GRI Report
PaperFoam

2024

Preface

In 2024 as well as in 2023 the world was again confronted with the effects of climate change. Many countries suffered from heavy storms, flooding, and forest fires. Millions of people were affected by the resulting damages: from ruined or damaged houses and infrastructure to injured or even killed family members.

The conscience that climate change is due to human activities has grown over the years. During the Covid pandemic, the carbon emission due to traveling decreased significantly. And it was hoped and predicted by many that the decrease would be continued. However it is clear by now, that the emissions are rising again, *CO2 emissions worldwide in Billion metric tons*;[1]

	2020	2021	2022	2023	2024
CO2 emissions	34,37	36,2	36,5	37,01	37,41

On the other hand many serious developments are going on to steer the rising of the world temperatures to the agreed Paris maxima of 1.5 or 2 °C. We mention here the ongoing debates in the yearly climate conferences (recently COP28 in Dubai), but also the strengthening of regulations. Important for the packaging industry is the upcoming Packaging and Packaging Waste Regulation (PPWR), which is heavily discussed in the EU in 2022/2023/2024, became active in February 2025. Most companies execute their measures to comply in 2026. Besides that the CSRD[2] has been published which requires from large companies to report about their climate impact and the risks that are involved. As this reporting mechanism is not contained to the boundaries of the companies involved, effects will roll over to companies in the supply chain. Finally, several NGO's are worldwide using the legal systems to get companies and states more active to reduce their environmental impact. The judicial decisions against Shell[3] but also against the State of The Netherlands[4] are clear examples, as is the recent verdict of the European court of Human Rights against the State of Switserland[5].

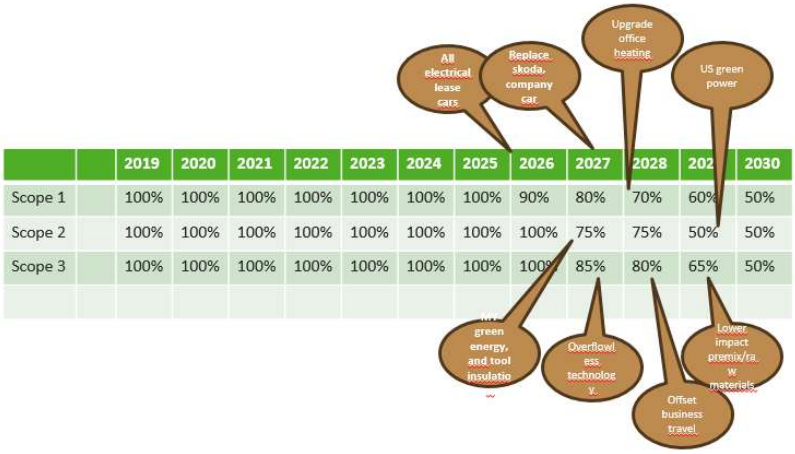
PaperFoam's mission statement is 'Packaging for a sustainable future'. By introducing sustainable PaperFoam packaging trays to the market, and replacing or avoiding plastic and pulp packaging, the company has positive impact. PaperFoam trays have a low

[1] https://www.statista.com/statistics/276629/global-co2-emissions/?srsltid=AfmBOooLiahZ8b1AM3bNqVn5kwr7LlFtRY71ZzD-DPnSYQkorSPbKqW8
[222] https://finance.ec.europa.eu/capital-markets-union-and-financial-markets/company-reporting-and-auditing/company-reporting/corporate-sustainability-reporting_en
[3] Verdict of the court, May 26, 2021. NGO Milieudefensie and 6 other foundations and associations, as well as 17.000 individuals against Royal Dutch Shell.
[4] Verdict of the court of appeal, October 19th, 2018. NGO Urgenda and 900 citizens against the State of the Netherlands.
[5] Verdict of the European court of Human Rights, April 9th, 2024.

carbon footprint[6] and are low weight due to the foamed structure. As a result PaperFoam packaging trays have an up to 90% lower carbon footprint than comparable plastic and pulp packaging trays.

In order to be able to reduce our footprint even more, PaperFoam keeps track of raw materials consumption, electricity, car fuels and gas usage, and relevant emissions. From 2020 on, sustainability reports have been set up. In order to be as transparent as possible to customers and suppliers, the reporting format from the Global Reporting Initiative[7] has been chosen. A lot of attention has been paid to data collection. Although after a couple of years the consistency of the data has improved, there is still work to be done. For example: not all differences in outcomes per production location can be clearly attributed to differences in local circumstances.

