANS USING MATERIALS CREATED BY NATURE.

With "Renew", we are focusing on the use of compostable and renewable raw materials in the manufacture of our protective packaging. Our product development experts are therefore increasingly focusing on more non-petrol-based environmentally friendly and renewable materials for our products. This means that the materials used can be returned to the ecosystem through composting without leaving any residue. Our goal is to use bio-based raw materials where suitable, to conserve resources, while offering our customers the same excellent packaging properties they are used to from products made from conventional raw materials.



# RENEW

## EXAMPLES OF STOROPACK'S RENEWABLE PRODUCTS

### AIRplus® Bio Home Compostable

- ▶ The film is certified by TÜV Austria for home composting
- ▶ Complete degradation in private or industrial composting systems into natural, non-toxic resources
- ▶ A reduction in the volume of plastic waste generated
- ▶ Much shorter life (1 year on a compost) compared to products made from non-compostable plastic
- ▶ Partly processed from renewable resources, contributing to the circular economy
- ▶ Reliable protection for light to medium weight products
- ▶ Biomass is safe for plants and worms
- ▶ Compatible with all AIRplus® machines that process Void and Cushion film
- ▶ ClimatePartner certified by measuring and reducing their carbon footprint and supporting climate projects



### PAPERplus® Classic Grass

- ▶ Consists of grass fiber and recycled paper
- ▶ Can be fully composted or recycled
- ▶ Grass is a renewable resource and saves much of the water and energy needed to process wood fibers during standard paper production
- ▶ Features, for certain applications, the same excellent protective properties as other Storopack papers

### PAPERplus® and PAPERbubble® PAPER PADS

- ▶ Made from renewable raw materials
- ▶ Storopack does not use coated paper
- ▶ Disposal via existing recycling cycles helps to reduce the use of primary raw materials

### PELASPAN® Bio

- ▶ Consists mainly of plant starch
- ▶ Compostable and certified according to DIN EN 13432 (Europe) and ASTM D6400 (USA)
- ▶ Home and garden compostable and certified according to NF T51-800 in Germany, France, Spain, and the UK
- ▶ Water soluble
- ▶ Low dust, antistatic, and abrasion resistant

### PAD LOC® RENATURE®

- ▶ Made from compostable film and and plant-based cushioning material
- ▶ Provides optimal blocking and bracing with superior shock absorption
- ▶ The cushioning pads can be reused several times



## EXAMPLES OF STOROPACK'S RENEWABLE PRODUCTS

### RENATURE® 3D

- ▶ Mainly made from plant starch
- ▶ Optimally suited for mass production, no additional tools required for production
- ▶ End customers can reuse the protective packaging to send their own goods
- ▶ It is fully biodegradable and can be disposed of in domestic compost
- ▶ Can be adapted to the shipping goods as a customized 3D shape
- ▶ Thanks to its special cell structure, the material absorbs shocks and optimally protects the shipping goods
- ▶ Suitable as protective packaging for products weighing up to 8 kilograms



### RENATURE® Thermo

- ▶ Made entirely from renewable raw materials
- ▶ The paper wrapper can be easily disposed of as recycled paper
- ▶ The starch filling material can be disposed of via compost or organic waste

## SUSTAINABLE AND EFFECTIVE PROTECTION WITH RENATURE® 3D FOR PRODUCTS FROM KÄRCHER

In a joint pilot project between Storopack and Kärcher, EPS packaging has been replaced with the new, sustainable RENATURE® 3D solution for the first time. The product being packaged is Kärcher's SC3 steam cleaner. With this step, the two companies are promoting their sustainability strategies. Due to a very low carbon footprint and reduced environmental impact, RENATURE® 3D is the solution for sustainable product development.

With its innovative RENATURE® 3D packaging solution, Storopack demonstrates that sustainability and perfect product protection go hand in hand. Primarily made from vegetable starch, our new, reusable protective packaging is fully biodegradable in garden compost.



### SUSTAINABLE AND RENEWABLE

The extraction of the starch can happen in different ways. The raw material for RENATURE® 3D is at this time obtained from the yellow pea. The yellow pea is often used as a rotation crop in agriculture. It improves the soil structure, increases the organic matter content, aerates the soil and promotes the growth of microorganisms. The starch of the yellow pea is used to produce protein powder. The plant material left over after protein production is the part that is used for the RENATURE® 3D panels. As the by-product would otherwise be disposed of, its use for the production of sustainable packaging material offers a promising solution for reducing the environmental impact – without competing with the food industry.



RENATURE® 3D - CASE STUDY  
CUSTOMER: KÄRCHER

*“RENATURE® 3D is a major milestone on the path to our sustainability goal of conserving more and more resources and focusing on solutions based on renewable raw materials.”*

**ANTHONY MAHÉ,  
INNOVATION AND SUSTAINABILITY  
MANAGER MOLDING EUROPE,  
STOROPACK**





# PROCUREMENT

ENVIRONMENT

INNOVATION

SOCIAL

ENGAGEMENT

## SUSTAINABILITY IN THE SUPPLY CHAIN

Having good and trustworthy suppliers is crucial to our core business. Our suppliers are therefore strategic partners: we want long-term and reliable business relationships with them. We expect quality, punctuality, and reliability. Innovations and developments that benefit both sides would not be possible without good relationships with our suppliers.

A sustainable supply chain refers to the environmentally friendly and socially responsible design and management of all processes required for the manufacture and provision of products or services. Our aim is to minimize the environmental and social impact along the entire supply chain. We therefore pay attention to environmentally friendly and ethically responsible materials and processes when selecting our suppliers.

### OUR CODE OF CONDUCT FOR SUPPLIERS

Storopack's Supplier Code of Conduct underscores the company's commitment to corporate responsibility, emphasizing that suppliers must uphold ethical, legal, and sustainable practices. Aligned with our Vision & Guidelines, this code sets clear expectations for suppliers and their employees, ensuring responsible conduct in all business dealings.

