

**GAASCH PACKAGING**

GPB-M1-L10-07 : VSME report 2025

GAASCH PACKAGING

# ESG Report

01/01/2025 – 31/12/2025



## General

## B1 Basis for preparation

## Name of the reporting entity

GAASCH PACKAGING NV/SA

## VAT number of the reporting entity

BE0404889282

## Registered address

Z5 Mollem 530, 1730 Asse, Belgium

## Basis for reporting (consolidated or individual basis)

Individual

## Reporting entity legal form

Public limited liability undertaking

## Size of balance sheet

23,959,067.63 EUR

## Turnover for the 3 most recent years

|                                 | Turnover [EUR] |
|---------------------------------|----------------|
| Reporting year                  | 52,870,044     |
| Year before reporting year      | 57,896,494     |
| Two years before reporting year | 69,173,022     |

## Do you have your turnover breakdown per NACE code?

Yes

## NACE sector classification code(s)

- NACE G - 46.44 Wholesale of china and glassware and cleaning materials
- NACE G - 46.49 Wholesale of other household goods

## Number of employees

35.7 FTE

## Employee counting methodology (At the end of reporting period or as an average during the reporting period)

As an average across the reporting period

## Country of primary operations

Belgium

| List of sites                        |                           |                     |                 |                   |
|--------------------------------------|---------------------------|---------------------|-----------------|-------------------|
| Address                              | Coordinates (geolocation) | Cadastral Reference | Area [hectares] | Asset Type        |
| Z.5 MOLLEM 530, 1730 MOLLEM, BELGIUM | 50.914713, 4.232561       | 4F, 6F              | 2.95            | Warehouse, Office |

Have you obtained any sustainability-related certifications or labels for your organization?

Yes

| Description of sustainability-related certification(s) or label(s), including, where relevant, the issuers of the certification or label, date and rating score |                                                                                                                      |                    |                              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|--------------------|------------------------------|
| Certification                                                                                                                                                   | Certification Description                                                                                            | Certification Date | Rating score (if applicable) |
| EcoVadis Sustainability Rating                                                                                                                                  | EcoVadis Sustainability Rating for Gaasch Packaging NV; badge indicates Top 35% and overall score reported as 64/100 | 2025-07-01         | 64/100                       |
| Voka Charter Duurzaam Ondernemen                                                                                                                                | VOKA Sustainable entrepreneurship                                                                                    | 2026-03-04         | -                            |
| Other                                                                                                                                                           | SDG Pioneer (CIFAL, UNITAR)                                                                                          | 2026-03-04         | -                            |

C1 Strategy: Business Model and Sustainability – Related Initiatives

| Description of significant groups of products and/or services offered |             |
|-----------------------------------------------------------------------|-------------|
| Product or Service                                                    | Description |
| Bottles – drinks                                                      |             |

| Product or Service                       | Description                                                                                                                                                       |
|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                          | Glass and plastic bottles for beverages, with accessories/closures; materials include glass and polymers such as PE, PP and PET, as well as aluminium components. |
| Jars – food                              | Glass and plastic jars for food applications, with related accessories.                                                                                           |
| Pharma & OTC packaging                   | Vials, bottles and other primary containers with accessories for pharmaceuticals and over-the-counter products, in glass and plastics (PE, PP, PET).              |
| Cosmetics & body-care packaging          | Glass and plastic containers (e.g., bottles, jars) with accessories for cosmetic and personal care uses.                                                          |
| Industry (chemicals/household) packaging | Primary containers and accessories in glass and plastics for industrial and household chemical applications.                                                      |
| Consulting & sourcing                    | One-stop shop with a broad range of standard products and independent sourcing.                                                                                   |
| Logistics                                | Large storage capacities, own fleet of trucks, flexible logistics and supply chain management with on-time deliveries.                                            |
| Assistance                               | Training and technical advice, new product development, project management, and sustainability guidance.                                                          |
| Customisation                            | Personalisation of packaging with in-house design and multiple decoration techniques.                                                                             |
| Quality management                       | Quality assurance and supplier audits.                                                                                                                            |

#### Description of significant market(s) you operate in (e.g. B2B, wholesale, retail, countries)

| Market                                                        | Description                                                                         |
|---------------------------------------------------------------|-------------------------------------------------------------------------------------|
| B2B wholesale and distribution of primary packaging solutions | Distribution of primary packaging to business customers through wholesale channels. |
| Belgium                                                       | Serves local customers from its Belgian facility and logistics base.                |

| Market                                        | Description                                                                         |
|-----------------------------------------------|-------------------------------------------------------------------------------------|
| Neighbouring countries (LU, NL, FR)           | Short distance export from warehouse in Belgium.                                    |
| Food and Beverage market                      | Packaging supply to food and beverage producers and brands.                         |
| Pharmaceuticals market                        | Packaging supply to pharmaceutical manufacturers and related healthcare businesses. |
| Cosmetics/Personal Care market                | Packaging supply to cosmetics and personal care companies.                          |
| Industrial (chemicals/household) market       | Packaging supply to industrial customers in chemicals and household products.       |
| Export (South Africa, Canada, USA, Japan,...) | Long-distance export                                                                |

