



Sustainability report 2023






About this report

This annual sustainability report describes how RETAL addresses its material environmental, social and governance impacts, risks and opportunities across its operations, to ensure its sustainable development.

Statement of use

This report is made with reference to the Global Reporting Initiative (GRI) standards. It includes a GRI Content Index with all GRI indicators, providing a direct answer or a reference to pages in the report.

Scope

RETAL is the plastic manufacturing business of RETAL INDUSTRIES LIMITED (RIL) and consists of 12 subsidiaries operating 13 plants. It excludes the PET and Polyols manufacturing business (NEO Group) as well as RETAL's industrial partners ([RETAL Overview](#) )

There is one significant change in this report compared to the previous year. RETAL started a new manufacturing operation in Ukraine during 2023. This new plant is located in Lviv and is owned by RETAL Ukraine Ltd. The plant was fully operative at the beginning of 2023.


Reporting period

The report period: **01/01/2023 to 31/12/2023**

Date of last report: **October 2023**

Periodicity: **Annual**

External assurance

This report has not been externally assured except GRI 301, 302, 305, and 306-3, 306-4, and 306-5. These indicators are included in the calculation of RETAL's GHG inventory which has been verified by an independent third party. The verification level of assurance is 'limited' ([Appendix 4](#) )

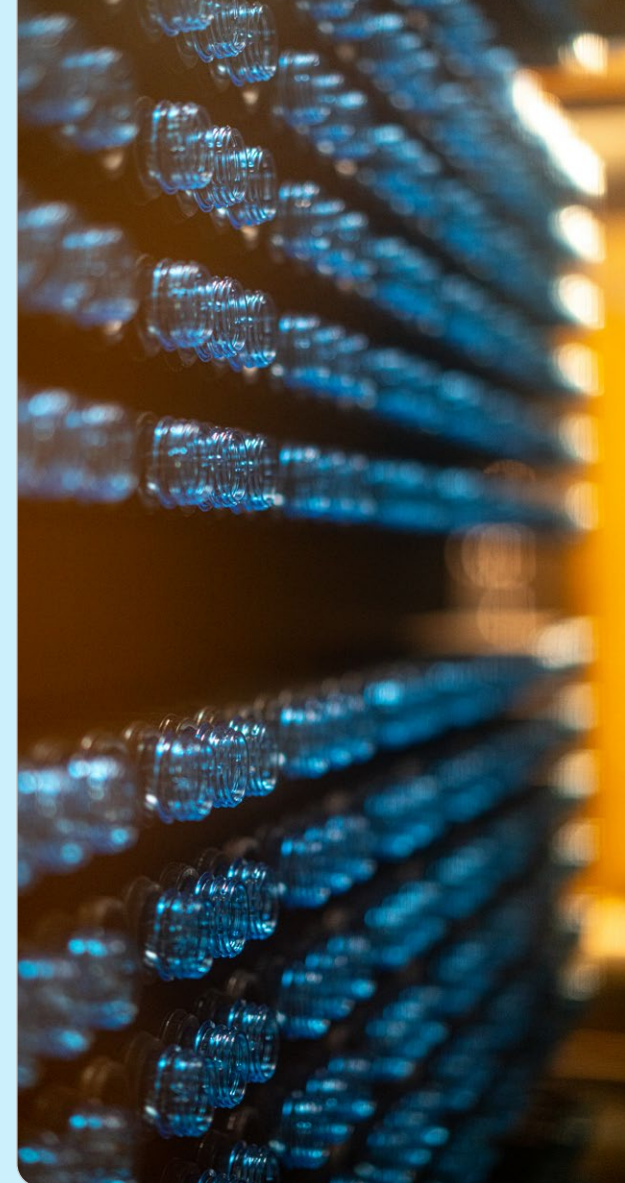
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01

RETAL Overview

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1.1 Group structure

RETAL is a group of 12 limited liability companies based in Europe, Ukraine, and the USA, all subsidiaries of RETAL INDUSTRIES LIMITED (RIL), a privately-owned holding company with headquarters in Limassol, Cyprus. RETAL INDUSTRIES LIMITED also owns NEO Group, which is the second largest PET (polyethylene terephthalate) resin manufacturer in Europe as well as RETAL's main PET resin supplier.

RETAL has two additional industrial partners located in Georgia (Caucasus region) and the Republic of Kazakhstan (See next page).



Not included in this report

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NEO Group (RETAL's sister company)

NEO Group is RETAL's sister company and is 100% owned by RETAL Industries Limited. NEO Group is RETAL's largest PET resin supplier with the capacity to produce 504,000 tn per year of PET as well as a smaller volume of 9,500 tn per year of polyol.

The two companies are managed independently, with one exception: NEO Group has been included in RETAL's climate change management from 2023 in order to calculate NEO Group's corporate

carbon footprint (*Environment* ⓘ). This is conducted with a view to set science-based targets (SBT) in the near future to help reduce the company's GHG emission. In addition to virgin PET, NEO Group's product portfolio also includes NEOPET Cycle, a PET material containing up to 30% recycled material and produced using a unique patented technology, which has been developed by the company's scientists and engineers (*Environment* ⓘ).

NEOPET Cycle – a circular solution

NEOPET Cycle is a food contact PET with rPET flakes integrated directly into the virgin resin material, offering an all-in-one, transparent solution.

Fossil-based material is partially replaced with purified rPET flakes to produce NEOPET Cycle

resins, based on a chemical depolymerization process using feedstock from post-consumer PET food packaging collections.

This easy-to-use product ticks sustainability boxes including a simplified conversion process, more efficient transportation and total compliance of

EU and FDA food contact requirements, with no EFSA approval needed.

With an annual production capacity of 160kt, NEOPET Cycle is already approved by various multinational RETAL customers in the food and beverage industries.



RETAL's industrial partners

RETAL has two industrial partners: JSC Caucasian Pet Company in Georgia (Caucasus), and P.E.T. LLC in the Republic of Kazakhstan. These two partners manufacture and commercialise RETAL branded products under a trademark licensing agreement.

RETAL's intention is to gradually integrate these two plants into its sustainability management, to align them with RETAL's sustainability agenda and standards.

Caucasian PET

Caucasian PET periodically performs an ethical audit (SMETA-4P) and started to manage its impact on climate change in 2021. The company was integrated into RETAL's GHG inventory process and began to calculate its corporate carbon footprint according to the GHG Protocol Standard (GHG Protocol) with the objective of reducing its GHG emissions. Details on Caucasian PET carbon footprint can be found on (*Environment* ⓘ).

Location Rustavi, Georgia

Products PET preforms, bottles and HDPE caps with logo printing and laser engraving.

Markets Georgia, Azerbaijan, and Armenia

P.E.T. LLC

The company was founded in 2000 in Astana, the capital of the Republic of Kazakhstan. P.E.T. LLC has nine injection lines and manufactures PET preforms and HDPE closures for both the food and non-food sectors. P.E.T. LLC is still not integrated into RETAL's sustainability management.

Location Astana (Republic of Kazakhstan)

Products PET preforms and HDPE caps with logo printing.

Markets Kazakhstan and Commonwealth of Independent States (CIS): Kyrgyzstan, Tajikistan, Uzbekistan.

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1.2 Products and services

RETAL is a leading supplier of plastic packaging solutions. Its customers are well-known global and local brands in primarily the food and beverage industry, but also in the home and personal care markets. RETAL's portfolio includes the following plastic packaging products:

- PET preforms
- PET bottles and containers
- HDPE closures and handles
- APET and PP rigid films
- Flexible printed films
- PE film and big bags

RETAL provides packaging solutions for food and beverage industries with preforms and closures, APET and flexible printed films (for plastic trays with top and bottom elements). The company's main activity is the development and production of preforms, alongside closures and films, while production of bottles, containers, and handles is relatively smaller. The flexible printed films are a comparatively new undertaking initiated in 2022 and is now being strategically developed.

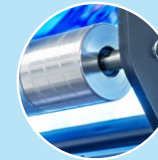
Products and main markets



PET preforms, bottles and containers



Food & beverage, home & personal care



PE film



Food & beverage, home care and chemical



HDPE closures and handles



Food & beverage



PE big bags



Construction and agri-business



PET & PET/PE film



Food and pharma



Flexible packaging



Food and beverage, pharma, home & personal care

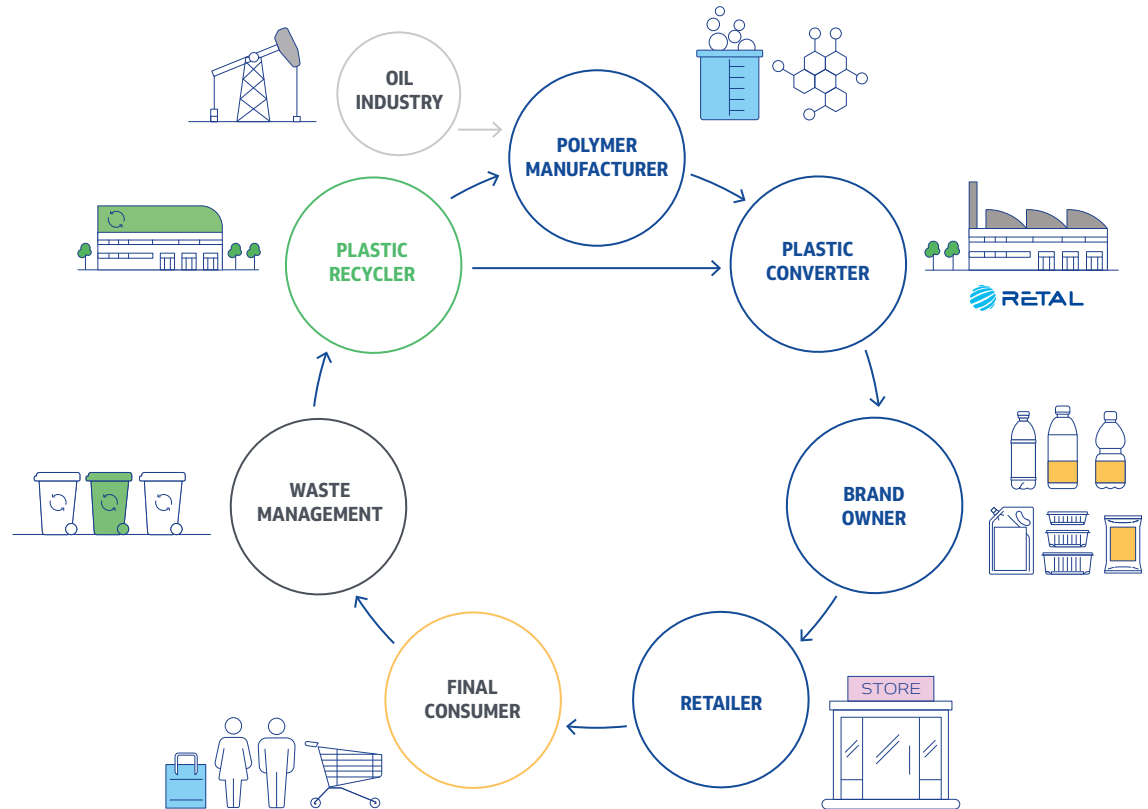
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RETAL value chain

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RETAL is a B2B multinational company, converting virgin and recycled plastic resins into packaging products, primarily for the food & beverage industry.



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RETAL provides complete solutions for its products through its Research Centre and mobile Service Engineering Team (RETAL Service). The additional services range from design, prototyping, testing, finished goods production, analytical control, and technical support for its customers.

RETAL Research Centre

RETAL inaugurated its Research Centre (RC) in 2022. The RC is located in RETAL Baltic Films plant in Lithuania. This new laboratory is equipped with top of the range instruments and technology.

The Centre has developed a significant share in the provision of complete solutions within closures and preforms to RETAL's customers. It also provides technical support to the company's own product development and sales teams.

The centre provides:

- A wide range of quality control analysis and testing
- Product design and technical assessment
- Prototyping

RETAL Research Centre is certified for quality analytics and control of preforms, closures, and bottles, on behalf of leading global brand customers.

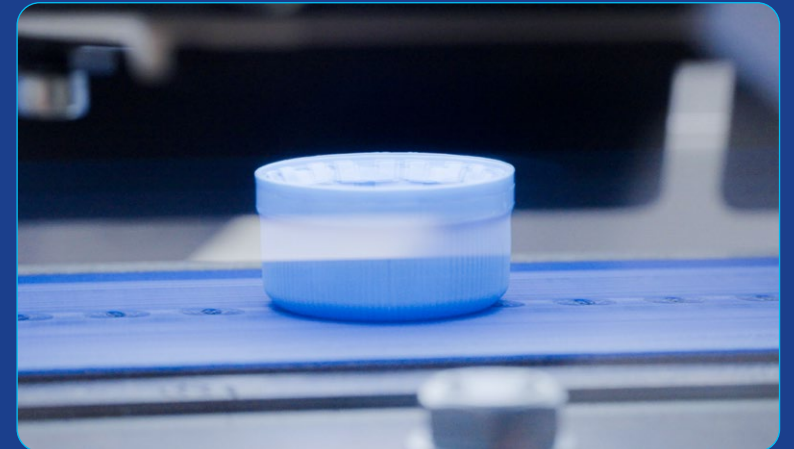


RETAL Service

RETAL Service is a team of highly qualified and experienced industrial engineers which provides direct, on-site technical assistance to RETAL's customers as well as support to RETAL's own quality assurance and research and development (R&D) teams with new product expansion. The team specialises in bottle blowing and the capping process for blown bottles.

The complete service portfolio includes:

- Complete bottle-blowing profiling (preform selection and problem-solving in blowing process)
- Closure implementation on capping line (line audit, capping machine adjustment, testing and problem-solving)
- Audit of the complete blowing and capping process line
- Spare part management for capping equipment

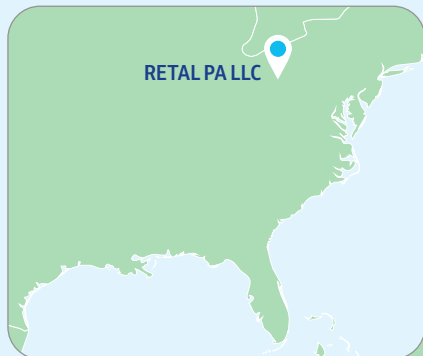


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1.3 RETAL plants

RETAL owns and operates thirteen production facilities in nine countries which serve customers in over 60 countries across Europe, Africa, the Middle East (EMEA), and North America. RETAL's industrial partners operate two additional plants serving the Caucasian and Central Asia regions.



KEY

 RETAL PLANT

 INDUSTRIAL PARTNER PLANT

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1.4 Plant products and certifications

Table 1: Products by plant

Plants	Plant location	Preforms	Closures	Films	Bottles	Handles	Flexible packaging
RETAL PA LLC	Donora, PA, USA	✓	✓				
UAB RETAL BALTIC FILMS	Klaipedia, Lithuania		✓	✓			✓
UAB RETAL LITHUANIA	Lentvaris, Lithuania	✓					
RETAL CZECH A.S.	Melnik, Czech Rep.	✓					
RETAL IBERIA SLU	San Feliu, Spain	✓					
RETAL FRANCE SARL	St-Alban-les-Eaux, France	✓					
RETAL BALKAN EOOD	Sliven, Bulgaria	✓	✓				
PLASTEC SRL	Ascoli Piceno, Italy	✓			✓		
RETAL ITALIA SRL	San Donà di Piave, Italy	✓					
RETAL CYPRUS LTD	Limassol, Cyprus	✓			✓		
FE RETAL UKRAINE	Kiev, Ukraine	✓					
RETAL UKRAINE LTD	Lviv, Ukraine	✓					
RETAL UKRAINE LTD	Dnipro, Ukraine	✓	✓	✓		✓	
JSC CAUCASIAN PET COMPANY	Rustavi, Georgia (Caucasus)	✓	✓		✓		
P.E.T. LLC	Astana, Republic of Kazakhstan	✓	✓				

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Table 2: Certifications by plant

Plants	Country	ISO 9001	ISO 14001	ISO 22000	FSSC 22000	BRC	ISO 50001	ISO 45001
RETAL PA LLC	USA			✓	✓			
UAB RETAL BALTIC FILMS	Lithuania	✓	✓			✓		
UAB RETAL LITHUANIA	Lithuania	✓	✓	✓	✓		✓	
RETAL CZECH A.S.	Czech Rep.	✓	✓			✓	✓	
RETAL IBERIA SLU	Spain	✓		✓	✓		✓	
RETAL FRANCE SARL	France	✓		✓	✓			
RETAL BALKAN EOOD	Bulgaria	✓	✓	✓	✓			
PLASTEC SRL	Italy	✓						
RETAL ITALIA SRL	Italy	✓				✓		
RETAL CYPRUS LTD	Cyprus	✓	✓	✓	✓			✓
FE RETAL UKRAINE	Kiev, Ukraine	✓						
RETAL UKRAINE LTD	Lviv, Ukraine	✓						
RETAL UKRAINE LTD	Dnipro, Ukraine	✓	✓	✓		✓		
JSC CAUCASIAN PET COMPANY	Rustavi, Georgia (Caucasus)	✓	✓		✓			
P.E.T. LLC	Astana, Republic of Kazakhstan	✓	✓					

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1.5 Key indicators

Production volumes



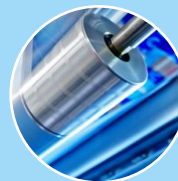
Preforms
(x1000 pcs)

12,243,862
11,891,494



Closures
(x1000 pcs)

7,115,852
7,292,803



Films
(tn)

25,038
24,852



Bottles
(x1000 pcs)

54,203
52,671



Handles
(x1000 pcs)

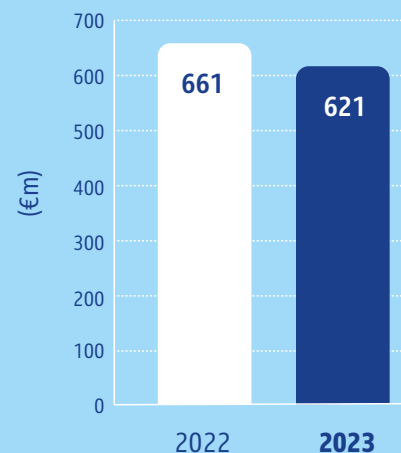
38,330
49,732

Key: Blue = 2023 White = 2022

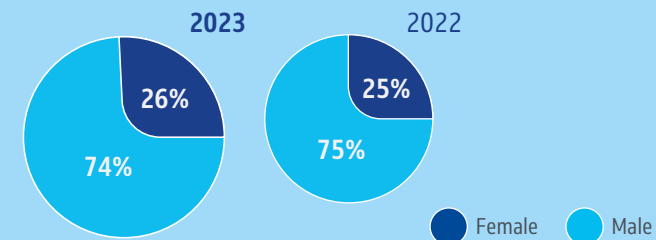
Raw material consumption (tn)

	2023	2022
PET	291,077	289,799
PE	19,511	16,660
Recycled PET	51,845	38,702
Recycled PE	756	1,474
TOTAL	363,189	346,635

Turnover (€m)



Gender ratio



Number of employees (FTE)

Year	2023	2022
Number of employees	1,410	1,345

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1.6 Investment

RETAL is continually investing in its operations, offering more flexible and all-inclusive solutions to its customers to remain a competitive and sustainable partner. RETAL's objective is to increase both its capacity and productivity for all product categories, while improving energy efficiency to align with its climate objectives (*Environment* [🔗](#)).