Key Principles of our Supplier Code of Conduct:

#### 1. Corporate Responsibility:

Suppliers are required to comply with all applicable laws and regulations, particularly those safeguarding human rights and freedoms. This commitment extends to preventing forced labor, child labor, and discrimination, ensuring a fair and respectful working environment.

#### 2. Environmental and Climate Protection:

Suppliers have to actively engage in environmental conservation by minimizing resource consumption, reducing emissions, and adhering to environmental permits.

#### 3. Transparent Business Relationships:

Storopack expects suppliers to maintain integrity in all business interactions, avoiding conflicts of interest, corruption, and unethical behavior. Transparency and honesty are paramount in fostering trust and long-term partnerships.

#### 4. Protection of Data, Business Secrets, and Company Assets:

Suppliers are obligated to protect confidential information, ensuring that proprietary data is not disclosed without authorization. This safeguard extends to both digital and physical assets, maintaining the integrity of business operations.

#### 5. Legal Consequences of Violating the Supplier Code of Conduct:

Non-compliance with our code may result in legal actions, including termination of contracts and potential legal proceedings. Suppliers are encouraged to self-assess and rectify any deviations promptly to maintain a compliant and ethical business relationship.

#### 6. Contractual Agreement:

Suppliers are expected to formally acknowledge and agree to the terms outlined in the Supplier Code of Conduct, integrating these principles into their contractual obligations with Storopack.

By adhering to these standards, suppliers contribute to a sustainable and ethical supply chain, reinforcing Storopack's dedication to corporate responsibility and long-term value creation.



**For further information:**

[www.storopack.com/supplier-code-of-conduct](http://www.storopack.com/supplier-code-of-conduct)



# SOCIAL

ENVIRONMENT

INNOVATION

PROCUREMENT

ENGAGEMENT



## STOROPACK AS AN EMPLOYER

### THE BENEFIT OF FAMILY MANAGEMENT

Storopack employees benefit from the strengths of our family-run company which include, in particular, a flat organizational structure, fast decision-making processes, personal contact with decision makers, and a good working atmosphere. Family management spanning several generations has contributed to long-term success and healthy growth at Storopack, and offers secure jobs.

### INTERNATIONAL STRENGTH

Our two divisions, Molding and Packaging, are internationally focussed. Global presence provides our employees with varied tasks as well as new and interesting opportunities for making contact with employees at other Storopack locations worldwide.

### EXTENSIVE PRODUCT PORTFOLIO

As an innovative company, Storopack is well positioned in the market with its customized and flexible protective packaging and technical molded parts. To build on this, we guarantee variety and thematic diversity with our broad product portfolio. We find the right solution for all needs and thus create added value for our customers. Our aim is to become ever more sustainable and innovative in order to be well positioned for the future.

### TRAINING: ATTRACTIVE OPPORTUNITIES

Storopack provides its employees with the tools they need to develop on a personal level, expand their strengths, and attain new knowledge and skills.

### FREEDOM TO ORGANIZE YOUR WORKDAY

At Storopack you're given the freedom you require to carry out your work efficiently and with the necessary level of creativity. We make every effort to find the right solution for each employee, for instance with flexible working models for balancing family life and your career wherever possible.

### GOOD WORKING ATMOSPHERE

Friendly colleagues, mutual respect and appreciation all contribute to the good working atmosphere at Storopack, which is not only evident in the ongoing teamwork, but can also be seen at employee events held at various company locations.

### SOCIAL COMMITMENT

Commitment to social issues and giving back to the community are simply a matter of course for us as an internationally successful family-run company. Therefore, we support social institutions around the world and place great importance on providing valuable social benefits for our employees.



THE BENEFIT OF  
FAMILY MANAGEMENT



INTERNATIONAL  
STRENGTH



EXTENSIVE PRODUCT  
PORTFOLIO



TRAINING:  
ATTRACTIVE  
OPPORTUNITIES



FREEDOM TO  
ORGANIZE YOUR  
WORKDAY



GOOD WORKING  
ATMOSPHERE



SOCIAL  
COMMITMENT

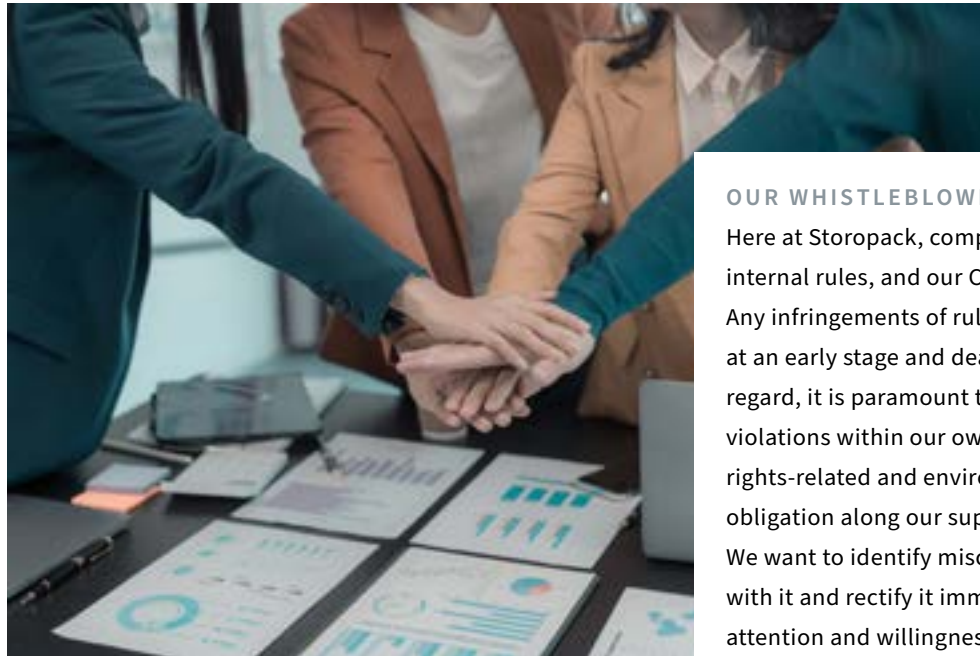
# STOROPACK ETHICS, LABOR & HUMAN RIGHTS POLICY AND CODE OF CONDUCT

Storopack is committed to conducting its business in an ethical, lawful, and sustainable manner. The company’s Ethics, Labor & Human Rights Policy, together with its Code of Conduct, defines the principles and behavioral standards that apply across all Storopack locations and operations worldwide.