## Description of main business relationships (e.g. key suppliers, customers distribution channels and consumers)

| Business relationship | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Estimated number of entities | Sectors                                                     | Countries                                                                                                                                                                                                                             |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Supplier              | Gaasch works with primary packaging suppliers from Europe (over 99% of the spend). We can classify the manufacturers roughly in 3 main material categories: glass 70% of the spend, plastics 20% of the spend and various 10% of the spend. Suppliers are selected and evaluated on reliability, quality, prices, sustainability criteria and delivery conditions with a list of approved suppliers maintained in the ERP system. Certificates and compliance documents are managed per manufacturer; full batch-level traceability back to manufacturers; supplier audits are part of quality management. | 101                          | Glass and plastic primary packaging manufacturing           | Belgium, Bulgaria, Switzerland, China, Czechia, Germany, Denmark, Spain, France, Hong Kong, Italy, Luxembourg, Netherlands (Kingdom of the), Portugal, United States of America, United Kingdom of Great Britain and Northern Ireland |
| Customer (B2B)        | B2B distribution and wholesale of primary packaging solutions to companies in food & drinks and pharmaceutical/cosmetics/household industries. This counts for 83% of the sales spend. Roughly the split is pharma & OTC 28%, food 21%, wine & spirits 20%, beer 23%, other beverages 5%, cosmetics & personal care 1%, cleaning & industry 1%.                                                                                                                                                                                                                                                            | 541                          | Food & drinks; Pharma & OTC; Cosmetics & bodycare; Industry | Belgium, Denmark, France, United Kingdom of Great Britain and Northern Ireland, Greece, Italy, Luxembourg, Netherlands (Kingdom of the), Poland, United States of America, Spain                                                      |
| Distribution channel  | Direct distribution from Gaasch Packaging's warehouses with ERP-managed traceability and FIFO stock rotation; deliveries on palletized,                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 65                           | Logistics for food & drinks;                                |                                                                                                                                                                                                                                       |



| Business relation-ship              | Description                                                                                                                                                                                                                                                                                                | Estimated number of en-tities | Sectors                                                    | Countries                                                                           |
|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|------------------------------------------------------------|-------------------------------------------------------------------------------------|
| nel (re-tailer, dis-tributor, etc.) | wrapped goods with batch labels; logistics via own truck fleet and ap-proved external transport partners experienced in food and pharma deliveries; large storage capacities and flexible logistics enable on-time deliveries. 10% of the spend is dedicated to retailers (2) and 7% to distributors (63). |                               | pharmaceutical; cosmetics; household; in-dustry pack-aging | Belgium, France, United King-dom of Great Britain and North-ern Ireland, Luxembourg |

Does your strategy include key elements that address or influence sustainability issues?

Yes

| Strategy Key Element                                                                     | Description                                                                                                                                                                                                                                                                                                  |
|------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Integration of sustainability via Double Materiality Assessment and material topic focus | Sustainability is embedded in the 2023–2030 strategy, grounded in an environmental policy and a Double Ma-teriality Assessment that set material topics (E1 climate, E5 circularity, S1 own workforce, S2 value-chain workers, S4 consumers, G1 business conduct) and guide priorities, KPIs, and reporting. |

| Strategy Key Element                                                            | Description                                                                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Climate and energy decarbonization with 2030 SBTi-aligned targets               | Commitment to measure and reduce GHG emissions in line with Science Based Targets; annual monitoring of Scope 1, 2 and relevant Scope 3; emphasis on energy efficiency, renewable energy and electrification; supplier engagement on Scope 3; 2030 targets: –42% Scope 1 & 2 and –25% Scope 3.                                            |
| Circular economy acceleration in the packaging portfolio and services           | Adoption of the reduce–reuse–recycle hierarchy; preference for mono-material, reusable, recyclable and recycled packaging; promotion of circular solutions; customer support through circular packaging advice, take-back initiatives, and PPWR-compliant solutions; 2030 ambition for increased reuse/return flows and circular designs. |
| People strategy for own workforce (S1)                                          | Provision of a safe, respectful, inclusive workplace; investment in training, well-being and open communication; continued application of ISO 45001 principles; attention to diversity, equal opportunities and reintegration of long-term sick employees.                                                                                |
| Responsible value-chain management (S2)                                         | Expectations for fair working conditions, human rights and safety across the supply chain; implementation of a Supplier Code of Conduct; use of dialogue and improvement trajectories before termination.                                                                                                                                 |
| Consumer and end-user trust (S4)                                                | Focus on product safety and quality; clear, accurate information; support for credible sustainability claims; adherence to data and consumer protection requirements.                                                                                                                                                                     |
| Ethics and integrity in governance (G1)                                         | Transparent and ethical conduct with zero tolerance for corruption and bribery; application of a Code of Ethics and Code of Conduct; governance improvements based on EcoVadis feedback.                                                                                                                                                  |
| Governance, monitoring and CSRD-aligned reporting of sustainability performance | Use of clear KPIs (e.g., CO2, circularity, safety, supplier performance) with annual monitoring; integration of sustainability into management decisions and strategic planning; reporting aligned with CSRD/VSME/ESRS; annual evaluation and updates with ongoing stakeholder engagement.                                                |

**Is the ultimate responsibility for environmental matters and the development of the ESG strategy clearly defined and assigned?**

No

**B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy**

Have you implemented any specific practices, policies, or planned initiatives to support your transition toward a more sustainable economy?