Table 3: Total investment (€)

	2023	2022	2021	2020
Europe	16,961,271	17,634,960	13,857,199	9,430,006
Ukraine	4,217,065	2,103,813	550,681	1,630,317
USA	193,416	13,464,144	1,165,103	218,773
TOTAL	21,371,752	33,202,917	15,572,983	11,279,096

2023 key investments

RETAL Italy – Automatic folding machine and AGV

RETAL Italy invested in a robot - over €0.5 million during 2023 - to form the packaging (carton boxes) for its final goods, and in Automated Guided Vehicles (AGV) to transport them. The robot automatically shapes the carton boxes which are then delivered by AGV to the production line. Once filled with the preform products, they are automatically taken to the warehouse for storage.

The investment has not only increased efficiency in the process, but also contributed to solving health and safety concerns, and consequently improved the company's working conditions (*Labour practices* [🔗](#)).



RETAL France - Multilayer preforms and resin storage

RETAL France invested €5.8 million during 2023. The main investment consisted of a new multilayer preform machine which enables the insertion of a nylon layer throughout the entire preform (walls and bottom), thus enhancing the barrier properties of the final bottle and product shelf-life. The solution meets existing customers' needs, while also enabling RETAL France to enter new markets such as dairy.

RETAL France has also invested in five resin silos (80 tn each), in addition to the preform machine, which are equipped with an automated pneumatic supply system directly feeding the production lines. This significant storage capacity

expansion provides optimisation in the raw material logistics and handling and enhances the overall production efficiency.



2023 key investments

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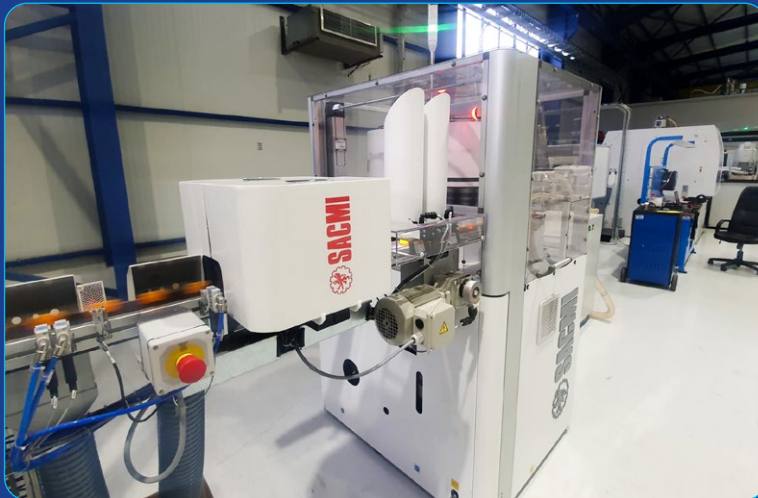
RETAL Baltic Films and RETAL Balkan - closures production

RETAL continued its investment project in 2023 (initiated in 2022) to increase the closure business and comply with the tethered closures regulation introduced by the Single Use Plastic Directive (SUPD) with an investment close to €2 million.

A second new SACMI compression-moulding production line, including SACMI tethered-closure moulds, was

acquired and installed at RETAL Balkan. SACMI tethered-closure moulds were also purchased for the two existing SACMI lines at RETAL Baltic Films.

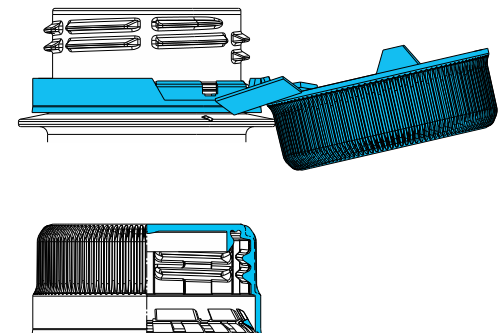
To further widen its tethered-closures portfolio, RETAL invested heavily in R&D and developed and patented its own tethered-closures solutions which are to be commercialised (*see left*).



RETAL's tethered closure solutions

RETAL is currently using both compression and injection moulding technology for its closure manufacturing. This combined technology has enabled RETAL to offer a wide range of tethered caps to meet the market demand for 'tamper evident band' and 'slit tamper evident band' solutions.

RETAL is now producing tethered cap solutions for a range of neck finishes (26/22GME30.40, 1881, 1810, 29/25) using both external and RETAL's own patented solutions (currently standing at 12 patents).



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1.7 Memberships

RETAL is a member of several sustainability reporting and rating initiatives initiatives and sector associations, both at European and in-country level. This helps RETAL to evaluate and benchmark its sustainability actions and results, as well as ensuring that RETAL stays properly informed of the developments in the industry and in alignment with the expectations of stakeholders, industry partners, and third-party players.


Sustainability initiatives



 ESG rating



SCIENCE
BASED
TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

 Initiative for GHG emission reduction


 Climate change management rating


 ESG data sharing platform and audit standard

Sector associations


Europe level



 PETCORE Europe
(Association of European PET Value-chain)


 EuPC
(European Plastic Converters)

National level


 COREPLA
(Consortium for the recovery and recycling of plastic packaging – Italy)


 CORIPET
(Consortium for the recovery and recycling of PET bottles – Italy)


 ANEP
(National association of PET packaging – Spain)


 POLYVIA
(Union of polymer converters – France)


 BORA
(Recovery and Recycling Association – Bulgaria)

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Sustainability statement



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Hello,

Welcome to the 2023 RETAL Sustainability Report. This year we have, once again, further advanced our work in managing our material sustainability impacts and risks, reached some significant goals, and made good progress with many others ESG topics.

Our most important achievement is, without doubt, already reaching reaching a CDP A– score two years in advance of our 2025 climate goal. I personally see this as a great testament to RETAL's commitment to sustainability, being a top performer in managing our most material sustainability topic – Climate Change, confirming our leadership in the industry.

I am also satisfied with the significant progress made within sustainable procurement, another of our material topics, almost reaching all our 2025 targets in 2023.

We now aim to reach the same level of performance with the management of our social material aspects, as well as preventing any unethical behaviour, both in our operations and sphere of influence.

RETAL has already started this journey and dedicated resources to raising awareness on bribery and corruption, addressing and improving the working conditions for our employees and becoming a more inclusive organisation, but there is more to do. We are on the right track having set the base for our action, and I am confident I will have significant progress to report in 2024.

In addition to managing our ESG impacts and risks, our work is also focused on anticipating and adapting to the new legal landscape on sustainability, especially in the EU, with the introduction of Corporate Sustainability Reporting Directive (CSRD), EU Taxonomy, and Corporate Sustainability Due Diligence Directive (CSDDD). We know from experience that it is crucial to start early to ensure compliance on time. In 2023, two years ahead of the legal requirement, we performed our first double materiality and EU taxonomy analysis, which are disclosed in this report.

Last but not least, a key pillar to all our sustainability work is effective communication with our stakeholders, to understand and be aligned with their expectations and deliver relevant information to them. To support this and complement this annual report, we have implemented internal and external newsletters and increased our social media and press content, also encouraging our stakeholders to engage with us on sustainability.

I look forward to hearing from you.

Emmanuel Duffaut
Chief Sustainability Officer

“

Our sustainability action showed positive results in 2023, allowing us to reach several targets ahead of schedule.

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Management & performance



3.1 Governance

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

CSR at RETAL is managed at group level by RETAL Industries Limited's CSO, who is responsible for all environmental, social and governance issues: setting the objectives, strategy, and action plan as well as coordinating its implementation with the relevant stakeholders and reporting on the results.

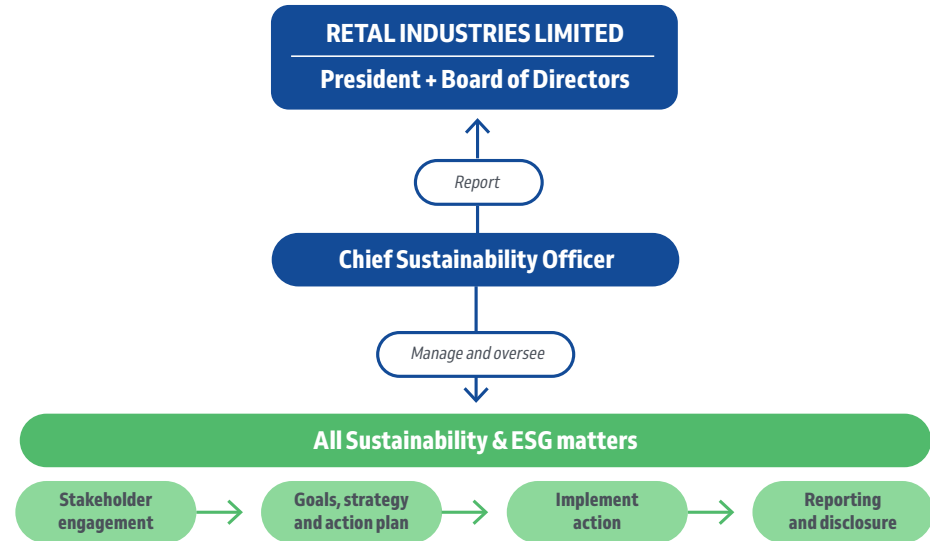
The CSR governance and decision-making process at RETAL lies at the top executive level of the company: the CSO acts on behalf of the RETAL Industries Limited's BoD, the company's highest governing body, which oversees and approves the CSR action plan and its corresponding budget.

The CSO formally reports on progress to the BoD each quarter. A wider group of key internal stakeholders, including group and regional directors and managers from different departments, also attend these quarterly meetings. This ensures that CSR is embedded throughout the business and that everyone is informed, able to contribute, and accountable to RETAL's CSR agenda.

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Sustainability is a strategic topic for RETAL and is managed at the highest decision-making level of the company.

Organisational governance



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3.2 ESG management

RETAL has made a strategic commitment to conduct its business responsibly and ethically, and to promote sustainable practices in its value chain. The company aims to manage its material environmental, social and governance topics in order to prevent or reduce its negative impact and work towards a positive outcome.

3.2.1 Materiality

RETAL use materiality assessments to identify key topics and prioritise company actions. The company's materiality assessment is performed every two to three years.

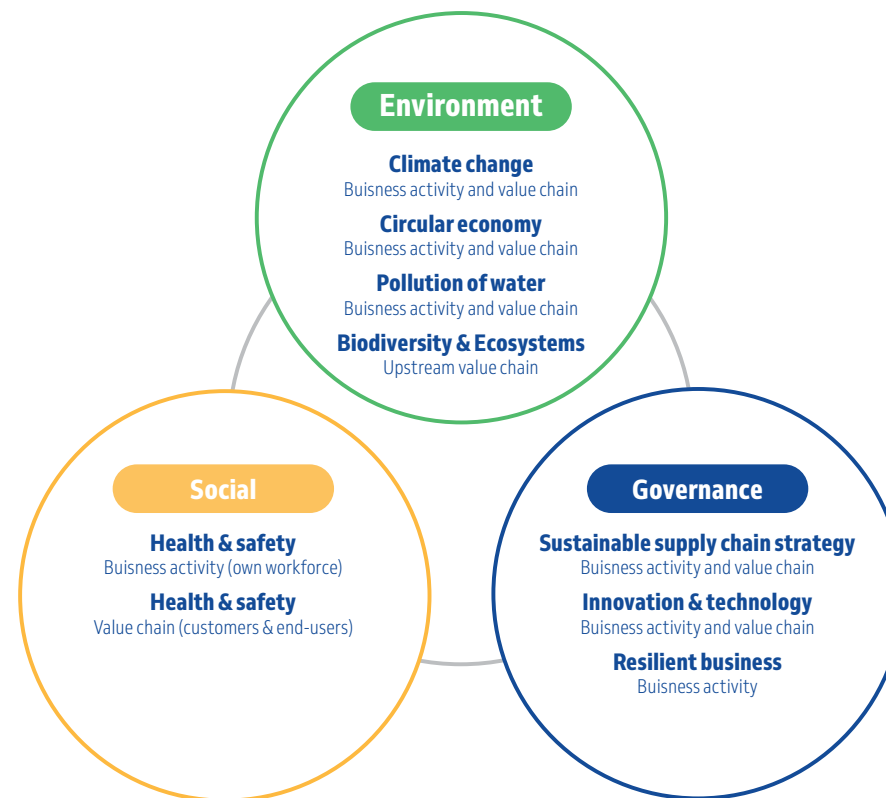
RETAL previously produced a traditional materiality matrix to set and prioritise the company's sustainability agenda through anonymously consulting its stakeholders, using the ISO 26000 core subjects and issues of interests. The stakeholders were asked to rank them by order of relevance for RETAL.

RETAL has now prepared a Double Materiality Analysis (DMA) in preparation for the Corporate Sustainability Reporting Directive (CSRD), following the guidance published by the European Financial Reporting Advisory Group (EFRAG).

The analysis identifies the potential and actual impacts RETAL's operation has on environmental, social, and governance (ESG) topics, as well as the financial risks and opportunities ESG topics may represent for RETAL's business. The DMA process includes the following steps:

- Value chain mapping and stakeholders' identification and involvement
- Identification of Impacts, Risk, and Opportunity (IRO)
- Analysis of IRO (stakeholder consultation)
- Double materiality – results validation

RETAL's ESG material topics



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Double materiality assessment results



The performed DMA showed that RETAL has nine material topics, four environmental, two social, and three governance. These topics are either related to the company's operational activity or to the company's value chain, or both.

Included in these material topics, six have ESG impact and five are related to financial risks or opportunities. Climate Change is the only material topic, which covers both dimensions together with the highest rating of ESG impact.

Out of the six topics with ESG impact, one represents a positive impact (Personal safety of consumers and/or end-users); out of the financial topics, two are opportunities (Innovation and Technology and Resilient business) and the remaining ones are seen as risks.

The next step is for the company to align its sustainability management to these findings in the DMA, by reviewing and updating the company's policies and targets, to ensure that each of the material topics are included and properly managed. Their occurrence in the company's activity, and/or value chain will be taken into consideration.

RETAL also plans to build on the extensive IRO analysis performed during the DMA and integrate this into the company's risk management.

“

Climate change is RETAL's most material topic, appearing and scoring high in the two dimensions, ESG and financial impact.

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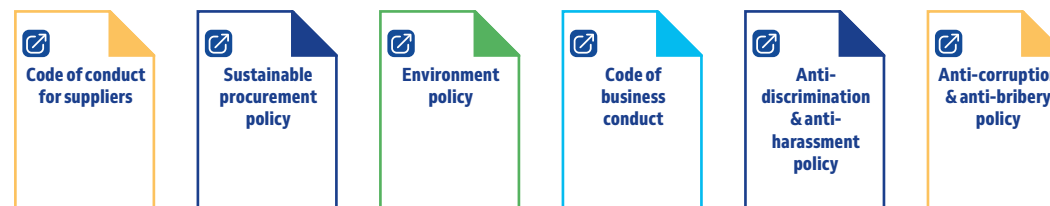
3.2.2 Targets and Policies

RETAL has developed relevant policies and targets to drive the company's actions for all material topics, aligning with international standards and instruments such as:

- UN Sustainability Development Goals (SDG)
- United Nations Guiding Principles on Business and Human Rights (UNGP)
- OECD Due Diligence Guidance for Responsible Business Conduct
- Global Reporting Index (GRI)
- ISO 26000 on social responsibility

RETAL constantly monitors its legal landscape and is currently actively preparing to comply with the coming European legislation on sustainability: Corporate Sustainability Reporting Directive (CSRD), EU Taxonomy Regulation (*Management and performance* 02), Corporate Sustainability Due Diligence Directive (CSDDD), and EU Gender Pay Transparency Directive (EU Dir 2023/970).

RETAL policies



RETAL ESG targets

Topic	Description	Status
Scope 1 SBT (GHG emission)	42% reduction (2020 to 2030)	65% reduction
Scope 2 SBT (GHG emission)	42% reduction (2020 to 2030)	25% increase
Scope 3 SBT (GHG emission)	94% of Cat. 3.1 GHG emissions from SBT suppliers	3%
CDP	A score	A-
Ecovadis	75% or gold level by 2025	59%
Waste	zero waste to landfill by 2035	25% waste to landfill
OHS	zero accidents	36
Work engagement	65% by 2030	56%
Employee job satisfaction	65% by 2030	63%
Empowerment	65% by 2030	66%
Procurement	80% of supply from CSR assessed suppliers	3 categories out of 5 at 80%

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Sustainable Development Goals

The 17 Sustainable Development Goals (SDG) were developed by the United Nations (UN) and unanimously adopted by all heads of state in the General Assembly of the United Nations (UNGA) in 2015, as a call for collective action for People, Planet and Prosperity. The plan includes specific areas, where the private sector can play an important role such as the environment,

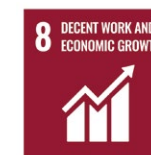
clean water and energy, industrial innovation, economic growth, decent work, and gender participation. The reach out for sustainable and responsible practice in the private sector is accompanied by new regulations, incentives, taxes, and management practices. These are becoming increasingly apparent as CSRD comes into action.