To keep focused the board has developed a strategy to reduce 50% CO2 emissions by 2030, see the below graph that the board presented to show where and when the savings in CO2 reduction are being made.



		2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	202	2030
Scope 1		100%	100%	100%	100%	100%	100%	100%	90%	80%	70%	60%	50%
Scope 2		100%	100%	100%	100%	100%	100%	100%	100%	75%	75%	50%	50%
Scope 3		100%	100%	100%	100%	100%	100%	100%	100%	85%	80%	65%	50%

Materiality analysis

On a yearly basis, a materiality analysis is carried out to determine what are the relevant impact factors for PaperFoam's business. In 2024 we used the criteria from the CSRD, we display here the subjects of high concern mentioning to what ESRD it is related.

Selected material topics		
Climate adaption (E1)	Climate mitigation (E1)	Energy (E1)
Water contamination (E2)	Microplastics (E2)	Climate change (E4)

[6] PaperFoam has a carbon footprint of 1.2 kg CO2-eq/kg. See LCA report by Pré Consultants, 2021 (for full reference see footnote 8, page 5).
[7] GRI: Global Reporting Initiative (www.globalreporting.com). The world standard for creating sustainability reports or integrated ESG report.

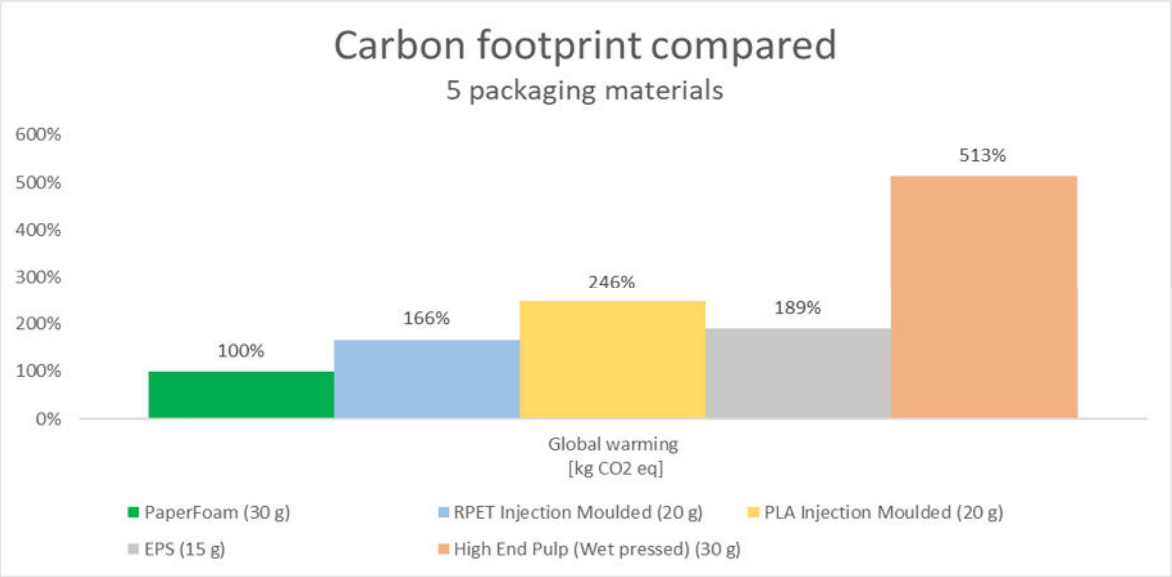
Land degradation (E4)	Material flows and use (E5)	Material flows related to products, services and waste (E5)
Job security (S1)	Working hours (S1)	Health and safety (S1)
Employment for the inclusion of people with disabilities (S1)	Measures against violence and intimidation at the work floor (S1)	Relation to political and lobby activities (G1)

In the present 2024 brochure we focus on raw material usage, energy and water usage, and carbon emissions throughout our chain of production.

Sustainability in packaging

Packaging serves several roles: marketing of the packed products and supply of information to the customer. But also protection of the product against external influences like light and humidity, and protection of the product during transport and storage. PaperFoam is especially important for the reduction of damage during transport and storage, but also has in many cases a role in marketing (the unpacking experience).