Yes

## Practices, policies and future initiatives (PPI) for transitioning towards a more sustainable economy

|                | Do you have practices, policies, or future initiatives that address this issue? | If yes, describe the practices, policies, or future initiatives                                                                                                                                                                                          | If yes, specify the targets of the practices, policies, or future initiatives                                            | If yes, specify the most senior level accountable for implementing these practices, policies and/or future initiatives |
|----------------|---------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| Climate change | Yes                                                                             | Annual monitoring of Scope 1, Scope 2 and relevant Scope 3 emissions; investments in solar energy, electrification and energy-efficient infrastructure; supplier engagement to reduce Scope 3 emissions.                                                 | Scope 1 & 2: -42% by 2030; Scope 3: -25% by 2030; %<br><br>% spend with supplier engagement: 30% by 2026 and 70% by 2030 | Management & sustainability                                                                                            |
| Pollution      | Yes                                                                             | Non-material topic; environmental requirements to minimize and control air emissions; waste management with reduce-reuse-recycle; energy efficiency and monitoring; responsible material sourcing including recycled/renewable materials where possible. | internal: waste mgt reporting; tracking of pollutants/dangereous products; external: tracking suppliers                  | Management                                                                                                             |
| Water and mar- | Yes                                                                             | Non-material topic, Supplier Code requires documenting, monitoring and reducing water                                                                                                                                                                    |                                                                                                                          | Management                                                                                                             |

|                              | Do you have practices, policies, or future initiatives that address this issue? | If yes, describe the practices, policies, or future initiatives                                                                                                                                                                 | If yes, specify the targets of the practices, policies, or future initiatives                                                                                                                                                                  | If yes, specify the most senior level accountable for implementing these practices, policies and/or future initiatives |
|------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| ine re-sources               |                                                                                 | consumption where possible; safe handling of wastewater in compliance with regulations.                                                                                                                                         | internal: recording water usage; water project (local farmer); external: tracking water usage suppliers                                                                                                                                        |                                                                                                                        |
| Biodiversity and eco-systems | Yes                                                                             | Non-material theme monitored through good housekeeping and local initiatives; Supplier Code requires responsible raw material sourcing and includes animal-welfare provisions.                                                  | internal: attention incorporated in circulation plan; external: collecting practices suppliers and customers                                                                                                                                   | Management                                                                                                             |
| Circular economy             | Yes                                                                             | Build take-back and reuse systems; promote circular (recycled) packaging; advise customers on PPWR-compliant circular solutions and circular packaging.                                                                         | Share of SKUs with complete product and sustainability data: 75% in 2026, 100% 2028; increased sales of sustainable packaging solutions (classification products A->E): growth with 10% yearly; Customers advised: ≥15 by 2026 and ≥40 by 2030 | Management & sustainability                                                                                            |
| Own workforce                | Yes                                                                             | Health & safety policy with risk assessment, prevention, annual safety training, equipment maintenance and inspection, emergency plans and drills; ergonomics, well-being programs and psychosocial support; application of ISO | Maintain a sickness absence rate of less than 4%                                                                                                                                                                                               | Management via MT/Steering Committee and the Prevention Advisor                                                        |

|                            |     | Do you have practices, policies, or future initiatives that address this issue? | If yes, describe the practices, policies, or future initiatives                                                                                                                                                               | If yes, specify the targets of the practices, policies, or future initiatives                                                                                                                                                                                                                                                            | If yes, specify the most senior level accountable for implementing these practices, policies and/or future initiatives |
|----------------------------|-----|---------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
|                            |     |                                                                                 |                                                                                                                                                                                                                               | <p>Provide an average of 40 training hours per FTE per year</p> <p>Ensure 10% of employees have an up-to-date personal development plan</p> <p>Achieve an employee engagement score of at least 80%</p> <p>Zero work-related accidents resulting in lost time</p> <p>Report and investigate 100% of safety incidents and near misses</p> |                                                                                                                        |
| Workers in the value chain | Yes |                                                                                 | Supplier Code of Conduct requiring respect for human rights and labour standards (no child/forced labour, fair wages, non-discrimination, freedom of association, worker health & safety), continuous improvement and audits; | Suppliers signing the Code: 80% by 2026 and 100% by 2030; RFPs with ESG criteria: 30% by 2026 and 90% by 2030; Improvement trajectories: ≥5 by 2026                                                                                                                                                                                      | Management                                                                                                             |

| Do you have practices, policies, or future initiatives that address this issue? |     | If yes, describe the practices, policies, or future initiatives                                                                                                                                                                                                                                                                                                       | If yes, specify the targets of the practices, policies, or future initiatives                                                                                                                                                                                                                                                              | If yes, specify the most senior level accountable for implementing these practices, policies and/or future initiatives |
|---------------------------------------------------------------------------------|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
|                                                                                 |     | dialogue and improvement plans before ending relationships.                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                            |                                                                                                                        |
| Affected communities                                                            | Yes | The company collaborates periodically with sheltered workshop AMAB to support inclusive employment, partners with HOGENT and Thomas More on sustainability and innovation education (in line with SDG4) and provides internship opportunities for students. Charitable contributions are made on an ongoing basis as part of the company's broader social commitment. | Increase the number of internships and/or educational collaboration hours year-on-year; formalise the collaboration with AMAB with a minimum annual target; document and report on charitable contributions annually as part of sustainable reporting                                                                                      | Management/steering committee                                                                                          |
| Consumers and end-users                                                         | Yes | Transparent communication on material choices and circularity; support customers on sustainability claims; respect for data and consumer protection.                                                                                                                                                                                                                  | Deliver requested documentation to customer; with the launch of Packwise in 2026: share of SKUs with complete product and sustainability data; share of suppliers sharing primary and impact data; share of purchasing decisions in which sustainability data is used; number of new collaborations around sustainable packaging solutions | Board of Directors/Management                                                                                          |