The SDGs which RETAL strongly believes that its action plan and work on improvement in operation and supply chain contributes to are:



The company works in the same way on improving Labour Practices and Human Rights:



Go to [The UN Sustainable Development Goals \(SDG\)](#)



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3.2.3 Stakeholder engagement

The stakeholders are fundamental drivers in RETAL's sustainability management, and the company continuously engages with key stakeholders to understand risks and opportunities linked to their expectations, and to properly inform them of the company's action and progress.

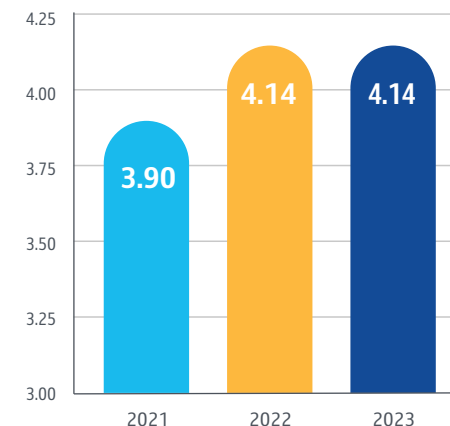
RETAL's customers and employees are the most influential stakeholders regarding sustainability, and consequently, the main focus of the company's engagement activity.

3.2.3.1 Customers – annual survey and newsletter

RETAL conducts periodic customer satisfaction surveys with its EU and US customers. The sustainability performance score (4.14 out of 5) in the 2023 survey was maintained compared to 2022. To build on this positive result and customer's feedback, the company initiated a quarterly Sustainability newsletter with updates on RETAL's development.

The newsletter is distributed directly from the company CSO to a list of 150 individuals representing over 100 customers. The newsletter also forms a vehicle for direct information exchange between RETAL's CSO and customers on sustainability matters.

CSR activities and performance – customer rating



RETAL's main stakeholders




//
RETAL's customers and employees are the most influential stakeholders regarding sustainability.

//
RETAL initiated a quarterly newsletter to provide a precise update on its latest development and progress on sustainability to its customers.

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3.2.3.2 Employees – Engagement survey

RETAL has conducted an annual employee survey in the company's EU and US plants since 2022, which is anonymous and managed by an external consulting company. The survey provides RETAL with valuable feedback from its employees on a wide range of topics such as cooperation, leadership, work-life balance, management performance, and so forth. The input has supported RETAL in further defining appropriate action, and the company has subsequently set up targets for three main areas: job satisfaction, empowerment, and work engagement (*Labour Practices* ).

3.2.3.3 Communication channels

RETAL continually updates its stakeholders with its development on sustainability, and encourages their direct feedback through different communication channels:



Go to
**Annual
Sustainability
Report**


Go to
**RETAL
website
news section**


Go to
**RETAL
whistleblowing
channel**


**Quarterly
Sustainability
Newsletter to
customers**
(see above)

**Social
media**
 
 YouTube

**Articles in
industry
press and
media**

**Quarterly
internal
update
meeting**
(Governance )

Sustainability department email address:
(sustainability@retalgroup.com )

Intranet 'News' and 'CSR' sections



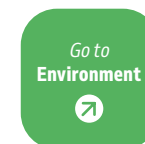
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Stakeholder engagement is a cornerstone of RETAL's sustainability action plan: we endeavour to understand our stakeholders' expectations and keep them up to date with our actions and progress.

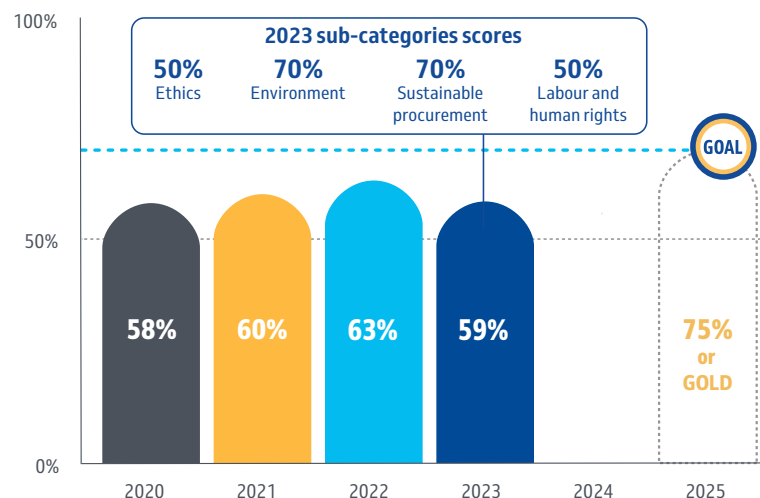
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3.3 Performance

RETAL evaluates its sustainability performance using recognised third-party assessments to provide credible and transparent information to its stakeholders. This also provides a recognised benchmark for the company's peers and enables RETAL to identify required improvements. RETAL reached its set 2025 A score goal in CDP climate change survey (A-), ahead of schedule, and obtained a 59% (Bronze Level) score in EcoVadis, in 2023.



ecovadis



Sedex® Member

SMETA®

10 out of 13 plants B members have a valid SMETA audit



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3.3.1 EU Taxonomy

Ahead of the Corporate Sustainability Reporting Directive (CSRD) requirement, RETAL has performed an analysis of 2022 and 2023 exercises, according to EU Taxonomy, with the results included in this report.

The analysis showed several necessary improvements to align with the CSRD minimum social safeguards, which are all being addressed.


RETAL's activity (1.1 Manufacture of plastic packaging goods) is eligible for the 'Transition to a Circular Economy' taxonomy objective. The 2022 and 2023 ([Appendix 5](#) ) data was prepared by an external consultancy but not verified by a third-party.

Table 4: RETAL EU Taxonomy data - Summary table 2023

2023	Amount of eligible activities (in thousands of euros)	% of total	Amount of aligned (in thousands of euros)	% of total	RETAL totals (in thousands of euros)
Turnover	620,738.00	100.00%	0.00	0.00%	620,738.00
CapEx	22,365,745.14	43.34%	0.00	0.00%	51,601,569.41
OpEx	13,386.00	7.95%	0.00	0.00%	168,421.00

Table 5: RETAL EU Taxonomy data - Summary table 2022

2022	Amount of eligible activities (in thousands of euros)	% of total	Amount of aligned (in thousands of euros)	% of total	RETAL totals (in thousands of euros)
Turnover	661,335.00	100.00%	0.00	0.00%	661,335.00
CapEx	34,266,653.19	65.42%	0.00	0.00%	52,377,565.13
OpEx	168,286.00	74.52%	0.00	0.00%	225,821.00



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04

Environment



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RETAL continues to be committed to reducing its environmental footprint in line with the group's environmental policy. The company's main focus, in line with the DMA results, is on the management of climate issues such as the reduction of its Greenhouse Gas (GHG) emission where the company has its largest impact. The organisation also acknowledges its responsibility for reducing waste generation, minimizing its impact on water, as well as engaging in, and contributing to, the plastic circular economy.

4.1 Climate change

RETAL has continued to improve its performance in the management of its most material topic (*Management and performance* [🔗](#)). The company already reached its 2025 target in 2023 with an A- score in the CDP climate survey. This result shows clear evidence of the company's leadership in climate change management as well as its continuous improvement. RETAL has also increased its efforts to progress against its validated science-based targets (SBT) for GHG emission reduction; once again, RETAL reached its Scope 1 target and initiated its work on the Scope 3 target. The company has also started to establish a work plan to address the findings of the risks assessment on climate-related issues conducted in 2022, according to the Task-force on Climate-related Financial Disclosure (TCFD) guidelines.

Go to
RETAL
environmental
policy
[🔗](#)

RETAL's climate goals



//
RETAL shows clear climate change management leadership through reaching a key milestone of an A- score in a CDP climate survey.

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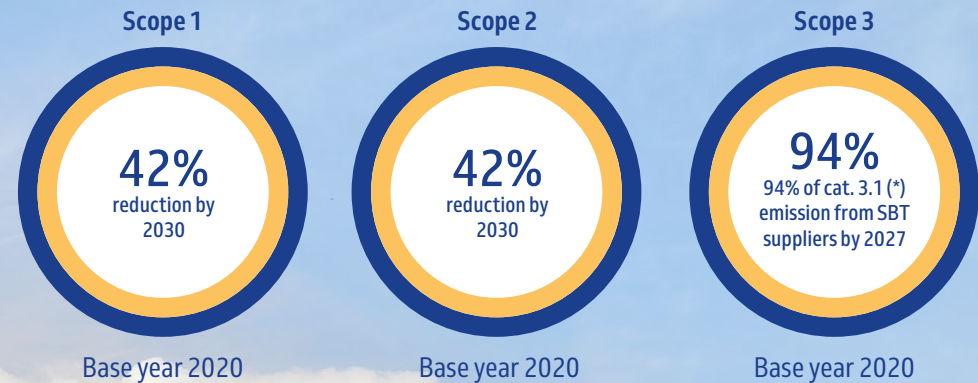
4.1.1. Science-based targets (SBT)

RETAL has continued to work towards reaching its near-term SBT in line with a 1.5°C trajectory for the reduction of its Scope 1, 2, and 3 GHG emissions, validated by the Science-Based Target initiative (SBTi). RETAL's base year is 2020 and target year is 2030 for scope 1 and 2 SBT, and 2027 for Scope 3 SBT. Scope 1 and 2 emissions have both absolute reduction targets (42% each) to be attained through direct mitigation in the company's installations and off-setting (scope 1) and the purchase of renewable electricity (scope 2). Scope 3 emissions, however, are to be achieved indirectly through supplier engagement. The company's progress towards achieving its SBT is communicated annually through this sustainability report, the company's CDP evaluation and website.

Table 6: RETAL's decarbonization plan

	Action	Contribution to SBT
Scope 1	Reduction of fossil fuel use	Low
	Reduction of fugitive emission	Medium
	Off-setting	High
Scope 2	Renewable electricity	Very high
	Energy efficiency	Very low
Scope 3	Supplier engagement	Very high
	Use of recycled material	Low
	Light-weighting	Very low

RETAL near-term science based targets (validated by SBTi) - 1.5°C scenario



(*) Category 3.1 emission: purchased goods and services (GHG Protocol standard)



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Progress against targets

RETAL reached its Scope 1 SBT in 2023, like in 2022, and started to address its Scope 3 SBT through supplier engagement, whereas no progress has been achieved on the Scope 2 SBT target.

Scope 1 SBT

RETAL has, for the second year in a row, purchased 2,000 tn of carbon credits (*see text box below*) to reach its Scope 1 SBT. This purchase translates into a 65% reduction compared to the base year and thereby over-reaching its Scope 1 SBT of a 42% reduction.

The company's Scope 1 emission is very low, and the mitigation opportunities are scarce and with little impact, thereby justifying the offset of emissions to reach its SBT.

RETAL, however, continues working on decarbonisation and has launched actions at several plants, planned to provide results in 2024 and beyond (*See text box*).

Table 7: Progress vs. scope 1 SBT

	2020 (*)	2021	2022	2023	SBT (2030)
Scope 1 emissions (tnCO ₂ e)	2,918	3,631	2,625	3,024	1,693 (-42%)
Purchased carbon credits	0	0	1,761	2,000	
Off-set scope 1 emission (tnCO ₂ e)	–	–	864	1,024	
Evolution Vs. base year		24%	-70%	-65%	
Status vs. SBT	–	Not reached	Reached	Reached	

(*) Base year

Mitigation of Scope 1 emissions

RETAL Lithuania - energy efficiency & decarbonisation initiative

RETAL Lithuania uses returnable metal boxes to pack and ship its final goods (preforms). These boxes are returned and need to be cleaned with hot water in an automated cleaning station which is heated by natural gas.


The mitigation action consists in using the residual heat produced by the plant's compressors to replace the natural gas. This new solution will enable RETAL Lithuania to reduce its Scope 1 emission by approximately 15%.

RETAL Cyprus – detect and remediate fugitive emissions

Retal Cyprus has implemented a new solution to detect and remediate refrigerant gas leaks (fugitive emissions) for its cooling equipment. The tracking solution consists of adding a UV-visible dye which enables the operation to detect leaks at a very early stage through frequent inspections using UV flashlight and goggles. The dye also acts as a sealant limiting the leaks until repaired.

Refrigerant gas is powerful greenhouse gas with up to 10,000 times the global warming potential of CO₂ and their leaks account for 40% to 50% of RETAL's Scope 1 annual emission.

Off-setting of Scope 1 emissions

RETAL purchases carbon credits from reforestation programmes (carbon removal), which are certified under the Verified Carbon Standard (VCS). (*Appendix 2* )



Verified Carbon Standard

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Verified Carbon standard



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Scope 2 SBT

RETAL is aiming to reach its Scope 2 SBT through purchasing 100% renewable electricity for all its plants. This is the only lever currently available as the room for improvement in energy efficiency is relatively limited.

The company increased its Scope 2 emissions by 25% between 2022 and 2023 regressing against its SBT. This is mostly due to the 24% decrease in the purchased volume of RE caused by the unsustainable market cost. RETAL's global share of RE in 2023 was 33% (purchased and produced), representing a 24% decrease compared to 43% in 2022.

RETAL intends to resume and increase its purchase of RE as soon as the cost returns to being financially viable.

Table 8: Progress vs. Scope 2 SBT

	2020(*)	2021	2022	2023	SBT (2030)
Scope 1 emissions (tnCO ₂ e)	31,634	34,007	35,077	43,754	18,348 (-42%)
Evolution Vs. base year		8%	11%	25%	
Status vs. SBT	–	Not reached	Not reached	Not reached	

(*) Base year

Scope 3 SBT

RETAL started to address its Scope 3 SBT at the end of 2023. The target aims to cover 94% of the company's emission which originates from purchased goods and services (category 3.1 – GHG Protocol standard) with suppliers who have validated SBT ([Appendix 3](#)).

To achieve its target, RETAL, as part of its Sustainable Procurement Programme ([Ethics and supply chain](#)) has started a specific supplier engagement process with raw material suppliers, primarily plastic resin suppliers, the largest contributors to category 3.1 emission.

The purpose of this engagement has been to communicate RETAL's climate action and Science-Based Target (SBT);

present the SBT initiative and invite suppliers to join and participate in reducing RETAL's Scope 3 emission as well as their own emission. RETAL (together with a third-party consulting company) also provides its suppliers with detailed information and explanations through sessions on how to set up SBT.

RETAL had succeeded in engaging 33 raw material suppliers by the end of 2023, who collectively represent 86% of its 'Category 3.1' Scope 3 emissions. Out of these engaged suppliers, 3% have validated SBT and 9% have joined SBTi and are committed to set their SBT. RETAL periodically updates the engagement activity, monitors progress, and assesses the suppliers' need for support, as part of the engagement.

Table 9: Progress vs. Scope 3 SBT

	2023	2027 (SBT)
Category 3.1 GHG emissions (tnCO ₂ e)	558,452	94%
Share of Cat. 3.1 from suppliers with SBT validated	3%	
Share of Cat. 3.1 from suppliers with SBT validated + committed	9%	
Status vs. SBT	Not reached	

“RETAL has reached our scope 1 SBT, temporarily regressed against our scope 2 SBT due to renewable electricity cost and started to address our scope 3 SBT.”

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4.1.2. Climate change adaptation

RETAL has followed up on the findings of its external risk assessment, according to TCFD's guidelines on climate-related financial disclosure performed in 2022. In 2023, the company has initiated the formalisation of a climate change adaptation plan

to be included in the company's global management on climate change.

RETAL has a low to average exposure to climate-related risks (physical and transitional) and opportunities (*see below*); the company intends to define prevention, mitigation, and contingency measures for each transitional and physical risk

in the company's adaptation plan. Measures will also be put in place to seize identified opportunities as well as periodic reviews by the group and plant management teams.

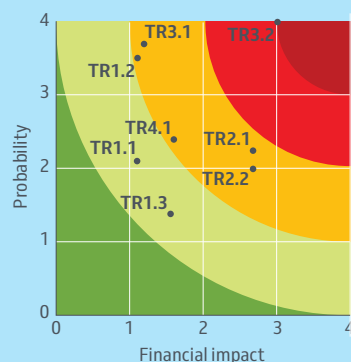
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Task Force on Climate-related Financial Disclosures



RETAL's climate-related risks & opportunities (TCFD)

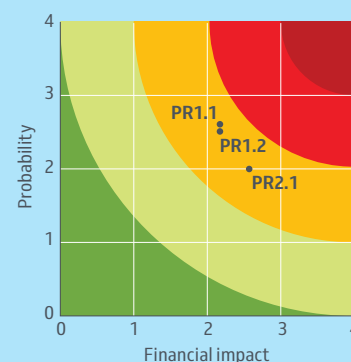
Transitional risks

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



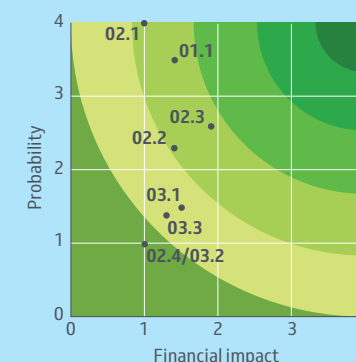
Physical risks

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




Climate-related opportunities

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



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4.1.3. GHG emission

RETAL annually calculates the company's corporate carbon footprint, also called GHG inventory, according to the GHG Protocol standard. The GHG inventory's base year is 2020 and similar to RETAL's SBT: it includes all Scope 1, 2, and 3 GHG emissions and is verified by a third-party ([Appendix 4](#) ). RETAL's total GHG emission in 2023 split was 6% Scope 1 & 2 (operational emission) and 94% Scope 3 emission.