The policy covers key areas such as health and safety, fair working conditions, equal opportunity, non-discrimination, and the respect for labor and human rights. It also establishes clear expectations regarding ethical behavior, moral responsibility, and compliance with competition and antitrust laws.

All employees, business partners, and third parties are expected to uphold these standards in their daily work with and for Storopack. The policies reflect Storopack’s corporate philosophy and are aligned with its Vision & Guidelines. Compliance with international standards, transparency, integrity, and accountability are fundamental pillars of these commitments. This framework is further supported by the Storopack Supplier Code of Conduct.

 **For further information:**  
[www.storopack.com/code-of-conduct](http://www.storopack.com/code-of-conduct)




## CORRUPTION INCIDENTS AND DIVERSITY

	2024
Number of confirmed corruption incidents	0
Percentage of women on the board	27%

## OUR WHISTLEBLOWER SYSTEM

Here at Storopack, compliance with legal regulations, internal rules, and our Code of Conduct has top priority. Any infringements of rules or the law must be identified at an early stage and dealt with thoroughly. In this regard, it is paramount that we not only investigate violations within our own company, but also human rights-related and environmental risks and breaches of obligation along our supply chain.

We want to identify misconduct at an early stage, deal with it and rectify it immediately. This requires the attention and willingness of employees and business partners to point out any specific indications of violations of rules and laws. To make this possible, we have set up a whistleblower system. It can be used to report concerns about actual or suspected misconduct that can affect our company or the well-being of people. All reports are strictly confidential.

 **For further information:**  
[www.storopack.com/company/compliance/whistleblower-system/](http://www.storopack.com/company/compliance/whistleblower-system/)

## EMPLOYEE SURVEY

In order to maintain and further improve the satisfaction of our employees, usually we conduct an employee survey every two years. This involves collecting data on general satisfaction, but also on specific topics such as tasks, workplace design, information and communication, training and development opportunities as well as cooperation and leadership at Storopack. The survey is conducted at all Storopack locations worldwide.

80%



of respondents are very satisfied or satisfied with the possibility of being able to discuss ideas, problems or queries openly with their colleagues.

average participation rate

51%



**PEOPLE WERE PARTICULARLY SATISFIED WITH THE POSSIBILITY OF CARRYING OUT THEIR JOB AUTONOMOUSLY AND INDEPENDENTLY.**

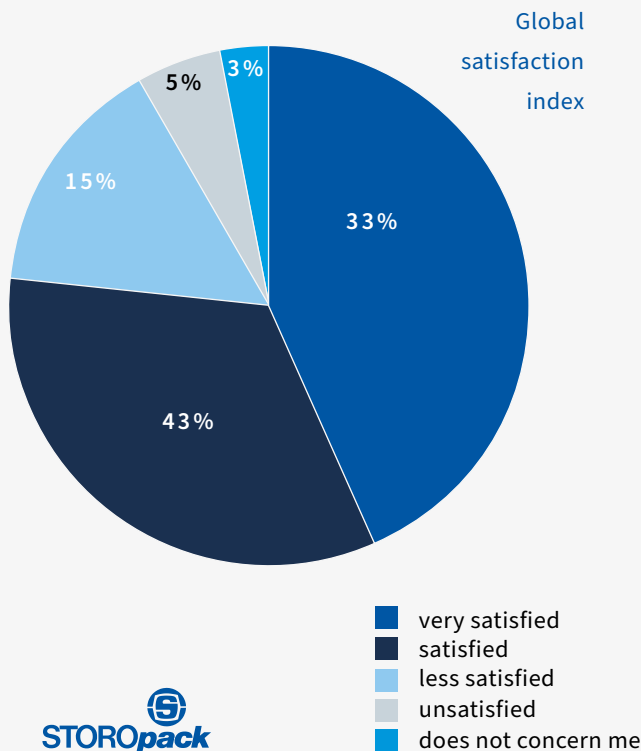
### EMPLOYEE SATISFACTION AND ROOM FOR IMPROVEMENT IN 2024

In November 2024, employees had the opportunity to participate in another employee survey. For the first time, the survey was conducted exclusively in digital form, which makes it easier for employees to take part at any time and from any location. The digital form also simplifies evaluation of the answers.

The survey consisted of 25 questions about topics associated with the workplace, development opportunities, and collaboration. Around 51% of employees took advantage of the opportunity to rate their satisfaction in their day-to-day work and indicate areas where there's room for improvement.

#### THE CLEAR FRONTRUNNER: INDEPENDENT WORKING

- ▶ A total of 965 employees took part in the survey, which corresponds to a response rate of around 51%.
- ▶ According to the results, the global satisfaction index has dropped minimally by 0.06 compared to the survey before. In 2024, the index for the Storopack Group as a whole was 1.92\*.
- ▶ One value stands out in a particularly positive way: the satisfaction of being able to perform work autonomously and independently. With an index of 1.57\*, this value is at the top of the survey – just as it has been in past surveys.



\*The scale ranges from 1 for „very satisfied“ to 4 for „dissatisfied“.