|                  | Do you have practices, policies, or future initiatives that address this issue? | If yes, describe the practices, policies, or future initiatives                                                                                                                                                                                                                                                                                                                           | If yes, specify the targets of the practices, policies, or future initiatives                                                                                                                                                                                 | If yes, specify the most senior level accountable for implementing these practices, policies and/or future initiatives |
|------------------|---------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| Business conduct | Yes                                                                             | Corporate Code of Ethics and Corporate Code of Conduct covering anti-corruption (zero tolerance for bribery), fair competition/antitrust, conflict of interest, accurate records, trade controls, GDPR compliance and whistleblowing platform; annual tracking and reporting of ESG KPIs aligned with VSME/CSRD; improvement actions based on EcoVadis feedback; and link to VCDO actions | % employees trained on Code of Ethics: 70% by 2026 and 100% by 2030; Anti-corruption trainings: ≥1 per year by 2026 and ≥2 per year by 2030; EcoVadis governance score: +5 points by 2026 and top quartile by 2030; Annual ESG report availability from 2026; | Board of Directors and Management & sustainability for KPI follow-up                                                   |

Do you have a process in place to address human rights related complaints?

Yes



General

B3 Energy and greenhouse gas emissions

Have you gathered the necessary information to report a breakdown of your energy consumption?

Yes

| Breakdown of energy consumption |                 |                     |             |
|---------------------------------|-----------------|---------------------|-------------|
|                                 | Renewable [MWh] | Non-renewable [MWh] | Total [MWh] |
| Electricity                     | 147.61          | 0                   | 147.61      |
| Fuels                           | 0               | 0                   | 0           |
| Total                           | 147.61          | 0                   | 147.61      |

Do you calculate Scope 1 or 2 Greenhouse Gas Emissions?

Yes

| Estimated Scope 1 and 2 Greenhouse Gas (GHG) Emissions |                        |
|--------------------------------------------------------|------------------------|
|                                                        | GHG emissions [tCO2eq] |
| Gross scope 1 GHG emissions                            | 232.53                 |
| Gross scope 2 location-based GHG emissions             | 13.29                  |
| Total scope 1 and 2 emissions                          | 245.82                 |

## Are you disclosing information on your Scope 3 emissions?

Yes

## Estimated Scope 3 Greenhouse Gas (GHG) Emissions

|                                                                   | Reporting year emissions<br>[tCO <sub>2</sub> eq] |
|-------------------------------------------------------------------|---------------------------------------------------|
| Purchased goods and services                                      | 43,968.67                                         |
| Capital goods                                                     | 0                                                 |
| Fuel and energy-related activities (not included in Scope 1 or 2) | 54.15                                             |
| Upstream transportation and distribution                          | 674.48                                            |
| Waste generated in operations                                     | 7.36                                              |
| Business travel                                                   | 9.59                                              |
| Employee commuting                                                | 29.3                                              |
| Upstream leased assets                                            | 0                                                 |
| Downstream transportation and distribution                        | 1,865.8                                           |
| Processing of sold products                                       | -                                                 |
| Use of sold products                                              | -                                                 |
| End of life treatment of sold products                            | 364.41                                            |
| Downstream leased assets                                          | -                                                 |
| Franchises                                                        | -                                                 |
| Investments                                                       | -                                                 |
| Total scope 3 emissions                                           | 46,973.76                                         |

C3 Greenhouse gas reduction targets and climate transition

Have you established targets for reducing your greenhouse gas emissions?

Yes

## Greenhouse gas (GHG) reduction targets

|                                            | Target year | Target year emissions [tCO <sub>2</sub> eq] | Base year | Base year emissions [tCO <sub>2</sub> eq] | Percentage reduction from base year [%] |
|--------------------------------------------|-------------|---------------------------------------------|-----------|-------------------------------------------|-----------------------------------------|
| Gross Scope 1 GHG Emissions                | 2,030       | 146.08                                      | 2,023     | 251.87                                    | 42                                      |
| Gross Scope 2 location-based GHG Emissions | 2,030       | 14.18                                       | 2,023     | 24.45                                     | 42                                      |
| Total Scope 1 and Scope 2 GHG Emissions    | 2,030       | 160.26                                      | 2,023     | 276.32                                    | 42                                      |

## Scope 3 greenhouse gas reduction targets

|                              | Target year | Target year emissions [tCO <sub>2</sub> eq] | Base year | Base year emissions [tCO <sub>2</sub> eq] | Percentage reduction from base year [%] |
|------------------------------|-------------|---------------------------------------------|-----------|-------------------------------------------|-----------------------------------------|
| Purchased Goods and Services | 2,030       | 39,080.03                                   | 2,023     | 52,106.7                                  | 25                                      |
| Capital Goods                | 2,030       | 144.19                                      | 2,023     | 192.25                                    | 25                                      |

|                                                                          | Target year | Target year emissions [tCO <sub>2</sub> eq] | Base year | Base year emissions [tCO <sub>2</sub> eq] | Percentage reduction from base year [%] |
|--------------------------------------------------------------------------|-------------|---------------------------------------------|-----------|-------------------------------------------|-----------------------------------------|
| Fuel- and Energy-Related Activities (Not Included in Scope 1 or Scope 2) | 2,030       | 54.67                                       | 2,023     | 69.72                                     | 21.59                                   |
| Upstream Transportation and Distribution                                 | 2,030       | 499.39                                      | 2,023     | 665.85                                    | 25                                      |
| Waste Generated in Operations                                            | 2,030       | 8.69                                        | 2,023     | 11.59                                     | 25.02                                   |
| Business Travel                                                          | 2,030       | 4.76                                        | 2,023     | 6.35                                      | 25.04                                   |
| Employee Commuting                                                       | 2,030       | 17.9                                        | 2,023     | 23.87                                     | 25.01                                   |
| Upstream Leased Assets                                                   | 2,030       | -                                           | 2,023     | -                                         | -                                       |
| Downstream Transportation and Distribution                               | 2,030       | 1,163.25                                    | 2,023     | 1,551                                     | 25                                      |
| Processing of Sold Products                                              | 2,030       | -                                           | 2,023     | -                                         | -                                       |
| Use of Sold Products                                                     | 2,030       | -                                           | 2,023     | -                                         | -                                       |
| End-of-Life Treatment of Sold Products                                   | 2,030       | 326.13                                      | 2,023     | 434.84                                    | 25                                      |
| Downstream Leased Assets                                                 | 2,030       | -                                           | 2,023     | -                                         | -                                       |
| Franchises                                                               | 2,030       | -                                           | 2,023     | -                                         | -                                       |