RETAL's absolute GHG emission without offsetting in 2023 was 817,382 tn of CO₂e, which represented an 8.95% increase compared to 2022 and a 8.28% increase since the 2020 base year. This increase from 2022 was primarily due to the 8% increase in Scope 3 emission of approximately 59,000 tn CO₂e, and to a lesser extent, to the 22.3% increase in Scope 2 emission of approximately 9,000 tn CO₂e.

The inclusion of the new Lviv plant in Ukraine is one of the main reasons for the increase in Scope 3 emission, along with a higher global raw material consumption as well as higher emissions from upstream and downstream transportation.

The increase of relative emission (without offsetting) represents 3.75% compared to the company's 2020 base year and 4.55% compared to 2022.

RETAL's GHG emissions – Breakdown by Scope

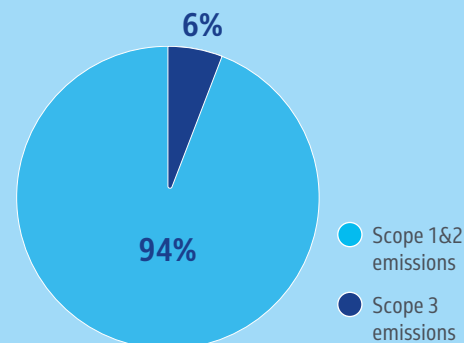


Table 10: Total GHG emissions (scope 1, 2 and 3)

	2020(*)	2021	2022	2023	Evolution 2020-2023	Evolution 2022-2023
Absolute (tn CO ₂ e)	754,866	775,975	750,269	817,382	8.28%	8.95%
Relative (tn CO ₂ e / tn raw material processed)	2.17	2.02	2.16	2.26	3.75%	4.55%
Absolute (tn CO ₂ e) - After off-setting	754,866	775,975	748,508	815,382	7.42%	8.93%
Relative (tn CO ₂ e / tn raw material processed – After off-setting)	2.17	2.02	2.15	2.25	3.38%	4.54%

(*)Base year

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Operational emissions (Scope 1 & 2)

Operational emission which is in RETAL's control is primarily caused by the generation of electricity used in the company's plants and represents 94% (Scope 2). The remainder is caused by combustion of fossil fuel and refrigerant gas leaks and represents 6% (Scope 1). When considering Scope 1 offsetting, the split between Scope 1 and Scope 2 emissions is 2% and 98% respectively.

Both absolute and relative Scope 1 & 2 emissions (without offset) increased by 24% and 19% respectively in 2023 compared to the 2022 exercise; this represents respectively a 35% and 29% increase compared to 2020. This development is a result of the 25% increase in absolute Scope 2 emission between 2022 and 2023 (38% compared to the 2020 base year). As mentioned previously (*Environment* ⓘ) this increase is primarily due to the 21% decrease in the purchase of renewable electricity (RE), driven by unviable RE costs in some of the countries where RETAL operates. RETAL's new plant in Ukraine has, to some extent, also been a contributor to this decrease due to its non-use of RE.

This is, however, not a consequence of the operation's energy efficiency, which has remained constant from 2022 to 2023 (*See next page*).

Operational GHG emissions:

Scope 1 GHG emission source

Fossil fuel combustion and refrigerant gas leaks (fugitive emissions)

Scope 2 GHG emission source

Generation of electricity used in the plants

Table 11: Operational GHG emissions (tn CO₂e)

	2020(*)	2021	2022	2023	Evolution 2020-2023	Evolution 2022-2023
Total Scope 1&2	34,552	37,638	37,701	46,778	35%	24%
Total Scope 1	2,918	3,631	2,625	3,024	4%	15%
Fossil fuel	1,627	1,788	1,658	1,795	10%	8%
Fugitive	1,291	1,843	967	1,229	-5%	27%
Total Scope 2 - Market-based	31,634	34,007	35,077	43,754	38%	25%
Total Scope 1&2 with offset	34,552	37,638	35,941	44,778	77%	25%

(*)Base year

Table 12: Operational GHG emission intensity (tn CO₂e / tn raw material processed)

	2020(*)	2021	2022	2023	Evolution 2020-2023	Evolution 2022-2023
Total	0.100	0.098	0.108	0.129	29%	19%
EU/US	0.042	0.041	0.079	0.099	136%	26%
Ukraine	0.293	0.290	0.257	0.254	-13%	-1%
Total (with offset)	0.100	0.098	0.099	0.123	23%	25%

(*)Base year

Table 13: Renewable electricity consumption (GJ)

	2021	2022	2023	Evolution 2022-2023
Renewable (total)	610,389	394,213	309,750	-21%
Purchased	604,884	388,352	303,821	-22%
Produced	5,505	5,861	5,930	1%
RE % of total cons.	62.6%	43.4%	32.9%	-24%
GHG avoided (tnCO₂e)	54,686	39,361	22,424	

(*)Base year

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Energy efficiency

RETAL's global energy consumption remained constant in 2023 compared to 2022; only a small increase of 3.4% has been recorded, which corresponds to the integration of the new Lviv plant in Ukraine. The energy consumption in Ukraine went up by 18.8%, while it remained almost the same in the EU and US operations (- 0.1%). RETAL's energy efficiency, despite the increase in consumption, remained constant: its energy intensity slightly decreasing by 1%.



**3 out of 13 plants
have obtained
ISO 50001
certification:**

- RETAL Czech
- RETAL Iberia
- RETAL Lithuania

Table 14: Energy consumption (GJ)

	2021	2022	2023	Evolution 2022-2023
Total	1,001,932	932,107	964,249	3.4%
EU/US	757,423	755,268	754,195	-0.1%
Ukraine	244,509	176,839	210,054	18.8%
Electricity	975,026	907,543	940,757	3.7%
EU/US	743,346	739,989	742,456	0.3%
Ukraine	231,679	167,554	198,302	18.4%
Fossil fuels	26,906	24,563	23,492	-4.4%
EU/US	14,077	15,279	11,739	-23.2%
Ukraine	12,830	9,285	11,753	26.6%

Table 15: Energy intensity (GJ/tn raw material processed)

	2021	2022	2023	Evolution 2022-2023
Total	2.63	2.68	2.65	-1%
EU/US	757,423	755,268	754,195	-0.1%
Ukraine	2.56	2.63	2.56	-3%

“Energy consumption is of paramount importance at RETAL; our facilities operate efficiency through constant effort and investment.”

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Indirect emissions (Scope 3)

Indirect emissions linked to RETAL's activities upstream and downstream (Scope 3) represent 94.5% of RETAL's total emission.

The main contributor to scope 3 emission is the manufacturing of plastic resins (virgin and recycled), which is the company's main raw material, and accounts for more than 70%: PET alone represents of the 62% of total scope 3 emission. The second largest contributors are upstream and downstream transportation which have a much lower share with 11% and 6% respectively.

RETAL's 2023 Scope 3 emission increased slightly by 8% compared to 2022, and 7% compared to the company's 2020 base year. RETAL is also directly working on reducing its Scope 3 emissions, together with the SBT supplier engagement, by using recycled materials and lightweighting its products. These both have an impact on the major contributor to Scope 3 emission: recycled resin has a lower emission factor compared to virgin resin, and lightweighting directly reduces the amount of resin used.

These two levers, however, currently have a relatively low impact for different reasons: recycled material and more specifically food grade material, which has the highest potential, is both too costly and in short supply (*Environment* ⓘ); lightweighting is contingent to the required physical properties of the company's final products.

RETAL avoided 3,084.4 tn CO₂e of GHG emission through 43 lightweighting initiatives. The company, furthermore, used 52,601 tn of recycled material (almost exclusively rPET), thus avoiding an additional 59,373 tn of CO₂e.

Table 16: Scope 3 GHG emissions

		2020 (*)		2021		2022		2023		Evolution 2020-2023	Evolution 2022-2023
		tn CO ₂ e	Share	tn CO ₂ e	Share	tn CO ₂ e	Share	tn CO ₂ e	Share		
	TOTAL	720,313	100%	738,337	100%	712,568	100%	770,603	100%	7.0%	8.14%
3.1	Purchased goods and services	538,351	75%	584,042	79%	526,429	74%	558,452	72%	4%	6%
	PET	474,505	66%	512,676	69%	457,502	64%	474,831	62%	0%	4%
	HDPE	29,841	4%	40,212	5%	33,817	5%	27,200	4%	-9%	-20%
3.2	capital goods	3,571	0.5%	5,784	1%	12,614	2%	8,257	1%	131%	-35%
3.3	Energy related activities	6,835	1%	11,364	2%	12,484	2%	16,899	2%	147%	35%
3.4	Upstream transportation	54,192	8%	42,434	6%	71,980	10%	84,312	11%	56%	17%
3.5	Waste disposal	8	0.0%	6	0%	9	0%	6	0%	-24%	-37%
3.6	Business travel	454	0.1%	832	0%	693	0%	1,013	0%	123%	46%
3.7	Employee commuting	1,074	0.1%	674	0%	740	0%	594	0%	-45%	-20%
3.9	Downstream transportation	54,668	8%	32,804	4%	36,623	5%	46,917	6%	-14%	28%
3.10	Processing of sold products	23,211	3%	19,072	3%	14,362	2%	17,331	2%	-25%	21%
3.12	End of life	37,950	5%	41,326	6%	36,635	5%	36,822	5%	-3%	1%

(*) Base year

Table 17: Recycled material & GHG savings (tn CO₂e)

	Recycled material (tn) (*)	GHG saved (tn CO ₂ e) (**)
2023	52,601	59,373
2022	40,176	46,810
2021	35,508	41,215
2020	27,192	38,214
	Total	185,612

(*) Recycled material processed


(**) Data corrected from 2022 report (for all years)


Table 18: Product light weighting & GHG savings (tn CO₂e)

	Resin saved (tn)	GHG savings (tn CO ₂ e)
2023	1,410	3,084
2022	2,124	4,641
2021	1,640	3,592
2020	668	1,463
	Total	9,696

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NEO Group & Caucasian PET corporate carbon footprint

RETAL has integrated its industrial partner Caucasian PET Company since 2021 in its corporate carbon footprint process, and its sister company NEO group as of 2023, previously mentioned in the Overview section ([RETAL Overview](#) )

The two companies' GHG inventories, in the same manner as for RETAL, have been verified by an external party ([Appendix 4](#) )

Both companies have very low operational emission (Scope 1 & 2) representing less than 5% of their total emission.

Caucasian PET's operational emissions has remained relatively constant since 2021 with less than 1% variation. The 54% decrease in total emission which was observed between 2022 and 2023 is due to Scope 3 emission, specifically that of category 3.1 (Purchased goods and

services). It should be noted that a large portion of PET resin processed was purchased directly from Caucasian PET's customers and therefore not included.

Table19: NEO Group - Total GHG emissions

	2020	Share
Total	847,122	100%
Scope 1	31,157	4%
Scope 2	7,484	1%
Scope 3	808,480	95%

Table 21: NEO Group - GHG intensity

	2020
Total	2.20
Scope 1	0.08
Scope 2	0.02
Scope 3	2.10

Table 20: Caucasian PET - Total GHG emissions

	2021	2022	2023	Share
Total	35,449	47,037	21,804	100%
Scope 1	213	163	272	1%
Scope 2	1,043	846	995	5%
Scope 3	34,193	46,028	20,537	94%

Table 22: Caucasian PET - GHG intensity

	2021	2022	2023
Total	3.66	4.61	2.14
Scope 1	0.02	0.02	0.03
Scope 2	0.11	0.08	0.10
Scope 3	3.53	4.51	2.02



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4.2 Circular economy

The Circular Economy's (CE) regulatory landscape in Europe for plastic packaging is becoming increasingly more stringent and comprehensive with the Single Use Plastic Directive (SUPD) and the Packaging and Packaging Waste Regulation (PPWR). RETAL is working to ensure legal compliance; however, its ability to control and improve the products' circularity is limited due to its position in the overall value chain. RETAL produces intermediate plastic packaging products, designed to customers' specifications, which are then integrated into a more complex and multi-element final packaging. This final packaging design has a decisive impact on its circularity.

RETAL, however, as part of the plastic packaging value chain, endeavours to contribute to the circular economy in any way it can.

4.2.1. Recycled material

The use of recycled material is a pillar of CE, and RETAL uses mainly recycled PET (rPET) for preform and APET film production (98.6%), and recycled polyethylene (rPE) only for the shrinkable PE film production in its Dnipro plant (Ukraine).

The use of recycled material, however, has mainly been driven by specific customers' demand as the market price for recycled compared to virgin materials rendered it non-competitive or financially unviable for RETAL. The high cost is driven by a high demand and the lack of availability, specifically food grade material, which RETAL requires. The volume of rPET processed is constantly increasing and has reached 52,601tn during 2023, which is a 31% increase compared to 2022, and rPE represents a 14.5% of the total raw material processed.

This positive development is a result of the strong sustainability and circularity commitment made by several of RETAL's large brand multi-national customers.

Table 23: Recycled material use

	2021	2022	2023
TOTAL (Tn)	35,508	40,176	52,601
R-PET / Total (Tn)	33,173	38,702	51,845
R-PE / Total (Tn)	2,335	1,474	756
% of recycled material vs total raw material processed	9.3%	11.1%	14.5%

The use of recycled material, however, will be mandatory in the EU through the SUPD and the PPWR legislation which will require a minimum content from 2025. RETAL is currently preparing for this requirement, primarily by securing rPET supply through an established preferred supplier agreement with NEO Group, RETAL's sister company. The NEO Group, the second largest PET resin producer in Europe, manufactures NEOPET Cycle, which is a virgin PET resin containing up to 30% of post-consumer recycled PET.

NEOPET Cycle will allow RETAL's customers to meet the SUPD minimum content requirement. NEOPET Cycle creates a two-in-one raw materials solution for RETAL leading to optimisation in terms of supply logistics, handling, and processing (*See right*) and (*RETAL Overview* [@](#)).

RETAL is also working on increasing its pool of rPET suppliers to meet this legal requirement.

NEOPET Cycle – A circular solution

NEOPET Cycle is food contact PET with rPET flakes integrated directly into virgin resin material (flake injection process), offering an all-in-one circular solution.

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


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



 **NEOPET CYCLE**

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4.2.2. Recyclability

All packaging dispensed in the EU market must be recyclable by 2030 in line with the new PPWR standard which is still to be released. This new legislation is critical and will significantly affect RETAL, as will the requirement on recycled material minimum content. RETAL is carefully monitoring the implementation of the PPWR legislation in order to access early information, anticipate changes, adapt, create new solutions, as well as keeping the company's customers informed. To do that, RETAL is a member of EU sectorial associations (EuPC and PETCORE Europe - [\(See 4.2.3.\)](#) and several national organisations and initiatives ([RETAL Overview](#) .

PET bottles that are already widely collected and recycled with well-established recyclability parameters do not represent a major challenge for RETAL's preform business. PET trays, however, are more difficult to recycle due to the design complexity and this is likely to affect our PET film business. One of the main reasons is that PET film used for trays often include one or several layers of different material to increase the functionality of the film needed for certain food packaging applications. These require materials to be de-laminated prior to recycling and thereby hindering its recyclability.

RETAL Baltic Film which manufactures PET films with a layer of PE and/or Ethylene Vinyl Alcohol (EVOH) to increase the oxygen barrier functionality is actively working on this matter to find new solutions and adapt to the new regulation ([See text box\(right\)](#)).

“RETAL is actively monitoring the circular economy legal landscape and preparing to adapt and meet new requirements and challenges.”

APET film recyclability – RETAL Baltic Film R&D project

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


RBF produces different types of specific films for food applications, including for long shelf-life and highly perishable products. Laminated PET/PE/EVOH/PE films that have high oxygen barrier properties are not as easily recycled as mono-layer APET films, which already have an existing mechanical recycling process. RBF has therefore begun an R&D programme aiming to identifying oxygen barrier additives which can substitute the PE/EVOH/PE barrier layer and consequently increase the final packaging's recyclability.

Several components are to be tested with various conditions and dosage verifying that these do not hinder recyclability. The programme is also trying different ways to increase sealing properties of APET film for lid materials.

4.2.3. Collaboration in the value chain

RETAL strongly believes that progressing a circular economy for plastic packaging is a collective effort of all actors in the value chain. RETAL is active through its membership to sector associations such as European Plastic Converters (EuPC)) and PETCORE EUROPE, which is a European association for the PET value chain; both entities are well connected with the EU institutions and provide an input to legislation preparation as well as direct feedback to its members. This helps RETAL to stay tuned into the latest development of the legal landscape.



PETCORE EUROPE's public website for PET circularity called 'Recycle the One', social media campaigns, videos and infographics, support RETAL's endeavour to deliver relevant information to its internal and external stakeholders, especially its customers who are affected by the new legislation on recyclability ([Environment](#) .



PETCORE EUROPE is also developing Design-for-Recycling (DfR) guidelines for PET packaging and counts several working groups on contributing to solving issues affecting the PET value chain, such as circularity. RETAL is active in some of these, such as the thermoforming working group.

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4.3 Water

Water is not identified as a material topic for RETAL. This as the operation's actual impact on water is relatively low. However, the subtopic of pollution of water, was identified as potentially having negative impact residing in the upstream value chain with fossil resource extraction and raw material production, as well as in the operations downstream value chain with microplastic release in the aquatic system.

RETAL has a moderate water withdrawal, but most importantly, a marginal (very low) water consumption and contamination however, we intend to optimize RETAL's use of all natural resources including water.