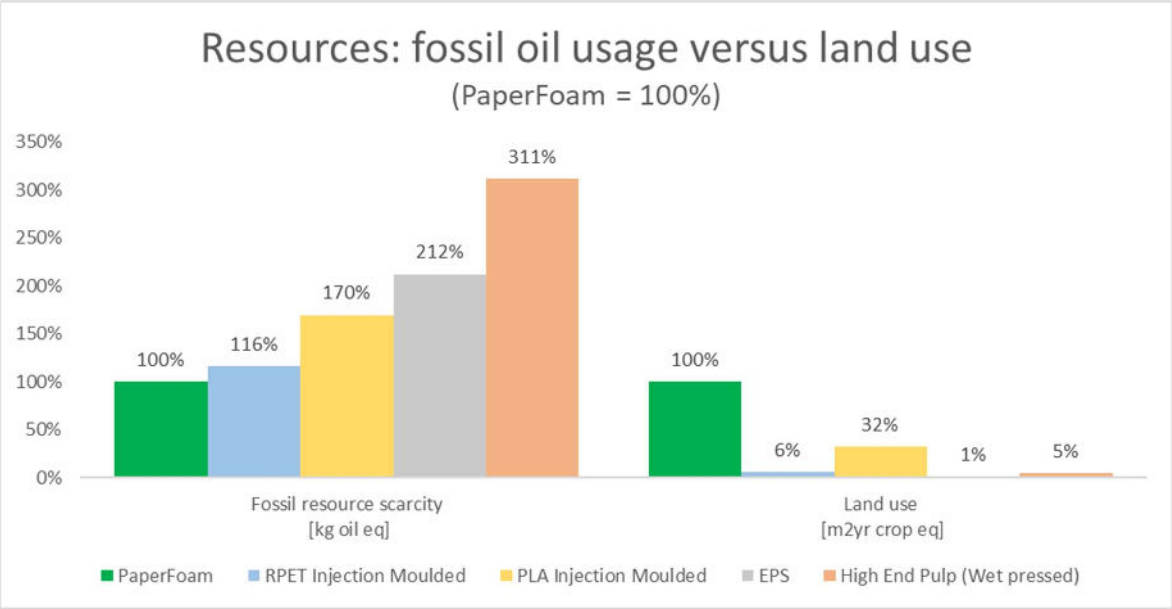
Compared to other packaging materials PaperFoam has a very low carbon footprint. In below graph the Global Warming effect (GWP100) is shown in kg CO2-equivalents per packaging tray[8] for 5 common packaging materials: rPET, PLA, EPS and High end Pulp. Assumed tray weights are 30 gram (PaperFoam and Pulp), 20 gram (rPET and PLA) and 15 gram (EPS)[9].



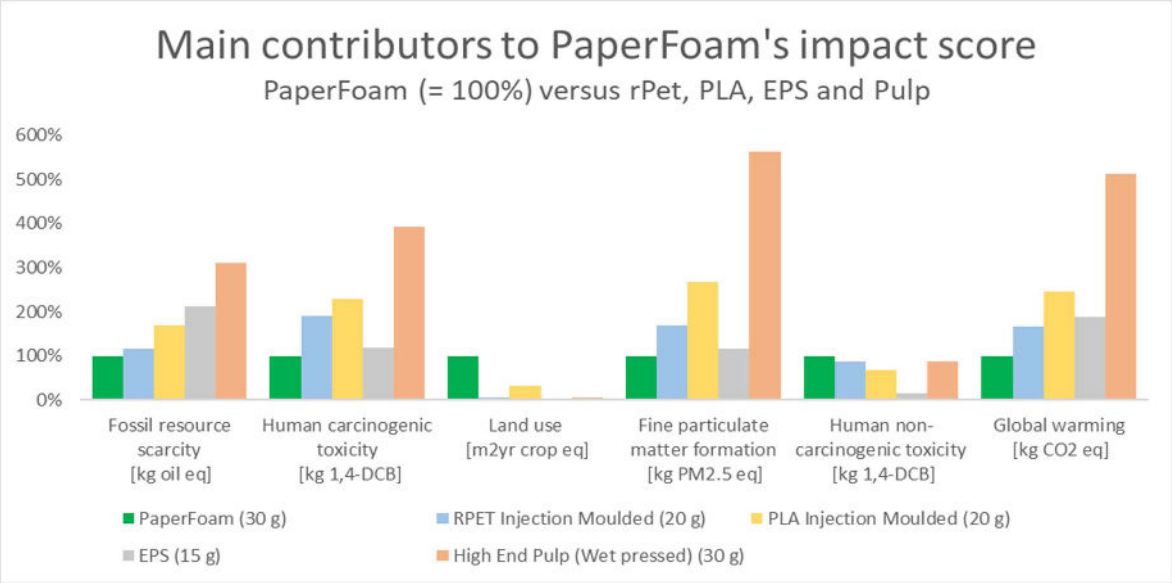
Looking at the impact category Fossil resource use, the impact of PaperFoam is also lower than the impact of fossil based materials. On the other hand, as PaperFoam is made out of potato starch and fibers, the land use impact category has of course a higher score (see below graph).