|                             | Target year | Target year emissions [tCO2eq] | Base year | Base year emissions [tCO2eq] | Percentage reduction from base year [%] |
|-----------------------------|-------------|--------------------------------|-----------|------------------------------|-----------------------------------------|
| Investments                 | 2,030       | -                              | 2,023     | -                            | -                                       |
| Total Scope 3 GHG emissions | 2,030       | 41,299.01                      | 2,023     | 55,062.17                    | 25                                      |

\* We intend to align our climate ambitions with the Science Based Targets initiative (SBTi). For Scope 3 emissions, this would require a reduction of approximately 25%. The most significant emission sources within our value chain are purchased goods and transportation.

Currently, product-level carbon footprint data is not yet consistently available, limiting our ability to monitor reductions over time. To address this challenge, we have initiated the PackWise project, which aims to collect, manage, and improve the quality of environmental data for the products we purchase. This will enable more accurate footprint tracking, support supplier engagement, and facilitate data-driven emission reduction actions across our value chain.

Disclosure of list of main actions you seek in order to achieve your targets

| Action to achieve targets                                              | Description of the action                                                                                                                                                   |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Design overall decarbonation pathway                                   | Measure and monitor the annual CO2 footprint across Scope 1, Scope 2 and relevant Scope 3 emissions, with a defined reduction pathway aligned to Science Based Targets.     |
| Improve energy efficiency of operations                                | Invest in energy efficiency and renewable energy (including solar), and electrify operations (vehicle fleet and warehouse).                                                 |
| Work with suppliers that hold certifications on eco-friendly practices | Engage suppliers to reduce Scope 3 emissions through dialogue and pilot projects, increasing the share of spend with active supplier engagement (30% by 2026; 70% by 2030). |

| Ac-tion to achieve targets | Description of the action                                                                                                                                                                                      |
|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Other                      | Expand circular initiatives that lower value-chain emissions: develop take-back and reuse systems, grow the offer of recycled/recyclable packaging, and advise customers on circular, PPWR-conform solu-tions. |
| Other                      | Track ESG/KPI progress annually and integrate results into CSRD/ VSME reporting.                                                                                                                               |

Status of implementation of you decarbonisation plan

A decarbonisation plan has already been adopted

### Description of your decarbonisation plan, including an explanation of how it is contributing to reduce greenhouse gas emissions

Gaasch Packaging has a structured 2023–2030 climate transition plan aimed at reducing greenhouse gas emissions in line with Science Based Targets.

- Targets: –42% Scope 1 & 2 emissions and –25% Scope 3 emissions by 2030, with annual monitoring of Scope 1–2 and relevant Scope 3 (Sustainability beleid 2023–2030; Sustainability Statement 2023–2030).
- Own operations (Scope 1 & 2):
- Invest in energy efficiency and electrification, including building heating via an electric air-air heat pump and installing 720 photovoltaic solar panels (P0206 pre-audit questionnaire).
- Transition to electric company cars and electric forklift trucks; electrification KPI targets  $\geq 50\%$  by 2026 and  $\geq 90\%$  by 2030 (KPIs sustainability strategy).
- 
- Use a new fleet with Euro VI engines (P0206 pre-audit questionnaire).
- Value chain (Scope 3):
- Engage suppliers on CO<sub>2</sub> reduction, with KPI to increase the share of spend under climate engagement from 30% (2026) to 70% (2030) (KPIs sustainability strategy; Sustainability beleid 2023–2030).
- Strengthen circularity: expand take-back and reuse systems ( $\geq 3$  active flows by 2026,  $\geq 6$  by 2030), grow revenue from circular packaging from 20% (2026) to  $\geq 40\%$  (2030), and advise customers on circular, PPWR-conform solutions (KPIs sustainability strategy; Sustainability beleid 2023–2030).

Governance and monitoring: progress is tracked via annual KPIs and integrated into management decisions, with reporting following VSME/CSRD logic and regular updates based on stakeholder feedback (Sustainability beleid 2023–2030).

Contribution to GHG reduction: Electrification, renewable energy, and building efficiency cut fossil fuel use and related Scope 1–2 emissions, while supplier engagement and circular packaging initiatives address upstream Scope 3 emissions through reduced material intensity and increased reuse/recycling.



## B4 Pollution of air, water and soil

Do you already report your emissions of pollutants?

No

## B5 Biodiversity

Do you know how your sites are located in relation to biodiversity sensitive areas?

Yes

Do you have sites located in or near biodiversity-sensitive areas?

Yes

| Sites in or near a biodiversity sensitive area |                 |                                  |            |
|------------------------------------------------|-----------------|----------------------------------|------------|
| Site Address                                   | Area [hectares] | Biodiversity sensitive area type | In or near |
| Z.5 Mollem 530, 1730 Asse, Belgium             | 2.95            | -                                | Near       |

Do you have a breakdown of your land into different types, like sealed areas (e.g., buildings, roads) and nature areas?