4.3.1. Water withdrawal

The volume of water withdrawn significantly increased with 31% in 2023 compared to 2022; however, it remains moderate with a total volume of 120,351 m³ corresponding to a water intensity of 331 litres per tn of raw material processed. The increase in withdrawal is due to the increase of climate temperatures, requiring additional cooling capacity for the company's processes.

The water withdrawn by RETAL is sourced at 80% from municipal water supply and 20% from ground water. The majority is used in the production process and a negligible amount is used for cleaning, drinking, and sanitary purposes.

Table 24: Water withdrawal by region and by source (m³)

	2021(*)	2022	2023
TOTAL	87,322	92,077	120,351
EU/US	65,886	71,984	97,859
Ukraine	21,436	20,093	22,492
Third party water	65,166	73,159	95,766
Groundwater	22,156	18,918	24,585

(*) Corrected from 2022 report

Table 25: Water intensity (m³ / tn raw material processed)

	2021	2022	2023
Total	0.229	0.265	0.331
EU/US	0.223	0.251	0.333
Ukraine	0.243	0.329	0.324

4.3.2. Water consumption and discharge

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

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

Table 26: Water discharged (m³)

	2021	2022	2023
Total	87,252	92,077	120,351
EU/US	65,816	71,984	97,859
Ukraine	21,436	20,093	22,492

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

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4.4. Waste

RETAL's generation of waste is very low, with less than 5,000 tn per year for all 13 plants over the last three years and with only 5% hazardous waste, containing primarily used mineral oil. The objective, however, is to reduce the volume of generated waste and avoid landfill. The company has set a goal of zero waste to landfill by 2035.

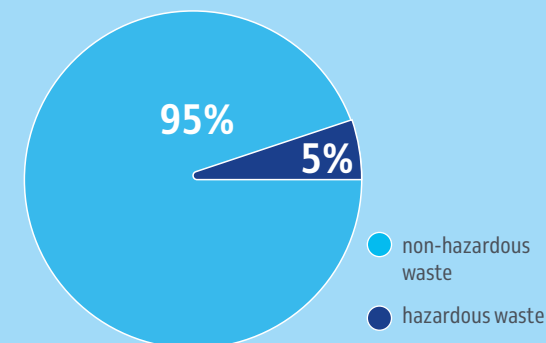
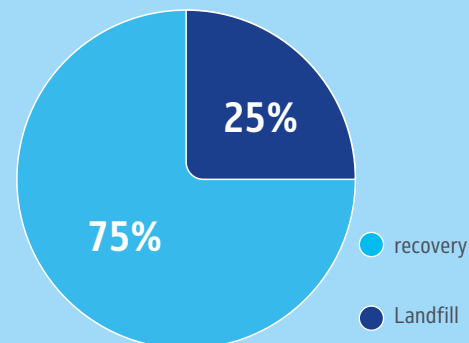
The total volume of waste generated at RETAL's plants in 2023 decreased by 5% compared to 2022, and reached 4,300 tn. The share of waste to landfill, however, slightly increased by 4 points to 25%. All RETAL's waste is managed by accredited and authorised waste management companies, according to local regulations.

Table 27: Waste generated (Tn)

	2021	2022	2023
Total	4,215	4,515	4,300
Disposal	1,683	942	1,093
Recovery	2,533	3,571	3,207
Non-hazardous waste	4,036	4,301	4,088
Disposal	1,631	853	1,020
Recovery	2,405	3,448	3,068
Hazardous waste	179	214	212
Disposal	51	90	73
Recovery	128	123	139



Waste generation



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RETAL sees its employees as its main asset and key element to its success. The company consequently wants to provide optimal working conditions, and an environment which ensures safety, wellbeing, and occupational satisfaction. This is not only to comply with basic labour laws, as mentioned in the company Code of Conduct, but also to enable its employees to perform and develop to the best of their ability. RETAL regularly consults its employees on its performance as the company strongly believes the dialogue can positively affect employee engagement and loyalty as well as contribute to the company's performance.

RETAL's working condition targets for 2030



- Work engagement
- Job satisfaction
- Empowerment

5.1 Employee annual survey

RETAL conducted an employee survey, for the second year running, across all its operations in the EU and US in 2023. The survey was conducted by an external organisation to secure anonymity for its employees. The objective is to collect employee rating of a variety of statements around two key topics: Job Satisfaction and Work Engagement.

The survey also allows the employees to provide direct feedback and input on these two topics. Empowerment within the Job Satisfaction topic has been added as a key indicator for evaluating how employees relate to their occupation.

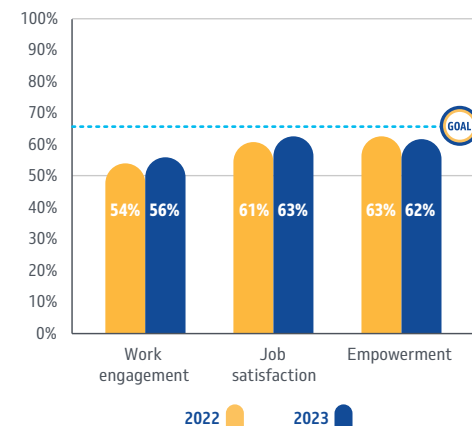
These three topics together are strongly linked and provide a comprehensive view of the employees' experience, according to the data gathered over the last two years. RETAL has now set these three key topics as Key Performance Indicators (KPI) with a target to reach 65% by 2030.

The response rate reached 79% in the 2023 survey - an increase of 19 points compared to 2022. This gives credibility to the results and provide the company a good indication that the employees appreciated the actions implemented in response to the 2022 feedback.

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RETAL Code of conduct



Employee survey results 2023



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RETAL received a positive score for the three topics set as performance indicators - well above 50% in 2023 - similar to 2022 and was close to achieving its targets for the Job Satisfaction and Empowerment topics - 63% and 62% respectively. RETAL also achieved notably high scores for Nature of Work - 75%; Psychological Safety - 76%; and Work-Life Balance - 70%, which represent a 10-point increase compared to 2022.

This demonstrates that the company is providing a satisfactory occupation and a stable environment, making employees feel that their position in the company is protected as well as future remuneration allowing them to safely manage their personal life obligations.

RETAL intends to continue to address its weaknesses (despite these encouraging results), and build on strengths, according to employee feedback, in its desire to improve and reach its goals; each plant develops its own specific action plan based on its respective survey results (*see table*).

RETAL is, in addition to these individual plant action plans, active at a global level on Occupational Health and Safety (OHS), employment, remuneration, performance evaluation, training and career development, in ensuring the company meets its employees' expectations and maintaining employee engagement and efficiency on all levels.

Table 28: Job satisfaction sub-topics

	2022	2023
Top management	48%	52%
Cooperation	61%	65%
Nature of work	75%	75%
Work-life balance	59%	70%
Empowerment	63%	62%
Organizational image	60%	64%
Communication	51%	57%
Psychological safety	74%	76%
Talent management	53%	58%
Direct management	75%	78%

“

RETAL's employee survey is truly valued by our employees with nearly 80% response rate in the second edition (19 points increase), and the 2023 results confirm our strengths, identified in 2022 and provides input to aspects where we need to improve.



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5.2 Employment and remuneration

RETAL provides continuous employment with close to 100% of its workforce being on permanent, full-time contracts. Remuneration packages are continuously revised and adapted according to market conditions, to ensure that employees are given fair and competitive compensation for their work and RETAL remains an attractive employer. The company's aim is to provide a fixed remuneration at least 12% above the relevant market's median salary level, together with bonuses based on both the company's and the individual's performance; some of the plants also provide additional benefits such as medical and life insurance, retirement provisions, and so forth. RETAL consequently experiences a very stable workforce with relatively low and constant turnover within the company's industry standard. The six-point increase in Ukraine's turnover is due to the country's mobilisation of men by the army.

5.3 Occupational Health and Safety (OHS)

Health and Safety for the employees is a material topic for RETAL, with a very high potential impact (*Management and performance* ⓘ), and the company therefore provides the necessary resources to ensure the topic is properly managed to minimise accident risks and subsequent impact.

OHS is managed individually by each plant, via separate management system ensuring compliance with local regulations and beyond. The number of accidents remained relatively low, however, the company unfortunately recorded one high-consequence work-related injury in 2023, and a further 35 recordable work-related injuries throughout its operation, which represents a 100% increase compared to 2022.

Table 29: Total number of employees (FTE)

	2022	2023
TOTAL	1,352	1,395
Permanent	97%	98%
Full-time	99%	99%

Table 30: Employee turnover rate

	2022	2023
TOTAL	24%	25%
EU/US	30%	28%
Ukraine	14%	20%

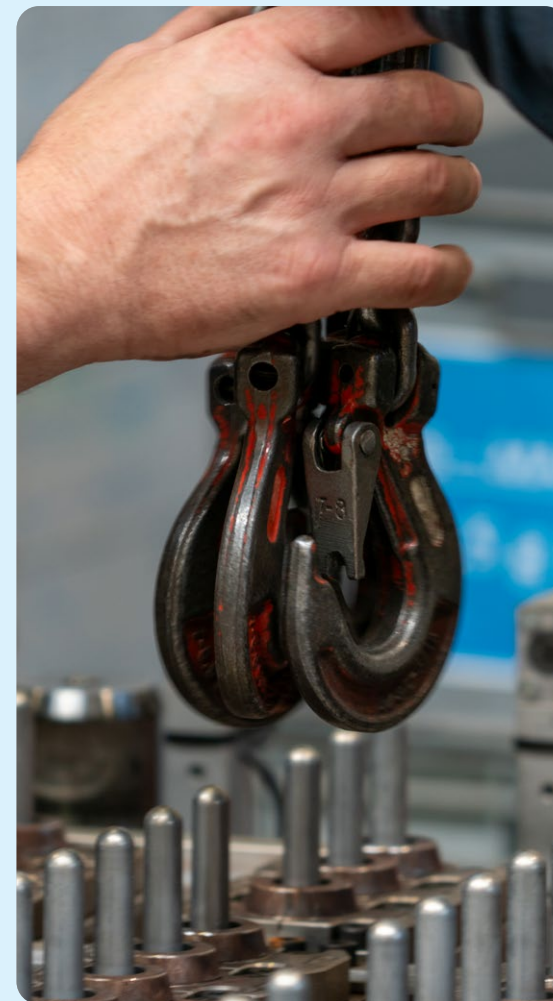
Table 31: Rate of work related injuries

	2022	2023
Rate of high consequence work-related injuries (excluding death)	0	0.38
Rate of recordable work-related injuries	5.82	13.75

Rates are calculated per 1.000.000 hours worked

Table 32: Work related injuries


	2022	2023
High consequence work-related injuries (excluding death)	0	1
Recordable work-related injuries	14	36





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5.4 Training & evaluation

RETAL endeavours to provide all the necessary training for its employees to maintain and improve their competence level (skills and knowledge) and performance, as well as allowing them to progress their professional career. Individual training needs are identified together with setting personal objectives in the annual employee evaluation process ([GRI content index](#) .

RETAL has developed its own infrastructure to support internal training and also to ensure that its in-house knowledge is effectively shared with relevant employees. The company also uses its own on-line platform, which is based on Moodle, an open-source learning platform, which is deployed across its plants, accessible either through personal devices, shared training stations or training rooms.

The total number of training hours remained relatively constant with a slight decrease of 5%. There was, however, a significant decrease in the EU and US due to the completion of the EU-funded project at RETAL Baltic Film and a significant increase in Ukraine due to the training of new employees replacing those mobilised by the army.

Table 33: Number of hours of training

	2022		2023	
	Total (hrs)	Avg (hrs/FTE)	Total (hrs)	Avg (hrs/FTE)
TOTAL	27,815	20.57	26,515	19.00
EU/US	23,719	29.14	5,855	7.11
Ukraine	4,096	7.61	20,660	36.12

5.5 Career development

RETAL's objective is to realise each employee's true potential and personal aspirations within the company. The company strategically favours internal promotion over external recruitment, and 76 of the company's employees internally advanced their careers in 2023 - 18 % more compared to 2022.

Table 34: Employees with internal career evolution

	2022	2023
TOTAL	62.00	76.00
EU/US	62.00	53.00
Ukraine	0.00	23.00



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Human rights



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The recent double materiality assessment did not identify Human Rights as a material topic for RETAL, either in terms of ESG or financial impact. This aligns with the result of the company's due diligence in 2020, which did not reveal any major risks in RETAL's operation.

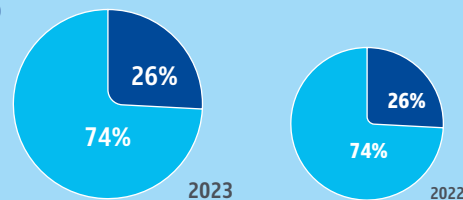
The company, however, as stated in its Code of Business Conduct, publicly states that the respect of Human Rights is a top priority for RETAL: not only in its operation but also in its sphere of influence. It therefore performs periodic due-diligence exercises in its operation and value chain and maintains its vigilance in all Human Rights aspects, particularly in building a more inclusive RETAL and preventing any discrimination.

Go to:
**RETAL Code
of Business
Conduct**



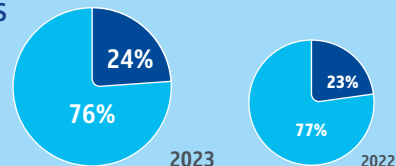
Diversity – gender ratio

Group

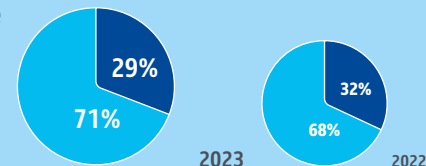


Gender ratio within RETAL remained constant both globally and in each employee category, and well within the sector average figures.

EU/US



Ukraine



Base level



Middle-level managers



Specialists



Top-level managers



Female Male

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6.1 Anti-discrimination and anti-harassment

RETAL has continued its work in implementing its Anti-Discrimination and Anti-Harassment policy through raising awareness, delivering training, and incorporating relevant clauses into the company Human Resource Manual. The company has also started preparing for the new EU legislation on Gender Pay Transparency Directive (EU Dir 2023/970).

The company has set up a working group, led by the CSO with Human resource and Legal regional managers to facilitate its work internally, and collectively define and articulate the company's actions on anti-discrimination. Work will be supported by the plants' Human resource managers.



6.1.1 Employees awareness

The company further deployed its corporate video Respect, Education, and Action on anti-discrimination, anti-harassment, and anti-bullying during 2023, to educate its employees.

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

The video was delivered through the on-line training platform as well as integrating it into the company's on-boarding and induction programme.

Go to
**RETAL anti-discrimination
corporate video**



6.1.2 Top management onboarding

To engage the company's top management in the work, a specialised consulting company was contracted to deliver Diversity, Inclusion, and Anti-discrimination training. The course was designed to clarify concepts, highlight the benefits of being a more inclusive company, and map out the legal landscape in which RETAL operates; more than 20 individuals from the group, region, and plant management attended the training course.

Go to
**RETAL's Anti-discrimination and
anti-harassment policy**



WHISTLEBLOWING



RETAL has implemented a whistleblowing channel available on the corporate website. All reports are duly investigated and answered to according to the company's internal procedure.

No reports on violations against RETAL's policies were filed through the Whistle Blowing Channel (WBC) during the 2023 exercise.

Go to
RETAL's WBC



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Ethics & supply chain



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RETAL aims to operate and act ethically, with integrity and responsibility in everything it does and expect the same from its employees and business partners. The company is also aware that some of its impacts occur in its value chain, which RETAL must work on to mitigate. The company is focusing its action on Anti-Bribery and Corruption (ABC), and integration of sustainability performance into the management of its supply chain, both of which are critical for its business and where the company has most leverage.

7.1 Sustainable procurement

Sustainable Procurement was found to be a highly material topic in RETAL's previous materiality assessment. The same applies in the new Double Materiality Analysis (*Management and performance*), where it is also highlighted in terms of financial impact and has the highest score compared to all other material topics. Raw material, specifically plastic resin, is fundamental to RETAL's operation, and any supply disruption would have a significant effect on the business.

To ensure sustainability in operation and financial resilience, RETAL is strategically sourcing its raw material from suppliers which share the company's vision and manage their environmental and social impacts in order to reduce the risk of supply disruption. To promote a responsible and sustainable supply chain, RETAL has set clear goals in its Sustainable Procurement Policy integrating Environmental, Social, and Governance (ESG) criteria into its supplier assessment. This policy is implemented through the RETAL's Sustainable Procurement Program (*next page*).

Table 35: RETAL raw material supply

	Suppliers	Location
Virgin PET and PE	Multinational companies	Europe, Asia, USA, Middle East, Africa
Recycled PET and PE	Multinational and SME companies	Europe, USA, Middle East
Colorants and additives	Multinational and SME companies	Europe, USA
Packaging	Multinational and SME companies	Europe, USA

Go to:
RETAL Sustainable
Procurement Policy



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7.1.1 RETAL Sustainable Procurement Program (SPP)

RETAL's Sustainable Procurement Programme (SPP) addresses the company's objective to integrate sustainability in its purchase decisions and, by 2025, to source 80% of its raw material from suppliers with external and independent sustainability performance evaluation, complying with RETAL's minimum criteria (coverage).

The SPP includes different recognised third-party evaluation options, specifying a minimum scoring criteria and validity period, for suppliers to demonstrate their sustainability management performance. These options are internationally recognised tools/standards such as EcoVadis, B Corp certification or SMETA audits, and these are presented to suppliers when they join the SPP.

Suppliers onboard have selected one of these options and provided their initial credentials or their periodical updates. SPP compliant suppliers are those having a valid credential (validity period varies, depending on the selected credential) and meeting the minimum performance level. RETAL continually reviews and updates the CSR performance evaluation options and corresponding validity and performance criteria to ensure that they are adapted to the different types of suppliers and the state-of-the-art.

The supply categories included in the SPP are plastic resins (virgin PET and HDPE and recycled PET), colorants, additives, and packaging material.