[8] Data from Simapro 9.2: Pré Sustainability B.V. (2021) *"Life cycle assessment of PaperFoam® - Conform ISO 14040/14044. Externally reviewed by Blonk Sustainability B.V. "*

[9] Tray weights are estimated weights, as seen in the market.



The main contributors to PaperFoam's overall impact score are Fossil resource scarcity, Human and non-human carcinogenic toxicity, Land use, Fine particular matter formation and Global warming. In all categories except land use, the score for pulp packaging is the worst. See below graph.



From the CFO

Our biggest reduction comes through growth, by replacing conventional plastic or paper-based packaging. In 2024 we produced and sold 50 million packaging trays, almost 10 million more than in the previous year. Protecting 50 million customer products during transport. This growth results into a major saving of 4.5 kton CO_2-equivalents worldwide in 2024.

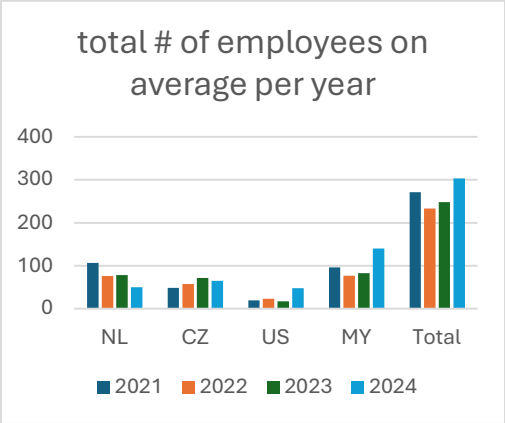
Internally, we continued to strengthen our efforts to reduce our footprint. We actively stimulate employees to cycle to work, and we invest heavily in research — both into alternative materials and into improvements of existing processes — to further lower the carbon footprint of our production. At the same time, we continued to digitalize and automate our operations, reducing material losses and energy use through smarter production control. These digital initiatives not only improve efficiency but also increase transparency in our environmental performance. We expect this focus on automation and digitalization to accelerate in the coming years.

Looking ahead to 2025, we have set clear ambitions: by the end of 2025 we will have phased out the use of natural gas in at Headquarters, and we will drastically reduce the transportation of products by sea freight. In addition, we expect to make another significant growth step in 2025. We see growth and sustainability not as separate goals, but as drivers that strengthen each other

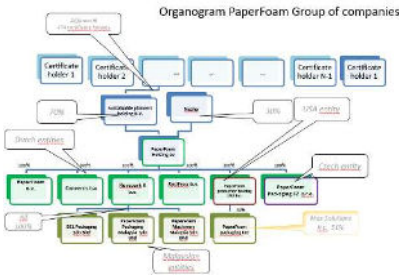
Zeger Beukers CFO.

Organization

PaperFoam is based in the Netherlands and has production locations in the Netherlands, Czech republic, North Carolina and Malaysia. Financials and Logistics, the overall management, R&D activities and most of the the Sales and Design department is found at the headquarters in the Netherlands. Sales offices are found in Brooklyn and Berlin. In 2024 on average 303 employees were working in the company (2023: 248).



PaperFoam b.v. is owned by PaperFoam Holding b.v. Since March 2023, 30% of PaperFoam Holding b.v. is owned by Nissha Co. Ltd, a Japanese stocklisted company.



The other 70% is owned by Sustainable Pioneers Holding b.v., a Dutch entity.

PaperFoam Holding is a Dutch private company (Besloten Vennootschap). All daugthers are identical private companies (in US: corporation and LLC; In Czech Republic: S.R.O.; In Malaysia: Sdn Bhd).

The ownership of Sustainable Pioneers Holding b.v. is with Stichting Administratiekantoor Vertis (a Dutch foundation). Certificates are held by current employees (18,6 %), former employees (4,2%) as well as a group of external persons (77,2%) of which the most (93%) are former employees of the former mother company of PaperFoam[10].

All entities, except PaperFoam Packaging LLC are 100% owned by PaperFoam Holding and are (direct or indirect) fully included in the sustainability reporting. PaperFoam Packaging USA LLC is 49% owned by PaperFoam Production Holding USA Inc. since May 2022. From that moment figures for PaperFoam Packaging USA LLC are for 49% included in the sustainability reporting[11].