# EMPLOYEE SURVEY VOICES FROM ALL OVER THE WORLD

*The digital employee survey made it easier for me to share my opinion. In an ever-changing world, I'm confident that it will help Storopack to continue developing.*



**DANIEL MIRANDA,  
MARKETING  
ADMINISTRATOR  
BENELUX**

*The employee survey is an important tool that allows us to hear and learn from our employees. Everyone has the opportunity to have their voice heard and contribute to improving the company.*

**ANNE WARD,  
VICE PRESIDENT  
OPERATIONS  
NORTH AMERICA**



*The survey communicates appreciation and shows that the leadership takes the staff's opinions and needs into account.*

**ANDREA KORDIC,  
MANAGER QUALITY AND  
QUALITY SYSTEMS  
MOLDING GERMANY**



*The employee survey provides everyone with the opportunity to express their opinion and help create a bright future for Storopack.*

**JAMES YOU,  
BUSINESS UNIT MANAGER  
PACKAGING CHINA**



## FAMILY DAYS AT STOROPACK LOCATIONS

### A LOOK BEHIND THE SCENES FOR EMPLOYEES' FAMILIES

In the summer of 2024, several Storopack sites opened their doors to employees and their families, offering them the opportunity to experience everyday operations up close and spend an enjoyable day together. These Family Days not only strengthened the sense of community but also gave visitors valuable insights into the company's work processes.

On June 28, 2024 the Nully site in France welcomed 80 adults and 16 children for its Family Day. Participants took part in guided tours through departments such as administration, production, logistics, maintenance, and sales. A variety of games provided entertainment for all ages and contributed to a lively, enjoyable atmosphere.



The following day, on June 29, 2024 the Metzingen location hosted its Family Day, attracting a large crowd of 500 adults and 150 children. In addition to guided tours through production and warehouse areas, visitors enjoyed company presentations and had the chance to see a Storopack truck up close. Children were especially engaged at the coloring station, in outdoor play areas, and a special building zone run by the "Wissensfabrik" (Knowledge Factory).



Rounding out the series of events, the Mainleus site held its Family Day on July 20, 2024 welcoming 62 adults and 14 children. Guests explored the plant and learned about machine operations during guided tours or while being accompanied by employees. Activities included a bouncy castle, soccer billiards, giant darts, ring toss, and a goal wall – ensuring plenty of fun for the younger visitors.

Together, these events offered a great opportunity to connect employees' families with the Storopack world and give an impressive look behind the scenes.

## EMPLOYEES AT STOROPACK

At Storopack, sustainability also encompasses the long-term growth and development of our people. Some of Storopack employees have been with the company for many years with many of them celebrating 30, 40 or even 50 years of employment. With the following examples, we show what makes working at Storopack special and why our employees enjoy coming here every day.

### A LIFETIME OF INNOVATION AND COMMITMENT: CELEBRATING 42 YEARS OF DEDICATION WITH CHRISTIAN BELLIER

On August 30, 1982, a young mechanic with a passion for precision joined the Storopack location Anetz in France. Now, after more than four decades, Christian Bellier stands as a pillar of innovation, mentorship, and unwavering dedication. Working in a variety of roles, such as Project or Development Manager and now as R&D Project Manager for the Molding Division, his journey reflects not just personal growth but also the evolution of Storopack. From his beginnings as mechanic operator, he quickly transitioned into industrial design, joining the design office in 1985. Over the years as draughtsman, he adapted to new technologies, from computer-aided design (CAD) to complex project management. His expertise has touched diverse industries: food and beverage, automotive, building and construction, HVAC, and also medical. "Every project is different, and working alongside various sectors is a real factor for progress, as there's no routine and no time to get bored," Christian reflects.

One of Christian's proudest achievements was contributing to the 2011 Jean Paul Gaultier Christmas gift set design. However, managing complex projects such as Lost Foam for PSA and Stellantis, developing electric motor cylinder heads and housings, proved to be some of the most rewarding experiences of his career. He sums it up this way: "It's all about coming up with a simple but useful and effective idea."

Continuous learning has been the key to his success. Whether mastering new materials such as EPP and RENATURE® or refining quality processes for the automotive sector, he never shied away from a challenge.

Training and self-directed research have been crucial in his ability to innovate and to share knowledge with his team.

Beyond work, his passion for photography, travel, and nature reflects his curious and creative spirit. Christian cherishes the trust placed in him by customers, colleagues and management alike.



*"The team spirit is what I like the most at Storopack. The trust placed in you makes you feel confident to come up with new, innovative ideas and to pass on your knowledge to others. That's a great feeling and a good opportunity to move forward together with Storopack."*

**CHRISTIAN BELLIER,  
R&D PROJECT MANAGER MOLDING EU,  
STOROPACK**

As a volunteer firefighter, Christian was introduced to the local volunteer fire department during a visit to Metzigen. He was happy about this pleasant surprise.

### SUSTAINABLE LEADERSHIP AT STOROPACK

Anne Ward has been with the company for nearly 35 years. Her career trajectory is proof to Storopack’s commitment to fostering sustainable leadership and a culture of continuous improvement. Starting her journey as a Customer Service Representative in 1990, Anne has held various roles: She was a highly successful plant manager for over 25 years, leading the Winston-Salem plant. Anne then worked as SCIP Manager for six years before being promoted to the Vice President of Operations for North America in 2024. She is now responsible for 19 plants in North America. Throughout her career, she has embraced lifelong learning, adaptability, and a problem-solving mindset. These qualities have allowed Anne to transition from frontline work to strategic and people-centered leadership while staying focused on both the big picture and the operational details.



### STOROPACK'S VALUES PROMOTING INDIVIDUAL DEVELOPMENT

What has made her journey particularly successful is the strong support from Storopack. The company’s culture, which emphasizes cross-functional collaboration and decision-making at all levels, has played a crucial role in her ability to lead effectively. “Being aligned at the executive level and having the autonomy to make decisions empowered me to drive change and lead with confidence,” says Anne.



Above all, she values the deep sense of purpose and accountability that comes from being part of a family-owned business built on generations of hard work. Here at Storopack, decisions are not just made for short-term gain but with a long-term vision, considering the impact on future generations. This commitment to sustainability in leadership reflects the broader values that have shaped Storopack’s growth and success.



### FROM LEATHER SHOES IN ITALY TO FRUIT BOXES IN METZINGEN

Everyone at the Metzingen location is familiar with the name Patané. Camillo Patané, Manufacturing and Production Planner, has been an integral part of Storopack for decades. His family originally comes from Italy, where his father ran a leather shoe company. The father came to Germany to work for Storopack in 1965 initially in the leather factory and later in EPS production, where he helped produce styrofoam fruit boxes for fruit from Lake Constance.