Yes

| Land-use                            |                 |
|-------------------------------------|-----------------|
|                                     | Area [hectares] |
| Total sealed area                   | 2.05            |
| Total nature-oriented area on-site  | 0.9             |
| Total nature-oriented area off-site | 0               |

|                   | Area [hectares] |
|-------------------|-----------------|
| Total use of land | 2.95            |

B6 Water

Do you know your water withdrawal and consumption?

Yes

Water withdrawal, consumption and discharge breakdown

|           | Water withdrawal [m³] | Water consumption [m³] | Water discharge [m³] |
|-----------|-----------------------|------------------------|----------------------|
| All sites | 303                   | 0                      | 303                  |

Do you know how your sites are located in relation to areas of high water-stress?

Yes

One or more sites are located in areas of high water-stress

No

\* The overall water risk is medium to high (2-3)

Do you have a water management plan to reduce water consumption?

No

**Additional explanatory information to contextualise water withdrawals or consumption**

- Operational context: The company reports "Low impact. No production activity on site; only storage." This indicates warehouse and office operations rather than water-intensive manufacturing (P0206 – pre-audit questionnaire, 18/12/2025).
- Materiality: Water use is identified as a non-material theme for Gaasch Packaging; it is still followed through good housekeeping and local initiatives (Sustainability policy 2023–2030).
- Use type: Health and safety provisions specify access to cold and hot drinkable water, clean toilets and showers for employees, and warehouses/offices are cleaned weekly (Corporate Code of Conduct, 03/10/2025; P0206 – pre-audit questionnaire, 18/12/2025).
- Value chain expectations: The Supplier Code of Conduct requires suppliers to document, monitor and, where possible, reduce water consumption (Supplier Code of Conduct, 03/10/2025).

**B7 Resource use, circular economy and waste management****Are you applying circular economy principles within your organization?**

Yes

## Description of how you apply these principles

| Principle                                                 | Description of practices                                                                                                                                                                                                                                                                                                   | Metrics/Indicators                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Examples                                                                                                                                                                                                             |
|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Eliminate waste and pollution through optimized processes | Applies the reduce–reuse–recycle hierarchy; prioritises mono-material, recyclable and recycled packaging; provides customer advice on PPWR-compliant packaging; implements internal sorting by waste streams and sets up external partnerships/collection programmes to enable reuse and recycling of major waste streams. | Reports on total weight of waste recovered and total weight of non-hazardous waste; reports total energy and renewable energy consumption; reports Scope 1, Scope 2 and downstream Scope 3 GHG emissions; Valipac 2025 single-use packaging responsibilities: total 303.728 tons consisting of Type A 4.616 t (2.575 t recyclable paper/cardboard; 2.041 t recyclable plastic) and Type B 299.112 t (159.055 t recyclable paper/cardboard; 130.337 t recyclable plastic; 9.720 t recyclable wood). | Design guidance towards mono-material and circular packaging; customer advisory on PPWR-compliant solutions; internal waste sorting and external collection programmes for reuse and recycling.                      |
| Prioritize reusable products and materials                | Builds take-back and reuse systems (e.g., Bring Back initiatives); promotes reusable, recyclable and recycled packaging options, including recycled glass; designs and selects packaging with a stronger focus on circularity and value-chain collaboration to keep materials in use.                                      | Valipac 2025 reusable packaging flows: total 545,907 units and 3,073.803 tons consisting of DIN/UMF pallets 71,059 units (1,989.652 t), Euro pallets 9,889 units (247.225 t) and PP plates 464,959 units (836.926 t); reporting on total weight of waste recovered as an indicator of material recirculation.                                                                                                                                                                                      | Take-back and reuse systems to enable return flows; use of durable logistics media (pallets and PP plates) to support repeated use; active promotion of recycled glass and circular packaging options for customers. |

Are you only generating household waste?

Yes

Do you know the amount of waste generated?

Yes

Do you operate in a sector using significant material flows (for example manufacturing, construction, packaging or others)?

Yes

#### Annual mass-flow of relevant materials used

| Material                                               | Annual mass-flow [ton] |
|--------------------------------------------------------|------------------------|
| Recyclable plastic (one-way packaging, Type A)         | 2.04                   |
| Recyclable paper/cardboard (one-way packaging, Type A) | 2.58                   |
| Recyclable wood (one-way packaging, Type B)            | 9.72                   |
| Recyclable plastic (one-way packaging, Type B)         | 130.34                 |
| Recyclable paper/cardboard (one-way packaging, Type B) | 159.06                 |
| Recyclable wood (reusable packaging, DIN/UMF pallets)  | 1,989.65               |
| Recyclable wood (reusable packaging, Euro pallets)     | 247.23                 |
| Recyclable plastic (reusable packaging, PP plates)     | 836.93                 |