Sustainable procurement targets

80%
of our raw material
to be sourced from
suppliers compliant
with SPP criteria
by 2025



Supply Categories:

- Virgin PET
- Virgin HDPE
- Recycled PET
- Colorants & additives
- Packaging material



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7.1.1.1 SPP 2023 results

The SPP included a total of 48 on-boarded suppliers in 2023, of which 37 were SPP compliant. A total of 18 suppliers provided their credentials for the first time. RETAL's progress against its 80% coverage target has been significant, with three out of five categories surpassing the target, and the remaining two over 70%. The most important development was found in the RPET and Packaging categories with an increase of 37 points and 49 points, respectively. RETAL is a top performer within this topic and its action and results within Sustainable Procurement obtained a notable 70% score in the company's EcoVadis evaluation during the last two years, which is above industry average.

We are closing-in on our sustainable procurement targets and are integrating climate change performance as a key topic in our supplier assessment.

Table 36: SPP suppliers status

	2023		
	Total active suppliers in SPP (on-boarded)	Total SPP compliant suppliers	New suppliers assessed
TOTAL	48	37	18
PET	10	8	4
HDPE	4	4	0
R-PET	9	6	4
Colorants and additives	13	10	6
Packaging	12	9	4

7.1.1.2 SPP & Climate change

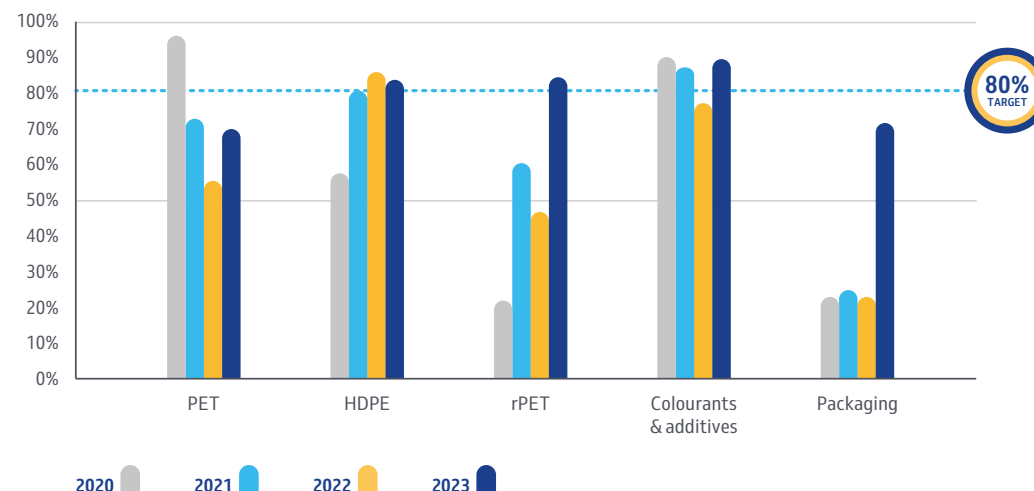
RETAL has initiated a specific engagement process for its Scope 3 science-based target (*Environment*), where the company is also gathering additional information on its suppliers' climate change performance such as their CDP score.

RETAL started to integrate this information together with the SPP results in 2023, into an internal supplier rating system, which, when validated, the company intends to use in its purchase decision process.

“

We made great progress in 2023 and are on-time to reach our 2025 sustainable procurement targets.

SPP - Coverage by supply category



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7.2 Anti-Bribery and Corruption (ABC)

Anti-Bribery and Corruption (ABC) was identified in the Double Materiality Analysis (*Management and performance* 📄) but was not classified as a material topic, either with regard to ESG or financial impact. RETAL, however, aims to conduct its business responsibly and ethically and is adamant about instilling ABC practices. RETAL has zero tolerance in its own operation as well as in the company's sphere of influence, as mentioned in the Code of Business Conduct and the ABC policy.

RETAL intends to continue its work and put in place the necessary means of preventing any incidents of bribery and corruption. The company analysed and started to address the findings of a gap analysis during 2023 made against ISO 37001

- Anti-Bribery management systems performed by an external auditor in 2022. The findings included the need to update RETAL's policies and procedures, add ABC into the new employee onboarding process, provide periodical ABC training for relevant employees, and formalise document, and record any verbal purchase decision.

The ABC policy will be revised and included in the global review process of all the company's policies, which will take place in 2024-25. RETAL has also started the roll out of training through first addressing the company's top management (group, regional, and plant), to ensure that these were given a general understanding of concepts, legal framework, risks and liabilities for private sector companies. The company intends to deploy tailored training for each function to all relevant employees, across the business.



Go to
RETAL's code
of conduct



Go to
RETAL's ABC
policy



“

We are taking the necessary steps to ensure that ABC doesn't occur in RETAL's operation and sphere of influence.



08

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Statement of use

RETAL has reported the information cited in this GRI content index for the period 01.01.2023 to 31.12.2023 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

<i>GRI indicator</i>	<i>Description</i>	<i>Page number or direct answer</i>
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GRI 2: General disclosure 2021

1. The organization and its reporting practices

Disclosure 2-1	Organizational details	6
Disclosure 2-2	Entities included in the organization's sustainability reporting	70
Disclosure 2-3	Reporting period, frequency and contact point	2
Disclosure 2-4	Restatement of information	2
Disclosure 2-5	External assurance	The organisation's sustainability reporting has not been externally assured except for GRI 301, 302, 305 and 306-3, 4 and 5. These indicators are included in the calculation of our GHG inventory which is verified by an independent third party. The verification level of assurance is 'limited' (Annex 4).

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GRI indicator **Description** **Page number or direct answer**

2. Activities and workers

Disclosure 2-6 Activities, value chain and other business relationships 6-9, 16, 54

Disclosure 2-7 Employees 48

		Total employees (FTE)			Permanent (FTE)			Temporary (FTE)			Full time (FTE)			Part time (FTE)		
		Total	F	M	Total	F	M	T	F	M	Total	F	M	Total	F	M
2023	TOTAL	1,395	362	1,033	1,361	348	1,013	34	14	20	1,388	358	1,029	7.3	4	4
	EU/US	823	198	625	789	184	605	34	14	20	816	194	621	7	4	4
	Ukraine	572	164	408	572	164	408	0	0	0	572	164	408	0	0	0
2022	TOTAL	1,352	358	994	1,317	346	971	35	11	24	1,343	355	991	6	3	3
	EU/US	814	188	626	779	176	603	35	11	24	805	185	623	6	3	3
	Ukraine	538	170	368	538	170	368	0	0	0	538	170	368	0	0	0

F=Female M=Male

Disclosure 2-8 Workers who are not employees

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

	Total number of workers who are not employees		
	Total	F	M
TOTAL	87.5	22.0	66.0
EU/US	50	20	30
Ukraine	38.0	2.0	36.0

F=Female M=Male

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

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<i>GRI indicator</i>	<i>Description</i>	<i>Page number or direct answer</i>
4. Strategy, policies and practices		
Disclosure 2-22	Statement on sustainable development strategy	18
Disclosure 2-23	Policy commitments	“RETAL’s values and principles of integrity and ethical behaviour are publicly documented at group level in our Code of Business Conduct (the Code), formally adopted by RETAL Board of Directors in 2018. The Code is communicated to all employees in their local languages and signed by them. The Code is reviewed periodically and updated if needed. (RETAL policies 📄)
Disclosure 2-24	Embedding policy commitments	20
Disclosure 2-25	Process to remediate negative impacts	RETAL has a formal internal procedure to process and investigate all reports made through its whistleblowing channel. When negative impacts occur, the company, under the supervision of the BoD and the Group legal counsel, allocate responsibilities and the relevant resource to the appropriate employees to remediate said negative impact.
Disclosure 2-26	Mechanism for seeking advice and raising concerns	“RETAL has implemented a whistle-blowing channel (WBC) for our stakeholders, both internal and external, to report concerns and potential or actual wrongdoings in breach of any of RETAL’s Code and policies. RETAL has also established an internal protocol to duly investigate all reports and implement appropriate corrective actions if necessary. WBC is available on RETAL’s website, intranet and annual sustainability report. (RETAL policies 📄)
Disclosure 2-27	Compliance with laws and regulations	No non-compliance were reported during 2023.
Disclosure 2-28	Membership associations	16

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GRI indicator Description Page number or direct answer

5. Stakeholders engagement

Disclosure 2-29 Approach to stakeholder engagement 25, 26

Disclosure 2-30 Collective bargaining agreements

Plants	Collective agreement / Work council
Retal Iberia	Convenio Colectivo General De La Industria Química
Retal Italy	Contratto Collettivo Nazionale Di Lavoro Industria Gomma Plastica
Retal Plastec	Contratto Collettivo Nazionale Di Lavoro Industria Gomma Plastica
Retal France	Convention collective nationale de la plasturgie
Retal Ukraine	Collective agreement negotiated between company and workers according to national labor regulations
Retal Dnipro	Collective agreement negotiated between company and workers according to national labor regulations
Retal Baltic Films	Work council
Retal Lithuania	Work council

	Total	Share
Employees covered by collective agreements	741	55%
Employees covered by work councils	433	32%

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GRI 3: Material topics 2021

1. The organization and its reporting practices

Disclosure 3-1	Process to determine material topics	21, 22
Disclosure 3-2	List of material topics	21
Disclosure 3-3	Management of material topics	23

GRI 201: Economic performance 2016

Disclosure 201-1	Direct economic value generated and distributed	13 Only the revenue figure is available. RETAL will work to provide this information in the next annual sustainability report.
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	34
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	Not applicable. RETAL does not provide benefit or retirement plans.
Disclosure 201-4	Financial assistance received from government	Not available. RETAL will work to provide this information in the next sustainability report.

GRI 202: Market presence

Disclosure 201-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not available. RETAL will work to provide this information in the next sustainability report.
Disclosure 201-2	Proportion of senior management hired from the local community	Not available. RETAL will work to provide this information in the next sustainability report.

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GRI indicator**Description****Page number or direct answer****GRI 203: Indirect economic impact**

Disclosure 203-1	Infrastructure investments and services supported	RETAL did not invest in infrastructures or supported services.
Disclosure 203-2	Significant indirect economic impacts	RETAL has no significant indirect economic impacts identified.

GRI 204: Procurement Practices

Disclosure 204-1	Proportion of spending on local suppliers	Not available. RETAL will work to provide this information in the next sustainability report.
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GRI 205: Anti-corruption

Disclosure 205-1	Operations assessed for risks related to corruption	56
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	RETAL “Anti-corruption & anti-bribery policy” (RETAL policies) has been communicated to all employees after its formal adoption, and is available on RETAL’s web site and intranet. Training was provided to top management.
Disclosure 205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption occurred in 2023.

GRI 206: Anti-competitive Behavior

Disclosure 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions.
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<i>GRI indicator</i>	<i>Description</i>	<i>Page number or direct answer</i>
GRI 207: Tax		
Disclosure 207-1	Approach to tax	RETAL doesn't have a tax strategy per say as all applicable taxes are paid locally by each individual company in the country where they operate.
Disclosure 207-2	Tax governance, control, and risk management	Not available. RETAL will work to provide this information in the next sustainability report.
Disclosure 207-3	Stakeholder engagement and management of concerns related to tax	Not available. RETAL will work to provide this information in the next sustainability report.
Disclosure 207-4	Country-by-country reporting	Not available. RETAL will work to provide this information in the next sustainability report.

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GRI indicator

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GRI 301-Materials

GRI 301.1

Total raw material (Tn)

Total raw material	2023	2022	2021
TOTAL (Tn)	363,526	347,800	383,750
EU/US (Tn)	294,154	286,656	295,465
Ukraine (Tn)	69,372	61,143	88,284

PET (Tn)

PET	2023	2022	2021
TOTAL (Tn)	342,921	328,501	326,212
EU/US (Tn)	282,707	274,710	250,050
Ukraine (Tn)	60,215	53,792	76,162

PE (Tn)

PE	2023	2022	2021
TOTAL (Tn)	18,848	18,134	20,075
EU/US (Tn)	9,855	10,899	11,048
Ukraine (Tn)	8,993	7,235	9,027

Colorants & additives (Tn)

Colorants & additives	2023	2022	2021
TOTAL (Tn)	1,757	1,164	1,954
EU/US (Tn)	1,593	1,048	1,758
Ukraine (Tn)	165	116	196

GRI 301.2

Recycled Material

	2023	2022	2021
Total recycled material (Tn)	52,601	40,176	35,509
R-PET (Tn)	51,845	38,702	33,174
EU/US (Tn)	51,789	38,421	32,609
Ukraine (Tn)	56	281	564
R-PE (Tn)	756	1,474	2,335
Ukraine (Tn)	756	1,474	2,335
% of r-material vs total RM cons.	14.5%	11.6%	9.3%
% of rPET vs total PET cons.	13.1%	10.5%	9.2%

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*GRI indicator**Description**Page number or direct answer***GRI 302-Energy**

GRI 302.1

Energy consumption within the organization

37

Fossil fuels (GJ)

	2023	2022	2021
Total Group	23,492	24,563	26,906
Natural gas	5,709	4,681	7,100
LPG	5,962	10,242	9,914
Diesel	5,763	4,187	4,186
Gasoline	5,759	5,274	5,404
Other	299	180	302

Electricity (GJ)

	2023	2022	2021
Total cons.	940,757	907,543	975,026
Renewable (total)	309,750	394,213	610,389
Purchased	303,821	388,352	604,884
Produced	5,930	5,861	5,505
RE % of total cons.	32.9%	43.4%	62.6%

GRI 302.2

Energy consumption outside of the organization

Not available

GRI 302.3

Energy intensity

37

GRI 302.4

Reduction of energy consumption

37

GRI 302.5

Reduction in energy requirements of products and services

Not available

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GRI 303-Water & Effluents

GRI 303.1	Interaction with water as shared resource	42
GRI 303.2	Management of water discharge-related impacts	42
GRI 303.3	Water withdrawal	42
GRI 303.4	Water discharge	42
GRI 303.5	Water consumption	42

GRI 304-Biodiversity

GRI 304.1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
GRI 304.2	Significant impacts of activities, products and services on biodiversity	RETAL's operations have no significant impacts on biodiversity.
GRI 304.3	Habitats protected or restored	Not applicable
GRI 304.4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable

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GRI indicator *Description*

Page number or direct answer

GRI 305-Emissions

GRI 305.1

36

GHG emission - Scope 1 (Tn CO₂e)

	2023	2022	2021
Total (with offset)	1,024	1,761	3,631
Total (without offset)	3,024	2,625	3,631
EU/US (Tn)	1,403	1,460	1,664
Ukraine (Tn)	1,621	1,165	1,967

GRI 305.2

36

GHG emission - Scope 2 (Tn CO₂e)

	2023	2022	2021
Total (market based)	43,754	35,077	34,007
EU/US (Tn)	27,786	21,146	10,343
Ukraine (Tn)	15,969	13,930	23,663
Total (location based)	66,176	61,840	75,003
EU/US (Tn)	50,208	47,910	51,339
Ukraine (Tn)	15,969	13,930	23,664

GRI 305.3

38

GHG emission - Scope 3 (Tn CO₂e)

	2023	2022	2021
Total	770,603	712,568	738,337
EU/US (Tn)	528,709	536,603	477,921
Ukraine (Tn)	241,895	175,965	253,801

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GRI indicator	Description	Page number or direct answer																																																																								
GRI 305.4		35, 36																																																																								
		<div><div><div>Scope 1 GHG intensity (Tn CO₂e / tn raw material processed)</div><table><tr><th></th><th>2023</th><th>2022</th><th>2021</th></tr><tr><td>Total (with offset)</td><td>0.003</td><td>0.005</td><td>0.009</td></tr><tr><td>Total (without offset)</td><td>0.008</td><td>0.008</td><td>0.009</td></tr><tr><td>EU/US (Tn)</td><td>0.005</td><td>0.005</td><td>0.006</td></tr><tr><td>Ukraine (Tn)</td><td>0.023</td><td>0.019</td><td>0.022</td></tr></table></div><div><div>Scope 2 GHG intensity (Tn CO₂e / tn raw material processed)</div><table><tr><th></th><th>2023</th><th>2022</th><th>2021</th></tr><tr><td>Total</td><td>0.120</td><td>0.089</td><td>0.091</td></tr><tr><td>EU/US (Tn)</td><td>0.094</td><td>0.035</td><td>0.039</td></tr><tr><td>Ukraine (Tn)</td><td>0.230</td><td>0.268</td><td>0.269</td></tr></table></div><div><div>Scope 3 GHG intensity (Tn CO₂e / tn raw material processed)</div><table><tr><th></th><th>2023</th><th>2022</th><th>2021</th></tr><tr><td>Total</td><td>2.120</td><td>2.049</td><td>1.924</td></tr><tr><td>EU/US (Tn)</td><td>1.797</td><td>1.872</td><td>1.618</td></tr><tr><td>Ukraine (Tn)</td><td>3.487</td><td>2.878</td><td>2.875</td></tr></table></div><div><div>Total GHG intensity (Tn CO₂e / tn raw material processed)</div><table><tr><th></th><th>2023</th><th>2022</th><th>2021</th></tr><tr><td>Total (with offset)</td><td>2.243</td><td>2.155</td><td>2.174</td></tr><tr><td>Total (without offset)</td><td>2.248</td><td>2.157</td><td>2.174</td></tr><tr><td>EU/US (Tn)</td><td>1.897</td><td>1.951</td><td>1.658</td></tr><tr><td>Ukraine (Tn)</td><td>3.740</td><td>3.125</td><td>3.165</td></tr></table></div></div>		2023	2022	2021	Total (with offset)	0.003	0.005	0.009	Total (without offset)	0.008	0.008	0.009	EU/US (Tn)	0.005	0.005	0.006	Ukraine (Tn)	0.023	0.019	0.022		2023	2022	2021	Total	0.120	0.089	0.091	EU/US (Tn)	0.094	0.035	0.039	Ukraine (Tn)	0.230	0.268	0.269		2023	2022	2021	Total	2.120	2.049	1.924	EU/US (Tn)	1.797	1.872	1.618	Ukraine (Tn)	3.487	2.878	2.875		2023	2022	2021	Total (with offset)	2.243	2.155	2.174	Total (without offset)	2.248	2.157	2.174	EU/US (Tn)	1.897	1.951	1.658	Ukraine (Tn)	3.740	3.125	3.165
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GRI 305.5	Reduction of GHG emissions	32, 33																																																																								
GRI 305.6	Emissions of ozone-depleting substances (ODS)	RETAL does not emit ODS in its operations.																																																																								
GRI 305.7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	RETAL does not generate NOx, SOx or any other significant air emissions in its operation.																																																																								