### FINDING A HOME AT STOROPACK

In 1983, Camillo joined Storopack. He has become a Storopack fixture for many employees in the meantime and tells us about some major advancements he has experienced during his time at Storopack: “Since 1983, there have been quite a few noteworthy advancements such as relocating paper production from Wildau to Metzingen. Another milestone was the development from EPS production via loose fill to Neopor production in Metzingen. I have fond memories of the Molding products, which were manufactured here for the construction and automotive industries. And Loose Fill has been produced at the location again since 2009.”

What Camillo likes most about Storopack as an employer is the work environment and the friendly people. “From the very beginning, I’ve always felt at home in this wonderful work environment. It’s like a big family. I like to put in a good effort because I enjoy working here. I have a great, secure job with Storopack.”



PERFECT PROTECTIVE PACKAGING

## LONG-TERM TRAINING & STUDIES AT STOROPACK

We are actively committed to promoting young talent by taking on a large number of trainees and students at various locations in Germany every year. Our commitment to training not only has a positive impact on the individual development of young people, but also makes a significant contribution to counteracting the omnipresent shortage of skilled labor in Germany.

For us, the continuous recruitment of trainees and students is not only an obligation to society, but also a strategic decision to secure our own need for qualified specialists in the long term. Through targeted training, we lay the foundations for a high-quality and future-orientated workforce. Our training programs are designed to teach junior staff not only technical skills, but also social skills. We focus on practical insights into various areas of the company and promote independent action. Through targeted training, we not only contribute to the development of skilled labour in Germany, but also strengthen the competitiveness of our company. The diversity of our locations enables us to take regional characteristics into account and at the same time contribute to the qualification of young people throughout Germany.

### TRAINING

	2021	2022	2023	2024
Long-term* Trainees Germany	17	11	11	11
Long-term* Students Germany	7	5	5	4

\*Duration ranges from two to three years



Storopack's trainees and students at the trainee meeting.

*"By planning the trainee meeting together, we demonstrated our ability to work autonomously and responsibly. It's fantastic to be part of a company like Storopack that empowers us with so much independence in our development."*

**DONJA FINGERLE,  
BUSINESS TRAINEE, STOROPACK**

### NETWORKING WITH A FOCUS ON SUSTAINABILITY – 2024 TRAINEE GET-TOGETHER

In September 2024, the traditional "trainee meeting" took place again in Metzingen. A total of 20 trainees and students from all over Germany came together to get to know each other and the company better.

The program included an introduction-round for the participants, a presentation on Storopack's sustainability strategy and guided tours of the plant for everyone. The meeting was rounded off with an interactive workshop on sustainability and greenwashing and an interview with the management concluded the event.

The get-together offered a successful mix of knowledge transfer and the group activities were a great opportunity to network with each other. As usual, the trainees organized the event themselves, this time led by an organizational team from Metzingen.

# SUPPORTING STUDENTS



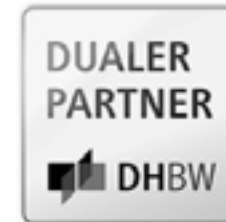
Currently six academic/vocational degree students work at Storopack in Germany

## STOROPACK AS A COOPERATION PARTNER OF THE DHBW & NORDAKADEMIE IN GERMANY

The Cooperative State University Baden-Württemberg (DHBW) and the Nordakademie (NAK) play an important role in the German educational landscape.

As a dual partner, we can work with the DHBW and the NAK to provide university graduates with qualifications tailored to our requirements in just three to three and a half years. The dual study system, which has been tried and tested for more than 40 years, combines first-class teaching quality with maximum practical relevance. By integrating theoretical and practical content, the students are taught a high level of practical and social skills in addition to professional and methodological knowledge and are thus optimally prepared for their career entry. Since the partnership with the DHBW and the NAK, Storopack has already had 53 successful graduates by the end of 2024. With over 11,000 graduates per year, the DHBW has developed into a highly effective education institution.

With over 9,000 cooperating companies and social institutions nationwide, the **DHBW** is now one of the largest universities in the state of Baden-Württemberg (Germany), where Storopack is also headquartered. Storopack has been cooperating with the DHBW since 1982 in the study programs Business Administration-Digital Business Management, Industrial Engineering and Mechanical Engineering.



The partnership with **Nordakademie** in Hamburg is also important in fostering skilled talent. We, as a cooperating partner of the Nordakademie, offer the degree Business Administration for trainees in our location in Hamburg. With around 2,000 students and approximately 900 partner companies since its founding, the Nordakademie also plays a significant role in regional higher education. Through these collaborations, Storopack ensures that future professionals not only gain theoretical knowledge but also practical experience — an essential foundation for sustainable growth and innovation within the company.



## DATA SECURITY

Data security refers to the protection of data from unauthorized access, loss, theft or unauthorized use. In an increasingly networked world in which data plays a central role, the security of information is of crucial importance. Overall, data security is a continuous process that requires a holistic approach to ensure the integrity, confidentiality, and availability of data.

At Storopack, we are aware of the great responsibility we have, not only towards ourselves, to ensure that we protect ourselves against external attacks in the best possible way.

### STRENGTHEN IT SECURITY SUSTAINABLY: AWARENESS MEASURES AT STOROPACK

In March 2023, Storopack was the target of a global cyberattack that affected our IT systems and therefore also our operational processes. Despite these restrictions, we were able to maintain our ability to deliver and produce at all times thanks to the emergency plans we presented in the previous Sustainability Report. The subsequent restart focused in particular on state-of-the-art IT security. In the months following the attack, Storopack invested worldwide in the sustainable improvement of its IT infrastructure. This included a forensic analysis as a basis, which was followed by the complete reinstallation and modernization of all affected services.

In addition to technology, the human factor is also a decisive component that contributes to IT security. This is why we have also established important processes here that promote the strengthening of the awareness culture.