**Total annual mass-flow of relevant materials used**

51,678 ton

**Have you implemented any waste management initiatives?**

Yes

**Waste management initiatives**

| <b>Sustainability Initiative</b> | <b>Description</b>                                                                                                                                                                                                                                                                                 |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Source Reduction                 | Applies reduce-reuse-recycle principles with waste separated at the source and systems for safe handling, storage, recycling, reuse, and compliant treatment of waste.                                                                                                                             |
| Recycling Program                | Segregates waste by stream and collaborates with specialized partners for collection and processing: film (Renewi), PP plastics (Raff Plastics), wood (Hout Peeters), glass (Renewi), PMD and residual waste (Renewi/Vanheede), paper and organic waste/GFT (Vanheede), tracking volumes annually. |
| Centralized Waste Station        | Implements containerized collection with scheduled pick-ups (e.g., 1100L/770L containers for residual and PMD, 120/60L for GFT, 2500L rolling containers for paper, 8m <sup>3</sup> for glass) through providers such as Renewi, Bruco Group, and Vanheede.                                        |
| Data Tracking and Reporting      | Uses dedicated bags for specific fractions (transparent and colored film, straps) and organizes dedicated film pick-ups to improve segregation and recovery.                                                                                                                                       |
| Data Tracking and Reporting      | Reports industrial (transport) packaging streams to Valipac—including recyclable carton (type A/B), plastics (type A/B), and wood (type B)—and files Valipac contributions for pharma carton packaging operations.                                                                                 |
| Data Tracking and Reporting      | Evaluates environmental performance annually using KPIs such as waste tonnage and shares results with management and relevant stakeholders to drive continuous improvement.                                                                                                                        |

| Sustainabil-ity Initiative    | Description                                                                                                                                                        |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employee Engagement Campaigns | Provides training and awareness initiatives to encourage environmentally responsible behaviour among employees, supporting proper waste separation and management. |

C4 Climate risks

Have you identified climate-related hazards and climate-related transition events, which represent gross climate-related risks for your company?

Yes



| Climate-related hazards |                                                                                                      |                                                                                                                             |              |                                                                                                                                                                                                                                |           |
|-------------------------|------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Climate related hazard  | Description                                                                                          | Exposure & Sensitivity Description                                                                                          | Time Horizon | Adaptation actions                                                                                                                                                                                                             | Cat-egory |
| Other                   | Identified risks "Extreme weather" and "Weather extremes / Climatical impacts" affecting operations. | Mollem (Belgium) site is exposed to heavy weather; specific asset, activity and value chain sensitivities are not detailed. | Short-term   | Emergency plan (heavy weather) – planned (due 31.12.2025); Improvement of rescue plans – planned (due 31.12.2025); Sustainability plan – planned (due 30.06.2026); Farm-plan with support of the EU – planned (due 30.06.2026) | Acute     |

| Climate-related transition events |                                                                                                                                        |                                   |              |                                                                                                                           |           |
|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|--------------|---------------------------------------------------------------------------------------------------------------------------|-----------|
| Climate related transition event  | Description                                                                                                                            | Exposure & Sensitivity Assessment | Time Horizon | Adaptation actions                                                                                                        | Cat-egory |
|                                   | Gaasch Packaging anticipates and conforms to CSRD and ESRS; reporting is conducted according to VSME/CSRD logic and the double materi- |                                   | Short-term   | Report according to VSME/CSRD logic; annual KPI monitoring and integration in management decisions; annual evaluation and |           |

| Climate related transition event | Description                                                                                                                                              | Exposure & Sensitivity Assessment                                    | Time Horizon | Adaptation actions                                                                                                         | Category       |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|--------------|----------------------------------------------------------------------------------------------------------------------------|----------------|
| Policy and regulation            | ality assessment forms the basis for prioritization, KPI selection and reporting; the policy is annually evaluated and updated based on new regulations. | First VSME report in 2026 (for 2025)                                 |              | adjustment of the sustainability policy based on new regulations; use of Double Materiality Assessment to guide reporting. | Policy & Legal |
| Policy and regulation            | External regulatory requirements for packaging; Gaasch Packaging explicitly advises customers on PPWR-compliant solutions.                               | PPWR action integrated in commercial service                         | Short-term   | Advising customers on PPWR-compliant packaging solutions.                                                                  | Policy & Legal |
| Policy and regulation            | Regulators are setting more stringent standards under the EU PPWD; companies must meet these targets to maintain market access.                          | SDG-champion trajectory Packwise in prep for 2026 (product database) | Medium-term  | Preparation of LCA database in preparation of DPP (Packwise project to start in 2026)                                      | Technology     |

Potential adverse effects of climate risks that may affect your financial performance or business operations in the short-, medium- or long-term

| Effect                        | Description                                                   | Risk level |
|-------------------------------|---------------------------------------------------------------|------------|
| Increase in operational costs | Weather extremes / climatical impacts (risk value: 243,750 €) | High       |
| Increase in operational costs | Increasing prices for energy (risk value: 75,000 €)           | Medium     |
| Increase in operational costs | Environmental guidelines / laws (risk value: 16,250 €)        | High       |

Significant assets affected by material physical risks

| Address of the asset                          | Geolocation (coordinates) | Description                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------------------|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Z.5 Mollem<br>530, 1730<br>Mollem,<br>Belgium | 50.914713,<br>4.232561    | Extreme weather / weather extremes and climatic impacts (acute); rated Large (Occasional) with estimated impact of 243,750 €; also listed as Significant (Seldom); adaptation measures include emergency plan for heavy weather (planned, due 31.12.25), improvement of rescue plans (planned, due 31.12.25), sustainability plan (planned, due 30.06.26), and farm-plan with support of the EU (planned, due 30.06.26). |

Do you have Energy Performance Certifications for your real estate assets?