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GRI 306-Waste

GRI 306.1	Waste generation and significant waste-related impacts	43
GRI 306.2	Management of significant waste-related impacts	43
GRI 306.3	Waste generated	43
GRI 306.4	Waste diverted from disposal	43
GRI 306.5	Waste directed to disposal	43

GRI 308-Supplier environmental assessment

GRI 308.1	New suppliers that were screened using environmental criteria	56
GRI 308.2	Negative environmental impacts in the supply chain and actions taken	21, 54-56

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*GRI indicator**Description**Page number or direct answer***GRI 401 - Employment**

GRI 401-1

New employee hires and employee turnover

48

New employee hires and employee turnover

		Number of new employees			Number of employees leaving			Employees turnover rate		
		Total	F	M	Total	F	M	Total	F	M
2023	TOTAL	374	91	283	343	68	275	25%	5%	20%
	EU/US	241	58	183	228	45	183	28%	5%	22%
	Ukraine	133	33	100	115	23	92	20%	4%	16%
2022	TOTAL	312	89	223	318	55	263	24%	4%	19%
	EU/US	250	75	175	241	29	212	30%	4%	26%
	Ukraine	62	14	48	77	26	51	14%	5%	9%

F=Female M=Male

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GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>RETAL does not have a global benefit plan. However, some of the RETAL plants provide additional health insurance to insurance to certain employee categories.</p> <p>Additional benefits by plants</p> <table><thead><tr><th></th><th>Life insurance</th><th>Health care</th><th>Disability & invalidity coverage</th><th>Retirement provision</th><th>Stock ownership</th><th>Parental leave (*)</th><th>Annual leave (*)</th></tr></thead><tbody><tr><td>UAB RETAL LITHUANIA</td><td>✓</td><td>✓</td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>UAB RETAL BALTIC FILMS</td><td>✓</td><td>✓</td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>RETAL CZECH A.S.</td><td></td><td></td><td></td><td>✓</td><td></td><td></td><td>✓</td></tr><tr><td>RETAL BALKAN EOOD</td><td></td><td></td><td>✓</td><td>✓</td><td></td><td>✓</td><td></td></tr><tr><td>RETAL CYPRUS LTD</td><td></td><td>✓</td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>RETAL ITALIA SRL</td><td></td><td></td><td>✓</td><td>✓</td><td></td><td>✓</td><td></td></tr><tr><td>PLASTEC SRL</td><td></td><td></td><td></td><td>✓</td><td></td><td>✓</td><td></td></tr><tr><td>RETAL IBERIA SLU</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>RETAL FRANCE SARL</td><td></td><td>✓</td><td>✓</td><td>✓</td><td></td><td></td><td></td></tr><tr><td>FE RETAL UKRAINE</td><td>✓</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>RETAL UKRAINE LTD</td><td>✓</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>RETAL UKRAINE LTD</td><td>✓</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>RETAL PA LLC</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td></td><td>✓</td><td></td></tr></tbody></table> <p>(*) In addition to legal provision</p>		Life insurance	Health care	Disability & invalidity coverage	Retirement provision	Stock ownership	Parental leave (*)	Annual leave (*)	UAB RETAL LITHUANIA	✓	✓						UAB RETAL BALTIC FILMS	✓	✓						RETAL CZECH A.S.				✓			✓	RETAL BALKAN EOOD			✓	✓		✓		RETAL CYPRUS LTD		✓						RETAL ITALIA SRL			✓	✓		✓		PLASTEC SRL				✓		✓		RETAL IBERIA SLU								RETAL FRANCE SARL		✓	✓	✓				FE RETAL UKRAINE	✓							RETAL UKRAINE LTD	✓							RETAL UKRAINE LTD	✓							RETAL PA LLC	✓	✓	✓	✓		✓	
	Life insurance	Health care	Disability & invalidity coverage	Retirement provision	Stock ownership	Parental leave (*)	Annual leave (*)																																																																																																											
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RETAL PA LLC	✓	✓	✓	✓		✓																																																																																																												
GRI 401-3	Parental leave	Parental leaves are given according to local legislation. Certain plants provide additional parental leaves (see GRI 401-2).																																																																																																																

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GRI 402 - Labor/Management Relations

GRI 402-1	Minimum notice periods regarding operational changes	RETAL provide the minimum notice required by local legislation.
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GRI 403 - Occupational Health and Safety

GRI 403-1	Occupational Health & Safety management system	48
GRI 403-2	Hazard identification, risk assessment and incident investigation.	OHS management system in place at all RETAL plants includes hazard identification, risk assessment and incident investigation.
GRI 403-3	Occupational health services	Workers' personal health-related information is protected according to local legislation requirement.
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Not available. RETAL will work to provide this information in the next sustainability report.
GRI 403-5	Worker training on occupational health and safety	All RETAL workers go through an initial OHS training during onboarding and periodical reminders or when the condition of their occupation has changed.
GRI 403-6	Promotion of worker health	All RETAL workers are provided with an annual medical check-up according to local legislation and some employees of certain RETAL's plant benefit from additional health insurance. No voluntary health promotion services and programs are provided.
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not applicable. No OHS impacts directly linked by business relationships.
GRI 403-8	Workers covered by an OHS management system	48

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GRI indicator	Description	Page number or direct answer												
GRI 403-9	Work-related injuries	Number of death as a result of WRI			High consequence WRI (excluding death)			Total recordable WRI			Number of hours worked			
		2023	Total	F	M	Total	F	M	Total	F	M	Total	F	M
		TOTAL	0	0	0	1	0	1	36	5	31	2,617,583	687,812	1,929,603
		EU/US	0	0	0	1	0	1	36	5	31	1,495,474	350,311	1,144,995
		Ukraine	0	0	0	0	0	0	0	0	0	1,122,109	337,501	784,608
		2022	Total	F	M	Total	F	M	Total	F	M	Total	F	M
		TOTAL	0	0	0	0	0	0	14	1	13	2,405,116	613,887	1,791,229
		EU/US	0	0	0	0	0	0	14	1	13	1,448,239	324,093	1,124,146
		Ukraine	0	0	0	0	0	0	0	0	0	956,877	289,794	667,083

F=Female M=Male WRI=Work Related Injury

2023	Rate of fatalities as a result of WRI			Rate of high consequence WRI (excluding death)			Rate of recordable WRI		
	Total	F	M	Total	F	M	Total	F	M
TOTAL	0.00	0.00	0.00	0.38	0.00	0.52	13.75	7.27	16.07
EU/US	0.00	0.00	0.00	0.67	0.00	0.87	24.07	14.27	27.07
Ukraine	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2022	Total	F	M	Total	F	M	Total	F	M
TOTAL	0.00	0.00	0.00	0.00	0.00	0.00	5.82	1.63	7.26
EU/US	0.00	0.00	0.00	0.00	0.00	0.00	9.67	3.09	11.56
Ukraine	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

F=Female M=Male WRI=Work Related Injury

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

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

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

GRI 403-10	Work-related ill-health	No work-related ill-health have been identified in RETAL's operations.
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GRI indicator

Description

Page number or direct answer

GRI 404 - Training and education

GRI 404-1

Average hours of training per year per employee

49

		Cat. 1 - Base level	Cat. 2 - Specialists	Cat. 3 - Middle-level managers	Cat. 4 - Top level managers	F	M
2023	TOTAL	29	8	9	20	5	24
	EU/US	6	7	13	11	8	7
	Ukraine	61	11	1	38	2	50
2022	TOTAL	9	39	3	6	13	23
	EU/US	8	61	4	10	20	31
	Ukraine	10	7	0	0	6	8

F=Female M=Male

GRI 404-2

Programs for upgrading employee skills and transition assistance programs

49

GRI 404-3

Percentage of employees receiving regular performance and career development reviews

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

		Number of employees w/ performance & career development review						
		Total	Cat. 1 - Base level	Cat. 2 - Specialists	Cat. 3 - Middle-level managers	Cat. 4 - Top level managers	F	M
2023	TOTAL	29%	32%	26%	37%	28%	30%	29%
	EU/US	49%	56%	44%	48%	41%	53%	48%
	Ukraine	1%	0%	0%	18%	0%	1%	1%
2022	TOTAL	41%	33%	49%	49%	42%	35%	44%
	EU/US	67%	56%	80%	63%	65%	65%	68%
	Ukraine	3%	0%	4%	13%	0%	1%	3%

F=Female M=Male

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*GRI indicator**Description**Page number or direct answer***GRI 405 - Diversity and Equal Opportunity**

GRI 405-1

Diversity in the workforce

51

		TOTAL		Cat. 1 - Base level		Cat. 2 - Specialists		Cat. 3 - Middle-level managers		Cat. 4 - Top level managers	
		F	M	F	M	F	M	F	M	F	M
2023	TOTAL	26%	74%	17%	83%	34%	66%	30%	70%	36%	64%
	EU/US	24%	76%	12%	88%	36%	64%	19%	81%	33%	68%
	Ukraine	29%	71%	23%	77%	30%	70%	48%	52%	42%	58%
2022	TOTAL	26%	74%	19%	81%	32%	68%	25%	75%	39%	61%
	EU/US	23%	77%	14%	86%	32%	68%	15%	85%	33%	67%
	Ukraine	32%	68%	26%	74%	32%	68%	50%	50%	50%	50%

F=Female M=Male

GRI 405-2

Ratio of basic salary and remuneration
of women to men

Not available. RETAL will work to provide this information in the next sustainability report.

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GRI 406 - Non-discrimination		
GRI 406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination were detected or reported during the 2023 exercise.
GRI 407 - Freedom of Association and Collective Bargaining		
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	51 RETAL conducted a 3rd party risk assessment on Human Rights in 2020 and no risk regarding freedom of association and collective bargaining was detected in our operations.
GRI 408 - Child labor		
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	51 RETAL conducted a 3rd party risk assessment on Human Rights in 2020 and no risk of incident for child labor was detected in our operations.
GRI 409 - Forced or Compulsory Labor		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	51 RETAL conducted a 3rd party risk assessment on Human Rights in 2020 and no risk of forced or compulsory labor was detected in our operations.
GRI 410 - Security Practices		
GRI 410-1	Security personnel trained in human rights policies or procedures	RETAL's facilities subcontract security personel to third-party organizations and do not provide training on human rights.

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GRI 411 - Rights of Indigenous Peoples

GRI 411-1	Incidents of violations involving rights of indigenous peoples	No incidents or violations involving rights of indigenous peoples were reported in 2023.
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GRI 413 - Local communities

GRI 413-1	Operations with local community engagement, impact assessments, and development programs	This is not a material topic as local communities are not negatively affected by RETAL's operations. Some of RETAL plants interact with and support their local communities for cultural and charity activities.
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	RETAL's operations have significant actual and potential impact on local communities.

GRI 414 - Supplier Social Assessment

GRI 414-1	New suppliers that were screened using social criteria	56
GRI 414-2	Negative social impacts in the supply chain and actions taken	21

GRI 415 - Public Policy

GRI 415-1	Political contributions	RETAL doesn't make political contributions in any of the countries where it operates.
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<i>GRI indicator</i>	<i>Description</i>	<i>Page number or direct answer</i>
GRI 416 - Customer Health and Safety		
GRI 416-1	Assessment of the health and safety impacts of product and service categories	All our products destined to food packaging are assessed to comply with all applicable food safety legislations and regulations.
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No OHS non-compliance were detected in 2023.
GRI 417 - Marketing and Labeling		
GRI 417-1	Requirements for product and service information and labeling	Not applicable. RETAL is a business-to-business company and doesn't sell products directly to final consumers.
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Not applicable. RETAL is a business-to-business company and doesn't sell products directly to final consumers.
GRI 417-3	Incidents of non-compliance concerning marketing communications	Not applicable. RETAL is a business-to-business company and doesn't sell products directly to final consumers.
GRI 418 - Customer Privacy		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints were reported in 2023.

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Appendix 1

RETAL CDP Score Report - Climate Change 2023



CDP SCORE REPORT - CLIMATE CHANGE 2023



RETAL INDUSTRIES LTD

Region	Europe
Country/Area	Cyprus
Questionnaire	General
Activity Group	Plastic product manufacturing

The CDP Score Report allows companies to understand their score and indicate which categories require attention to reach higher scoring levels. This enables companies to progress towards environmental stewardship through benchmarking and comparison with peers. In order to continuously improve their Climate Change governance, investors will additionally receive a copy of the CDP Score Report upon request. For further feedback please contact your account manager or your key CDP contact.

Your CDP score



Average performance

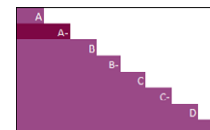


Plastic product manufacturing

Europe

Global Average

UNDERSTANDING YOUR SCORE REPORT



RETAL INDUSTRIES LTD received an A- which is in the Leadership band. This is higher than the Europe regional average of B, and higher than the Plastic product manufacturing sector average of C.

Leadership (A/A-): Implementing current best practices
Management (B/B-): Taking coordinated action on climate issues
Awareness (C/C-): Knowledge of impacts on, and of, climate issues
Disclosure (D/D-): Transparent about climate issues

ACTIVITY GROUP PERFORMANCE

Plastic product manufacturing

Your company is amongst 18% of companies that reached Leadership level in your Activity Group.

A sample of A-list companies from your Activity Group:

Atlantic Corporation of Wilmington
 FP Corporation



*Please note that the peer group average scores are compiled with only investor-requested company scores

Appendix 2

Carbon credits certificate and carbon sequestration project fact-sheet

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Factsheet Carbon Project Anthesis 



Reforestation project in Tanzania

This reforestation project in Tanzania is designed to promote climate change mitigation and adaptation through reforestation of degraded wasteland, as well as contributing to the alternative livelihoods of the people in Tanzania. The project includes two areas: the Uchindile and the Mapanda forest.

Background

The project is located in the poverty-stricken districts of Kilimbero, Mamporo and Mamporo in south-west Tanzania. Due to unsustainable land practices, timber production and wildfires, large parts of these regions have been converted to degraded wastelands.

About the project

To capture and store CO₂, the project plants trees in grassland areas in south-west Tanzania. More than 50,000 hectares of degraded grasslands are converted into forest. To promote environmental conservation, the project focuses on soil conservation, protection of water sources and enhancement of biodiversity. Through reforestation and sustainable forest management existing indigenous flora and fauna are protected from extinction. Plants and trees with indigenous species and fruits are enriched where possible. To achieve this, the project collaborates with local communities through employment and income via carbon financing. Over 600 employees receive a salary and carbon income equal to 10% of the projected carbon income. Infrastructure, such as roads, water piping and communication systems, is developed to improve the management of the project and to increase welfare for the inhabitants of Uchindile and Mapanda. In addition, the construction of school blocks, community halls and offices, seedling distribution to communities, and women entrepreneurship training add to the sustainable development of the region. The project is a perfect combination of climate change mitigation while contributing to a social and biodiversity level and has therefore been awarded with the Climate Community and Biodiversity standard.

Collaboration

Anthesis works with the project to support, financing and facilitating the reduction of greenhouse gases and various initiatives in the social, environmental, and economic scope.

Verified Carbon Standard

The project is VCS & CCB verified, ensuring that the effects, monitoring, and auditing of emission-reducing projects are done properly and that socioeconomic and biodiversity benefits for the local communities and nature are in accordance with the Climate Community & Biodiversity standard. In addition, Anthesis is a founding member of ICROA, which monitors our working methods annually and ensures reliable climate compensation.

Advantages

Climate environment

- Reduction of greenhouse gas emissions
- Avoidance of deforestation and land use change
- Sustainable land management practices
- Improved soil fertility and water retention
- Increased biodiversity and ecosystem services
- Improved local livelihoods and income
- Improved social and economic conditions
- Improved governance and transparency

Social environment

- Improved local livelihoods and income
- Improved social and economic conditions
- Improved governance and transparency
- Improved community development
- Improved environmental management
- Improved risk management
- Improved stakeholder engagement
- Improved project monitoring and evaluation
- Improved project transparency and accountability

Learn more about our carbon services and our carbon projects?

[www.anthesis.com](#)

07C13775

CERTIFICATE

Retal Industries Limited

Offsetting RETAL's scope 1 GHG emissions (Europe, US, and Ukraine operations - 13 plants) through Nature-Based Removal

With:

2.000 VCS Uchindile Tanzania Reforestation credits

Anthesis Group invests in carefully selected carbon projects which combine CO₂ reduction and/or sequestration solutions with wider social and environmental additional benefits. These socially progressive projects improve the quality of life of people who are threatened by the impacts of climate change. As such, they are a powerful tool for sustainable development.

Anthesis Group


René Toet
Global Head of Carbon

Utrecht, The Netherlands, 30-6-2024

SUSTAINABLE DEVELOPMENT GOALS



  Anthesis 

Appendix 3

SBTi Certificate - RETAL science-based target

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SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

info@sciencebasedtargets.org
www.sciencebasedtargets.org

 /ScienceBasedTargets  @sciencebasedtargets

Approved science-based target

The Science Based Targets initiative has validated that the corporate greenhouse gas emissions reduction target(s) submitted by

RETAL

have been deemed to be in conformance with the SBTi Criteria and Recommendations (version 5). The SBTi's Target Validation Team has classified your company's scope 1 and 2 target ambition and has determined that it is in line with a 1.5°C trajectory.