A central component of this strategy is an e-learning platform introduced in 2024. Since April, monthly training sessions have been held on topics such as ransomware, social engineering, phishing and data protection. These training courses are mandatory for all employees and strengthen their security awareness in the long term. Since then, seven training sessions have been held at Storopack, with over 1,000 employees taking part each month. This measure is supplemented by onboarding and individual training sessions.

To promote practical application, phishing simulations are also carried out by our Corporate IT department. The development clearly shows that our measures are having an impact and that employees are developing a greater awareness of digital threats.

With the accompanying innovations and measures in Storopack’s global IT landscape, it became essential after the

cyberattack to inform all colleagues transparently about these measures. The IT newsletter was therefore introduced in June 2023. The aim of the newsletter, which is sent out weekly in several languages, was to provide the best possible information about strategic decisions and the resulting changes, as well as to promote a shared awareness of the importance of IT security. Since then, the IT newsletter has also reported on current security events affecting Storopack.

With this combination of technical solutions, procedural measures and a strong focus on awareness-raising and communication, our corporate IT is actively contributing to the sustainable strengthening of IT security.



### BUSINESS ETHICS

	2021	2022	2023	2024
Number of confirmed information security incidents	0	0	1	0



# ENGAGEMENT

ENVIRONMENT

INNOVATION

PROCUREMENT

SOCIAL

# CLEANING OUR COMMUNITIES

## STOROPACK CLEANUP WEEKS 2024

Under the motto "Sustainability affects us all. Great things can be achieved even with small steps", Storopack invited its employees to the Clean Up Weeks 2024, which took place from September 16 to October 7, 2024. The goal was to get together with colleagues in small teams and remove waste from the environment.



Many employees took part in this campaign at various locations and made the environment around them a little cleaner. Several full bags testified to the achievement of the all-around successful cleanup action. The Storopack Cleanup Weeks took place at the same time as the World Cleanup Day on September 20, 2024. It is an official global day of action organized by the United Nations to rid the environment of waste.


# SUPPORTING REFORESTATION

## PLANTING TREES FOR A GOOD CAUSE

On February 9, 2024 Storopack organized a reforestation campaign in the forest in Günzburg, Germany. "In addition to measuring and reducing our carbon footprint, this action is part of our sustainability strategy," says Charles Poisson, Head of Sustainability at Storopack Group. He was joined by 17 employees, mainly from the Storopack locations in Langenau and Metzingen, to plant 250 trees on this day. They also took the opportunity to learn more about the forest and its existential importance. Storopack will plant a total of 2,500 trees with the help of forestry workers.



# EDUCATING CHILDREN

 **More information about the Knowledge Factory:**  
[www.wissensfabrik.de](http://www.wissensfabrik.de)

## “WISSENSFABRIK” (KNOWLEDGE FACTORY)

The "Wissensfabrik - Unternehmen für Deutschland e.V." is an initiative of companies and foundations committed to the education of children and young people as well as entrepreneurship in Germany. The nationwide network of German businesses has more than 130 members from all sectors and of all sizes. The aim is to promote exchange between business, educational institutions, and science in order to strengthen Germany's innovative capacity. In around 2,900 educational partnerships, the non-profit association based in Ludwigshafen is committed to knowledge transfer and skills development in science, technology, and economic thinking and action. One focus is on educational projects for kindergartens and elementary school, which are developed together with scientific partners. The Knowledge Factory is a particularly effective organization: it has been awarded the Phineo Wirkt seal of approval for its KiTec technology project.

Kids at the Uhlandschule in Metzingen, Germany participated in the "KiTec – Kinder entdecken Technik" project.

The project manager responsible for the Knowledge Factory at Storopack is Olivera Haas. She is exclusively responsible for the organisation and implementation of various projects in connection with the Knowledge Factory.



The Knowledge Factory is a non-profit organization that is primarily financed by donations and sponsorship. As a member, Storopack makes an annual financial contribution and supports by running projects within partnering schools. Storopack has maintained educational partnerships with 53 elementary school around the Metzingen, Mainleus, Vechta, and Wildau sites since 2006. In addition to science projects, technology and business are also passed on to the schools with the Knowledge Factory's lighthouse projects, enabling teachers to make their lessons more interesting and clearer.

**Wissensfabrik**   
 Mehr Wissen. Mehr Können. Mehr Zukunft.



# PROMOTING FAMILY BUSINESSES



**More information about  
Careers in Family Businesses:**

[www.karriere-familienunternehmen.de](http://www.karriere-familienunternehmen.de)

## CAREERS IN FAMILY BUSINESSES

Storopack is a partner company of the Entrepreneurs Club's "Careers in Family Business" initiative, which aims to inform specialists and managers about the career environment in the family business category.

The "Karriere im Familienunternehmen" seal is carried and used by the partner companies of "Karriere im Familienunternehmen" in their online and offline communication. These family businesses and their decision-makers are personally known to the initiators, usually from many years of co-operation.

By using the seal, the partner companies contribute to the overarching mission of raising awareness of family businesses as attractive employers among today's and tomorrow's top performers and publicising their specific characteristics as employers. It thus serves as a recognition mark and orientation aid for our target groups.



## ANNUAL FUNDRAISING CAMPAIGN

Storopack donates approximately 50,000 € annually to charitable organizations. The amount is donated in equal parts to four different organizations. Our focus is on making donations to organisations that benefit children, senior citizens, people with disabilities, or sick people.

One part goes to the Diakonie in Metzingen each year, as Storopack is closely connected to the town and the respective institutions through its headquarters here. The other three parts of the donations go in equal amounts to be decided by one Storopack location in Germany and two locations abroad. The locations then decide for themselves which organization the donation should go to.

# 2023

In 2023 holiday donations were made to C aritas in El Prat, Spain, the children’s charity of the French fire service called ŒUVRE DES PUPILLES des Sapeurs-Pompiers de France, the social environment-based network in Hamburg “MUT-Mümmelmannsberg” and to the Diakonie-Sozialstation Metzingen e.V. in Germany.