Yes

| Energy performance and carrying value of your real estate assets                   |                                  |                      |
|------------------------------------------------------------------------------------|----------------------------------|----------------------|
| Address                                                                            | Energy performance [kWh/m²/year] | Carrying value [EUR] |
| Z.5 Mollem 530, 1730 Asse, Belgium                                                 | 386                              | -                    |
| -                                                                                  | -                                | -                    |
| * The immo value is listed in a separate entity and has a value of 4 403 986 euro. |                                  |                      |

## General

## B8 Workforce – General characteristics

## Breakdown of employees by contract type

|                 | Number of Employees [FTE] |
|-----------------|---------------------------|
| Temporary       | 0                         |
| Permanent       | 35.7                      |
| Total Employees | 35.7                      |

## Breakdown of employees by gender

|                 | Number of Employees [FTE] |
|-----------------|---------------------------|
| Male            | 24.4                      |
| Female          | 11.3                      |
| Other           | 0                         |
| Not Reported    | 0                         |
| Total Employees | 35.7                      |

## Breakdown of employees by country

| Country of employment contract | Number of employees [FTE] |
|--------------------------------|---------------------------|
| Belgium                        | 35.7                      |

Is diversity actively promoted?

Yes

Are diversity targets set?

No

C5 Additional (general) workforce characteristics

Do you know the breakdown by gender at the management level?

Yes

B9 Workforce – Health and safety

| Rate of recordable work-related accidents in the reporting period |                                                                     |                                                                                         |                                                                   |
|-------------------------------------------------------------------|---------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-------------------------------------------------------------------|
|                                                                   | Number of recordable work-related accidents in the reporting period | Total number of hours worked in a year by all employees in the reporting period [hours] | Rate of recordable work-related accidents in the reporting period |
| Work-re-lated acci-dents data                                     | 2                                                                   | 59,609                                                                                  | 6.71                                                              |

Number of fatalities as a result of work-related injuries

0

Number of fatalities as a result of work-related ill health

0

B10 Workforce – Remuneration, collective bargaining and training

Employees receive pay that is equal or above applicable minimum wage determined directly by the national minimum wage law or through a collective bargaining agreement

Yes

Do you know the percentage gap in pay between your female and male employees?

Yes

| Percentage of employees covered by collective bargaining agreements |                                                                       |                                                                         |
|---------------------------------------------------------------------|-----------------------------------------------------------------------|-------------------------------------------------------------------------|
|                                                                     | Number of employees covered by collective bargaining agreements [FTE] | Percentage of employees covered by collective bargaining agreements [%] |
| Collective bargaining coverage                                      | 35.7                                                                  | 100                                                                     |

Do you know the breakdown by gender of annual training hours?

Yes

| Breakdown by gender of average annual training hours per employee |                                       |
|-------------------------------------------------------------------|---------------------------------------|
|                                                                   | Average annual training hours [hours] |
| Male                                                              | 51.48                                 |
| Female                                                            | 38.23                                 |
| Other                                                             | -                                     |
| Not reported                                                      | -                                     |

C6 Additional own workforce information - Human rights policies and processes

| Do you have a code of conduct or human rights policy for your workforce? |
|--------------------------------------------------------------------------|
| Yes                                                                      |

| What types of content does this code of conduct or human rights policy cover? |                 |
|-------------------------------------------------------------------------------|-----------------|
|                                                                               | Policy coverage |
| Child labor                                                                   | Yes             |
| Forced labor                                                                  | Yes             |
| Human trafficking                                                             | Yes             |
| Discrimination                                                                | Yes             |
| Accident prevention                                                           | Yes             |
| Other                                                                         | Yes             |



## Specify other types of content covered by the code of conduct or human rights policy

- Wages, benefits and working hours
- Freedom of association and collective bargaining
- Humane treatment and anti-harassment/abuse (no violence, gender-based violence, sexual or psychological harassment, coercion, bullying, public shaming, verbal abuse)
- Stakeholder transparency and CSR commitments beyond legal compliance, aligned with international norms (ILO, UN)
- Safe working environment requirements (access to drinkable water, clean toilets, showers, facilities for food consumption)
- Hazard information and training; provision of personal protective equipment free of charge
- Environmental responsibility and minimizing environmental impact, compliance with applicable environmental laws

Business ethics topics (from the Corporate Code of Ethics aligned with the Code of Conduct): - Business integrity; zero tolerance for bribery and corruption; no improper advantage; limits on gifts and hospitality - Accurate books and records; disclosure of information only in line with applicable laws - Compliance with trade controls and sanctions - Avoidance and reporting of conflicts of interest - Fair competition and anti-trust compliance - Privacy and data protection (GDPR compliance) - Protection of intellectual property - Whistleblowing mechanism with protection against retaliation - Management system for ethics: employee training, communication, monitoring, and enforcement

## Do you have a complaint-handling mechanism for your own workforce?

Yes

## C7 Severe negative human rights incidents

## Do you have confirmed incidents in your own workforce?

No

## Are you aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users?

No

## General

### B11 Convictions and fines for corruption and bribery

Have you incurred any convictions or fines for the violation of anti-corruption and anti-bribery laws during the reporting period?

No

### C8 Revenues from certain sectors and exclusion from EU reference benchmarks

Are you deriving revenues from one of the activities listed below?

- None of the above

Are you excluded from any EU reference benchmarks that are aligned with the Paris Agreement?

No

### C9 Gender diversity ratio in the governance body

Do you have a governance body in place?

Yes

| Gender diversity ratio in governance body                                 |                                                                         |                                              |
|---------------------------------------------------------------------------|-------------------------------------------------------------------------|----------------------------------------------|
| Number of female board mem-<br>bers at the end of the reporting<br>period | Number of male board mem-<br>bers at the end of the reporting<br>period | Gender diversity ratio<br>in governance body |
| 1                                                                         | 6                                                                       | 0.17                                         |