The official target wording is:

RETAL commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2020 base year. RETAL also commits that 93.9% of its suppliers by emissions covering purchased goods and services will have science-based targets by 2027.

Date of issue: March 2023

Certificate Number: RETA-CYP-001-OFF

An initiative by







Appendix 4.1

RETAL GHG inventory – 3rd party assurance statement

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GREENHOUSE GAS INVENTORY VERIFICATION STATEMENT

Statement No:
P3106-000007

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

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

RETAL INDUSTRIES LIMITED

reported in the document entitled "CF_Report_Retal_2023_USA_EU_UK_07-05-2024" dated May 2023, related to the activities carried out at RETAL sites in USA (RETAL PA LLS), Lithuania (RETAL Baltic & RETAL Lithuania), Czech Republic (RETAL Czech), Spain (RETAL Iberia), France (RETAL France), Bulgaria (RETAL Balkan), Italy (RETAL Plaztec & RETAL Italia), Cyprus (RETAL Cyprus), Ukraine (RETAL Ukraine (Kiev), RETAL Ukraine (Dnipro) & RETAL Ukraine (Lviv)).

Based on the process and procedures conducted, there is no evidence that the GHG statement: —is not materially correct and is not a fair representation of 2023 GHG data and information —has not been prepared in accordance with "GHG Protocol Corporate Accounting and Reporting Standard" revised edition on GHG quantification, monitoring and reporting, with the following GHG emissions results (values rounded to ton):

Scopes	2023	
	Ton CO ₂ e	% of total
Scope 1: Direct GHG emissions	3,023.91	0.25%
Scope 2: Indirect GHG emissions from imported energy*	43,754.36	4.68%
Scope 3: Other indirect GHG emissions	770,603.37	94.97%
TOTAL	817,381.63	100%

*market based

Place and date:
Barcelona, 2024.05.22


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

Ricardo Alvarez Huila
SCPA Operations – Lead Verifier
DNV Supply Chain and Product Assurance
Gran Via de les Corts Catalanes 130-136, 1^a P,
08038, Barcelona, Spain

Lack of fullness with the conditions laid down in the verification contract may render this certificate not valid

Appendix 4.2

NEO Group GHG inventory – 3rd party assurance statement



GREENHOUSE GAS INVENTORY VERIFICATION STATEMENT

Statement No:
P3106-000010

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

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

CAUCASIAN PET COMPANY LLC

reported in the document entitled "CF_Report_Georgia_2023_10-05-2024.doc" related to the activities carried out at Georgia site.

Based on the process and procedures conducted, there is no evidence that the GHG statement: —is not materially correct and is not a fair representation of 2023 GHG data and information —has not been prepared in accordance with "GHG Protocol Corporate Accounting and Reporting Standard" revised edition on GHG quantification, monitoring and reporting, with the following GHG emissions results (values rounded to ton):

Scopes	2023	
	t CO ₂ e	% of total
Scope 1: Direct GHG emissions	272.29	1.25
Scope 2: Indirect GHG emissions from imported energy	998.70	4.56
Scope 3: Other indirect GHG emissions	20,536.96	94.19
TOTAL	21,803.94	100.00%

Place and date:
Barcelona, 2024.05.22


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

Ricardo Alvarez Huila
DNV Supply Chain and Product Assurance
Gran Via de les Corts Catalanes 130-136, 1^a P,
08038, Barcelona, Spain

Lack of fullness with the conditions laid down in the verification contract may render this certificate not valid

Appendix 4.3

Caucasian PET GHG inventory – 3rd party assurance statement



GREENHOUSE GAS INVENTORY VERIFICATION STATEMENT

Statement No:
P3106-000010

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

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

NEO GROUP

reported in the document entitled "CF_Report_NEOGROUP_2023_10-05-2024.doc" related to the activities carried out at site.

Based on the process and procedures conducted, there is no evidence that the GHG statement: —is not materially correct and is not a fair representation of 2023 GHG data and information —has not been prepared in accordance with "GHG Protocol Corporate Accounting and Reporting Standard" revised edition on GHG quantification, monitoring and reporting, with the following GHG emissions results (values rounded to ton):

Scopes	2023	
	t CO ₂ e	% of total
Scope 1: Direct GHG emissions	31,157.25	3.68%
Scope 2: Indirect GHG emissions from imported energy*	7,484.12	0.88%
Scope 3: Other indirect GHG emissions	808,480.21	95.44%
TOTAL	847,121.57	100.00%

*Market Based

Place and date:
Barcelona, 2024.05.22

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

Ricardo Alvarez Huila
Lead Verifier
DNV Supply Chain and Product Assurance
Gran Via de les Corts Catalanes 130-136, 1^a P,
08038, Barcelona, Spain

Lack of fullness with the conditions laid down in the verification contract may render this certificate not valid

Appendix 5.1

RETAL EU Taxonomy data - Turnover 2022

Fiscal Year 2022	Year			Substantial contribution criteria							DNSH Criteria ("Does Not Significantly Harm")										
	Code	Turnover (K€)	Proportion of turnover, 2022	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) turnover, year 2022	Category enabling activity	Category transitional activity		
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1. Environmentally sustainable activities (Taxonomy-aligned)																					
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	Y	N	N	Y	Y	N	N	0%				
Of which enabling		0	0	0%	0%	0%	0%	0%	0%	Y	N	N	Y	Y	N	N	0%	F			
Of which transitional		0	0	0%	0%					Y	N	N	Y	Y	N	N	0%		T		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																					
Manufacture of plastic packaging goods		EC 1.1	661,335.00	100.0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL							0.0%				
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			661,335.00	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%							0.0%				
A. Turnover of Taxonomy-eligible activities (A.1+A.2)			661,335.00	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%							0.0%				
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
Turnover of Taxonomy-non-eligible activities (B)			0	0																	
TOTAL			661,335.00	100%																	

Abbreviations:

Y: Yes, activity eligible according to the taxonomy and conforming to the taxonomy in relation to the relevant environmental objective

N: No, activity eligible under the taxonomy, but which does not conform to the taxonomy in relation to the relevant environmental objective

EL: Activity eligible according to the taxonomy for the relevant objective

N/EL: Activity not eligible for the relevant objective, according to the taxonomy

CCM: Climate change mitigation

CCA: Climate Change Adaptation

WTR: Hydraulic and marine resources

CE: Circular economy

PPC: Prevention and Control of Pollution

	Proportion of turnover / total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.0%	0.0%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	100.0%
PPC	0.0%	0.0%
Bio	0.0%	0.0%

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Appendix 5.2

RETAL EU Taxonomy data - CapEx 2022

Fiscal Year 2022	Year	Substantial contribution criteria								DNSH Criteria ("Does Not Significantly Harm")								Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) CapEx, year 2022	Category enabling activity	Category transitional activity
Economic activities	Code	CapEx (K€)	Proportion of CapEx, 2022	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards				
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	Y	N	N	Y	Y	N	N	0%			
Of which enabling		0	0	0%	0%	0%	0%	0%	0%	Y	N	N	Y	Y	N	N	0%	F		
Of which transitional		0	0	0%	0%					Y	N	N	Y	Y	N	N	0%			T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Manufacture of plastic packaging goods		EC 1.1	34,266,653.19	0.654	N/EL	N/EL	N/EL	N/EL	EL	N/EL							0.0%			
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			34,266,653.19	65.4%	0.0%	0.0%	0.0%	0.0%	65.4%	0.0%							0.0%			
A. CapEx of Taxonomy-eligible activities (A.1+A.2)			34,266,653.19	65.4%	0.0%	0.0%	0.0%	0.0%	65.4%	0.0%							0.0%			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities (B)			18,110,911.95	34.6%																
TOTAL			52,377,565.13	100.0%																

Abbreviations:

Y: Yes, activity eligible according to the taxonomy and conforming to the taxonomy in relation to the relevant environmental objective

N: No, activity eligible under the taxonomy, but which does not conform to the taxonomy in relation to the relevant environmental objective

EL: Activity eligible according to the taxonomy for the relevant objective

N/EL: Activity not eligible for the relevant objective, according to the taxonomy

CCM: Climate change mitigation

CCA: Climate Change Adaptation

WTR: Hydraulic and marine resources

CE: Circular economy

PPC: Prevention and Control of Pollution

	Proportion of CapEx / total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.00%	0.00%
CCA	0.00%	0.00%
WTR	0.00%	0.00%
CE	0.00%	65.42%
PPC	0.00%	0.00%
Bio	0.00%	0.00%

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Appendix 5.3

RETAL EU Taxonomy data - OpEx 2022

Fiscal Year 2022	Year		Substantial contribution criteria							DNSH Criteria ("Does Not Significantly Harm")									
	Code	OpEx (K€)	Proportion of OpEx, 2022	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) OpEx, year 2022	Category enabling activity	Category transitional activity
Economic activities																			
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	Y	N	N	Y	Y	N	N	0%		
Of which enabling	0	0	0%	0%	0%	0%	0%	0%	0%	Y	N	N	Y	Y	N	N	0%	F	
Of which transitional	0	0	0%	0%						Y	N	N	Y	Y	N	N	0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of plastic packaging goods		EC 1.1	168,286.00	0.745	N/EL	N/EL	N/EL	N/EL	EL	N/EL									
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			168,286.00	74.5%	0.0%	0.0%	0.0%	0.0%	74.1%	0.0%							0.0%		
A. OpEx of Taxonomy-eligible activities (A.1+A.2)			168,286.00	74.5%	0.0%	0.0%	0.0%	0.0%	74.1%	0.0%							0.0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities (B)			57,535.00	25.5%															
TOTAL			225,821.00	100.0%															

Abbreviations:

Y: Yes, activity eligible according to the taxonomy and conforming to the taxonomy in relation to the relevant environmental objective

N: No, activity eligible under the taxonomy, but which does not conform to the taxonomy in relation to the relevant environmental objective

EL: Activity eligible according to the taxonomy for the relevant objective

N/EL: Activity not eligible for the relevant objective, according to the taxonomy

CCM: Climate change mitigation

CCA: Climate Change Adaptation

WTR: Hydraulic and marine resources

CE: Circular economy

PPC: Prevention and Control of Pollution

	Proportion of OpEx / total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.00%	0.00%
CCA	0.00%	0.00%
WTR	0.00%	0.00%
CE	0.00%	74.14%
PPC	0.00%	0.00%
Bio	0.00%	0.00%

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Appendix 5.4

RETAL EU Taxonomy data - Turnover 2023

Fiscal Year 2022	Year		Substantial contribution criteria							DNSH Criteria ("Does Not Significantly Harm")							Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) turnover, year 2023	Category enabling activity	Category transitional activity
Economic activities	Code	Turnover (K€)	Proportion of turnover, 2023	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards			
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	Y	N	N	Y	Y	N	N	0%		
Of which enabling		0	0	0%	0%	0%	0%	0%	0%	Y	N	N	Y	Y	N	N	0%	F	
Of which transitional		0	0	0%	0%					Y	N	N	Y	Y	N	N	0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of plastic packaging goods		EC 1.1	620,738.00	100.0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL							0.0%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			620,738.00	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%							0.0%		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)			620,738.00	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%							0.0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities (B)			0	0															
TOTAL			620,738.00	100%															

Abbreviations:

Y: Yes, activity eligible according to the taxonomy and conforming to the taxonomy in relation to the relevant environmental objective

N: No, activity eligible under the taxonomy, but which does not conform to the taxonomy in relation to the relevant environmental objective

EL: Activity eligible according to the taxonomy for the relevant objective

N/EL: Activity not eligible for the relevant objective, according to the taxonomy

CCM: Climate change mitigation

CCA: Climate Change Adaptation

WTR: Hydraulic and marine resources

CE: Circular economy

PPC: Prevention and Control of Pollution

	Proportion of turnover / total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.0%	0.0%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	100.0%
PPC	0.0%	0.0%
Bio	0.0%	0.0%

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Appendix 5.5

RETAL EU Taxonomy data - CapEx 2023

Fiscal Year 2022	Year			Substantial contribution criteria						DNSH Criteria ("Does Not Significantly Harm")											
	Code	CapEx (K€)	Proportion of CapEx, 2023	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) CapEx, year 2023	Category enabling activity	Category transitional activity		
Economic activities																					
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1. Environmentally sustainable activities (Taxonomy-aligned)																					
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	Y	N	N	Y	Y	N	N	0%				
Of which enabling	0	0	0%	0%	0%	0%	0%	0%	0%	Y	N	N	Y	Y	N	N	0%	F			
Of which transitional	0	0	0%	0%						Y	N	N	Y	Y	N	N	0%		T		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																					
Manufacture of plastic packaging goods		EC 1.1	22,365,745.14	0.433	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%				
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			22,365,745.14	43.3%	0.0%	0.0%	0.0%	0.0%	43.3%	0.0%								0.0%			
A. CapEx of Taxonomy-eligible activities (A.1+A.2)			22,365,745.14	43.3%	0.0%	0.0%	0.0%	0.0%	43.3%	0.0%								0.0%			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
CapEx of Taxonomy-non-eligible activities (B)			29,235,824.28	56.7%																	
TOTAL			51,601,569.41	100.0%																	

Abbreviations:

Y: Yes, activity eligible according to the taxonomy and conforming to the taxonomy in relation to the relevant environmental objective

N: No, activity eligible under the taxonomy, but which does not conform to the taxonomy in relation to the relevant environmental objective

EL: Activity eligible according to the taxonomy for the relevant objective

N/EL: Activity not eligible for the relevant objective, according to the taxonomy

CCM: Climate change mitigation

CCA: Climate Change Adaptation

WTR: Hydraulic and marine resources

CE: Circular economy

PPC: Prevention and Control of Pollution

	Proportion of CapEx / total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.00%	0.00%
CCA	0.00%	0.00%
WTR	0.00%	0.00%
CE	0.00%	65.42%
PPC	0.00%	0.00%
Bio	0.00%	0.00%

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Appendix 5.6

RETAL EU Taxonomy data - OpEx 2023

Fiscal Year 2022	Year	OpEx (K€)	Proportion of OpEx, 2023	Substantial contribution criteria						DNSH Criteria ("Does Not Significantly Harm")								Minimum Safeguards	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) OpEx, year 2023	Category enabling activity	Category transitional activity
Economic activities	Code			Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards					
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1. Environmentally sustainable activities (Taxonomy-aligned)																					
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	Y	N	N	Y	Y	N	N		0%			
Of which enabling		0	0	0%	0%	0%	0%	0%	0%	Y	N	N	Y	Y	N	N		0%	F		
Of which transitional		0	0	0%	0%					Y	N	N	Y	Y	N	N		0%			T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																					
Manufacture of plastic packaging goods		EC 1.1	13,386.00	0.079	N/EL	N/EL	N/EL	N/EL	EL	N/EL											
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			13,386.00	7.9%	0.0%	0.0%	0.0%	0.0%	7.9%	0.0%								0.0%			
A. OpEx of Taxonomy-eligible activities (A.1+A.2)			13,386.00	7.9%	0.0%	0.0%	0.0%	0.0%	7.9%	0.0%								0.0%			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
OpEx of Taxonomy-non-eligible activities (B)			155,035.00	92.1%																	
TOTAL			168,421.00	100.0%																	

Abbreviations:

Y: Yes, activity eligible according to the taxonomy and conforming to the taxonomy in relation to the relevant environmental objective

N: No, activity eligible under the taxonomy, but which does not conform to the taxonomy in relation to the relevant environmental objective

EL: Activity eligible according to the taxonomy for the relevant objective

N/EL: Activity not eligible for the relevant objective, according to the taxonomy

CCM: Climate change mitigation

CCA: Climate Change Adaptation

WTR: Hydraulic and marine resources

CE: Circular economy

PPC: Prevention and Control of Pollution

	Proportion of OpEx / total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.00%	0.00%
CCA	0.00%	0.00%
WTR	0.00%	0.00%
CE	0.00%	74.14%
PPC	0.00%	0.00%
Bio	0.00%	0.00%

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ABC	Anti-Bribery and Anti-Corruption
AGV	Automated Guided Vehicle
APET	Amorphous-Polyethylene Terephthalate
BoD	Board of Directors
CDP	Carbon Disclosure Programme
CIS	Commonwealth of Independent States
CSR	Corporate Social Responsibility
CSDDD	Corporate Sustainability Due Diligence Directive
CSO	Chief Sustainability Officer
CSRD	Corporate Sustainability Reporting Directive
DfR	Design for Recycling
DMA	Double Materiality Analysis
EFRAG	European Financial Reporting Advisory Group
EMEA	Europe, the Middle East and Africa
ESG	Environmental, Social and Corporate Governance
ESRS	European Sustainability Reporting Standards
EuPC	European Plastic Converters
EVOH	Ethylene Vinyl Alcohol
FTE	Full-Time Equivalent

F	Female
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HDPE	High Density Polyethylene
HR	Human Resources
IRO	Impact, Risk and Opportunity
KPI	Key Performance Indicator
M	Male
OECD	Organisation for Economic Cooperation and Development
OHS	Occupational Health and Safety
PCS	Pieces
PE	Polyethylene
PET	Polyethylene terephthalate
PP	Polypropylene
PPWR	Packaging and Packaging Waste Regulation
QA	Quality Assurance
R&D	Research and Development
RBF	RETAL Baltic Films

RBK	RETAL Balkan
RC	Research Centre
RIL	RETAL INDUSTRIES LIMITED
rPE	Recycled Polyethylene
rPET	Recycled Polyethylene Terephthalate
SBTi	Science-Based Targets Initiative
SBT	Science-Based Targets
SDG	Sustainable Development Goals
SMETA	Sedex Members Ethical Trade Audit
SPP	Sustainable Procurement Program
SUPD	Single Use Plastic Directive
tn	Metric Tonne (1,000 kilos)
tCO₂e	Metric tonnes of CO ₂ equivalent
TCFD	Taskforce on Climate-related Financial Disclosure
UNGP	United Nations Guiding Principles on Business and Human Rights
WBC	Whistleblowing channel
WRI	World Resource Institute



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

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