MUT-Mümmelmannsberg in Hamburg, Germany



Shanghai Charity Foundation in Shanghai, China

# 2024

Our local employees have the honorable task of handing over donation checks to social institutions in Germany, the United Kingdom and China. These include the Diakonie-Sozialstation in Metzingen, the Neckar-Odenwald-Kreis outpatient children's hospice service in Mosbach, the Shanghai Charity Foundation in Shanghai and the Children's Hospital in Sheffield.

## GIFT CAMPAIGN FOR CHILDREN'S HOMES IN GERMANY

It has become a tradition for our employees to donate numerous gifts to children's homes every Christmas. The employees can choose which child they want to buy a gift for. The children can also indicate their wishes, which the employees can use as a guide. The campaign was originally launched at the company headquarters in Metzingen. However, other German locations have since joined in. Storopack is the organizer of this campaign. The gifts for the children are purchased and donated by our employees on a voluntary basis.

Examples of children's homes to which donations have been made in recent years:

- ▶ FREIE JUGENDHILFE E.V. (HAUS KIPEPEO RATZEBURG UND HAUS TOMTEBO AUMÜHLE)
- ▶ OBERLIN E.V. JUGENDHILFEEINRICHTUNG ULM
- ▶ KINDER- UND JUGENDSCHUTZHEIM STUTTGART
- ▶ ROLLI ROCKERS SPRÖSSLINGE E.V. MÜLHEIM AN DER RUHR
- ▶ ASB KINDER- UND JUGENDHAUS KÖNIGS WUSTERHAUSEN

*“We would like to say a big thank you to all our colleagues who helped us put a smile on children’s faces this Christmas. We are delighted that our Storopack Christmas campaign has now become a wonderful tradition.”*

**NICOLE PICHLER,  
HR EMPLOYER BRANDING  
EXPERT, STOROPACK**



It has become a tradition for our employees to donate numerous gifts to children's homes every Christmas.

## COMMUNITY ENGAGEMENT: STOROPACK RUNS FOR A GOOD CAUSE

On September 8, 2024, Storopack participated in the Metzingen charity run with a team of seven employees. Over the course of three hours, the team completed a total of 246 laps at the Otto Dipper Stadium in Metzingen, generating a donation sum of 738,00 €. This time, the proceeds were donated to the Frauenhaus Reutlingen e. V. (Women's Shelter), which supports important aid projects for women in need.

Besides that, Storopack employees took part in several community events near the locations in 2024:

- ▶ MÜLHEIM COMPANY RUN
- ▶ CITY CYCLING METZINGEN
- ▶ ERMSTAL-MARATHON METZINGEN
- ▶ BERLIN COMPANY RUN
- ▶ MUDMATES METZINGEN
- ▶ TEAM & RUN ANETZ



## **OUTPUT MEASURES**

REPORTING,  
DOUBLE MATERIALITY MATRIX,  
CARBON REDUCTION PROGRAM

## OUTPUT MEASURES

Based on the input factors and our focus areas, we derive concrete measures for our CSR approach: Reporting, Double Materiality Assessment, Carbon Reduction Program (please see page 19), consistent trainings for our employees, and sustainability rating. We are actively working on our Corporate Social Responsibility process and are engaged with EcoVadis for its assessment.

Our objective is to keep improving our Corporate Social and Sustainability Responsibilities in all areas and to review all our measures on a consistent basis.

REPORTING

DOUBLE MATERIALITY  
ASSESSMENT (DMA)

CARBON REDUCTION  
PROGRAM (CRP)

TRAINING

SUSTAINABILITY RATING

# STOROPACK'S DOUBLE MATERIALITY ASSESSMENT (DMA) FOR SUSTAINABILITY REPORTING

A Double Materiality Assessment is a mandatory framework of the European Union's Corporate Sustainability Reporting Directive (CSRD) that evaluates the impact of environmental, social, and governance (ESG) factors from two perspectives:

## IMPACT MATERIALITY (INSIDE-OUT):

How a company's activities impact the environment, society, and stakeholders.

## FINANCIAL MATERIALITY (OUTSIDE-IN):

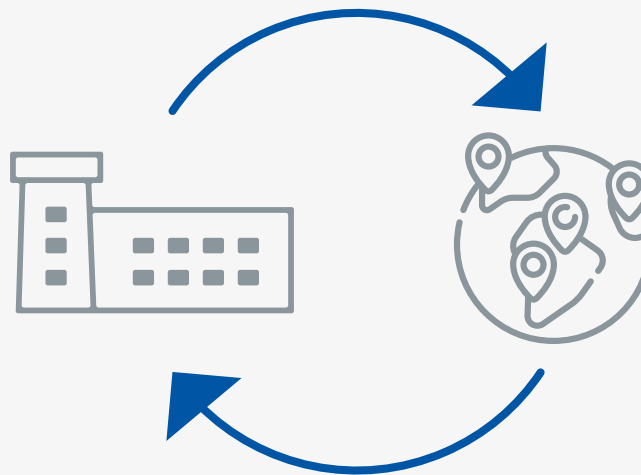
How sustainability-related risks and opportunities affect a company's financial performance and long term value creation.

This dual perspective ensures that companies consider both their own financial risks and their broader societal and environmental footprint.

# WHAT IS DMA?

## INSIDE-OUT

Impact on people and planet



## OUTSIDE-IN

Risks and Opportunities for company

Our DMA process was structured into three key phases:

### PHASE 1: UNDERSTANDING CONTEXT

In this initial phase, we mapped the internal and external landscape and value chain to establish a general understanding of our sustainability context.

### PHASE 2: IDENTIFICATION OF IMPACTS, RISKS, AND OPPORTUNITIES

This phase focused on identifying relevant IROs (Impact, Risks and Opportunities) that are significant to our organization and its stakeholders.

### PHASE 3: ASSESSMENT AND DETERMINATION OF MATERIAL IROS

In this final phase, we prioritized and assessed the identified IROs based on predefined criteria.

## PHASE 1:

### UNDERSTANDING CONTEXT

In this initial phase, we mapped the internal and external landscape and value chain to establish a general understanding of our sustainability context.

- ▶ Landscape Analysis: Reviewing regulatory, economic, and sustainability trends affecting the business environment.
- ▶ Value Chain Mapping: Identifying key activities, stakeholders, and touchpoints within the value chain to determine where material impacts occur.
- ▶ Stakeholder Mapping: Engaging with internal and external stakeholders to capture diverse perspectives and expectations regarding ESG matters.
- ▶ Industry Benchmarking: Comparing the organization's ESG performance and material issues against industry peers to identify potential gaps and opportunities.

## PHASE 2:

### IDENTIFICATION OF IMPACTS, RISKS, AND OPPORTUNITIES

This phase focused on identifying relevant IROs that are significant to our organization and its stakeholders.

- ▶ Topic Screening: Reviewing and filtering ESG topics relevant to the organization and industry.
- ▶ IRO Brainstorm: Conducting collaborative sessions with the internal project team and experts to identify potential impacts, risks, and opportunities.
- ▶ Impact Identification: Assessing our organization's direct and indirect ESG impacts across the value chain.
- ▶ Risk & Opportunity Identification: Evaluating ESG-related risks and opportunities that could influence financial performance and sustainability strategy.

## PHASE 3:

### ASSESSMENT AND DETERMINATION OF MATERIAL IROS

In this final phase, we prioritized and assessed the identified IROs based on predefined criteria.

- ▶ IROs Assessment Criteria: Establishing assessment parameters, including severity, likelihood, and stakeholder relevance.
- ▶ IROs Scoring Thresholds: Defining thresholds to determine the significance of each IRO.
- ▶ IROs Scoring: Quantifying IROs based on their impact and likelihood.
- ▶ Material IROs to Material ESG Matters: Translating high-priority IROs into material ESG matters that guide sustainability strategy and reporting.

**CONCLUSION:**

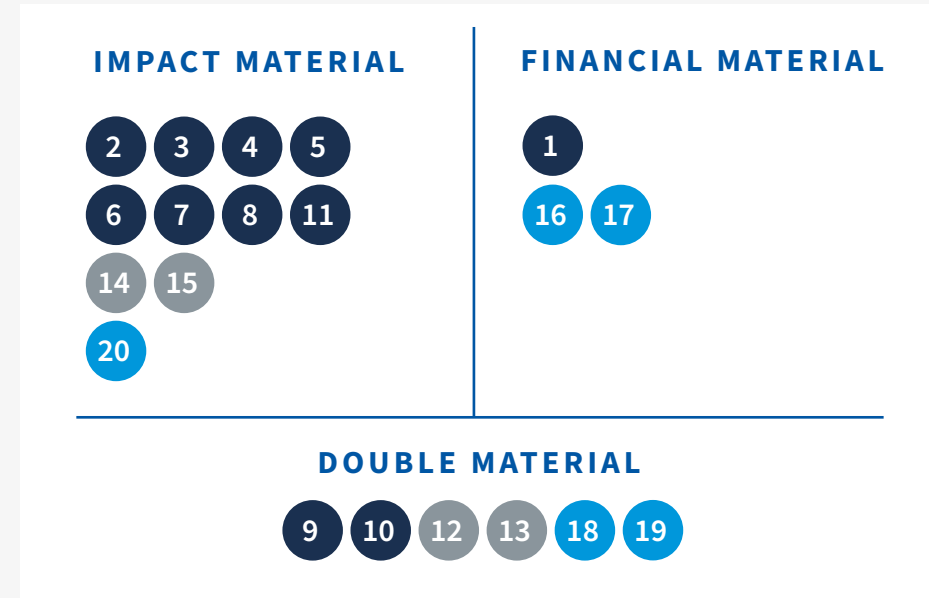
Our DMA process, structured in collaboration with Nexio, is designed to ensure the company effectively manages both the financial and environmental as well as social implications of its operations.

By following this framework, we meet regulatory requirements. The insights gained from this assessment will be incorporated into Storopack’s sustainability strategy and will be presented in our upcoming reports. This helps to align our operations with long-term value creation and responsible corporate citizenship.

- 1 Climate Change Adaptation (E1)
- 2 Climate Change Mitigation (E1)
- 3 Energy (E1)
- 4 Pollution of air (E2)
- 5 Pollution of soil (E2)
- 6 Pollution of microplastics (E2)
- 7 Water (E3)
- 8 Impacts and dependencies on ecosystem services (E4)
- 9 Resource inflows (E5)
- 10 Resources outflows (E5)
- 11 Waste (E5)

- 12 Working Conditions (S1)
- 13 Equal treatment and opportunities (S1)
- 14 Working conditions for workers in the value chain (S2)
- 15 Equal treatment and opportunities for workers in the value chain (S2)

# STOROPACK MATERIAL TOPICS



- 16 Anti-corruption & bribery – prevention and training (G1)
- 17 Anti-corruption & bribery – incidents (G1)
- 18 Corporate culture (G1)
- 19 Protection of whistle blower (G1)
- 20 Supplier engagement and management (G1)

- ENVIRONMENT
- SOCIAL
- GOVERNANCE

# TRAININGS FOR CSR APPROACH

In 2024, we introduced several successful CSR information meetings for all employees at Storopack worldwide. The training was held by Charles Poisson, our Head of Corporate Sustainability, together with other managers from CSR-relevant departments and our CEO Verena Reichenecker. The employees had the opportunity to learn more about Storopack’s measures in this area and to ask their questions during the trainings.

To ensure a consistent flow of information, employees can also rewatch the recordings of the training courses again at any time on our intranet and to ask any questions they may still have in a provided forum. This intranet page also provides employees with updates about new Storopack sustainability projects and measures as well as news related to CSR in general.





If you would like to obtain additional information or speak to us directly, please feel free to get in touch with us. At Storopack we are happy to help.

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