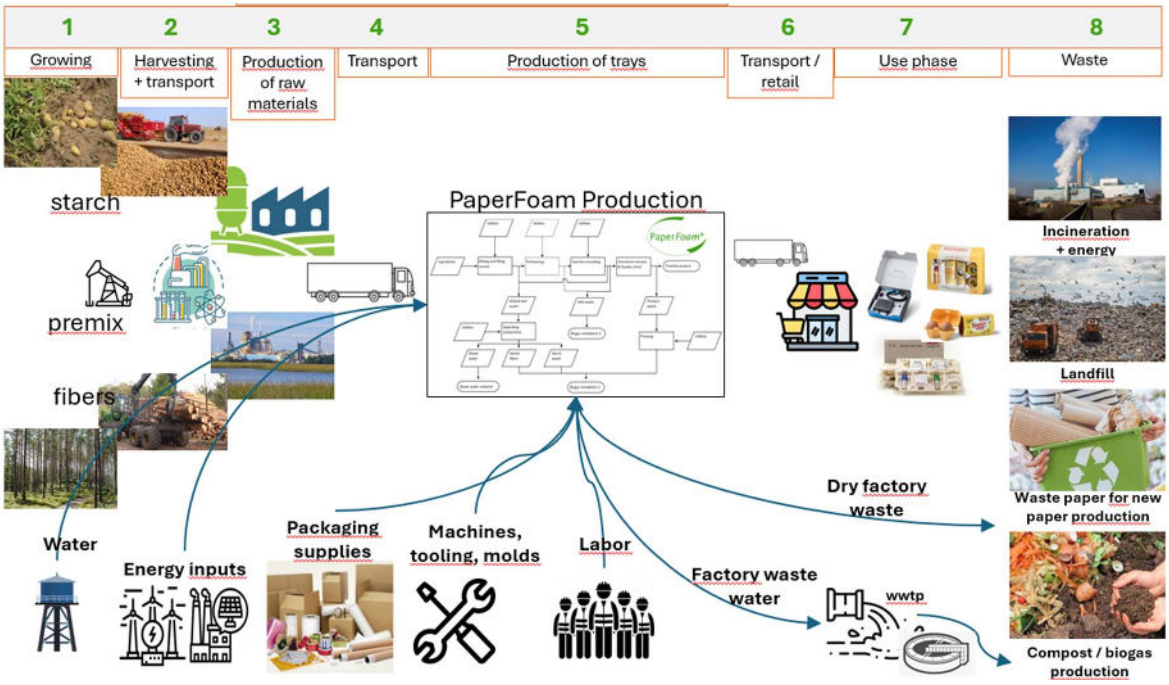
[10] PaperFoam was founded in 1998 by former IT company Vertis Holding. All shareholders (employees) of Vertis Holding became automatically shareholder of PaperFoam Holding (and now Sustainable Pioneers Holding).
[11] In this report, the 49% ownership of the US organization is taken into account in calculations where appropriate. In graphs this is shown with the remark "@ownership %".

Value chain

PaperFoam develops, produces and sells Biobased paper recyclable and compostable packaging trays. The protective trays are made by injection molding out of industrial starch and fibers.

PaperFoam packaging serves as a replacement for plastic packaging as well as carton or pulp packaging.

The value chain of PaperFoam starts with raw materials (potato growing and harvesting, starch industry, forestry and fiber industry, chemical production as well as packaging industry) and goes via transporting to the PaperFoam production process. The value chain for molds starts with aluminum producers and goes via tool shops, who make tooling based on designs by the PaperFoam design department, to the PaperFoam tool shop where molds are tested. Approved molds are sent to the PaperFoam production locations. Downstream there are packaging providers, design offices and product suppliers that assemble and use our packaging to pack products for the end consumers.



The use phase of our packaging is not in control by PaperFoam. PaperFoam advises our customers to place recycle logo's or recycle text on the packaging tray to inform the end users about the recycle options. Some of our customers inform their customers by adding text on their packaging or leaflets, and promoting the recycle options via their websites. But in many cases there is no advice, or the customer is not aware of the advice. Advised options are recycling with paper (fibers can be reused to make paper), or recycling via the green bin (to produce biogas and compost).

PaperFoam works with a couple of design firms that offer complete packaging solutions to their customers including PaperFoam trays.

PaperFoam has long term relationships with both suppliers and customers. On average there are about 100 active suppliers (raw materials, supplies, utilities), and about 150 active customers.

PaperFoam® is the name of the material we produce, the brand name as well as the company name. See www.paperfoam.com.

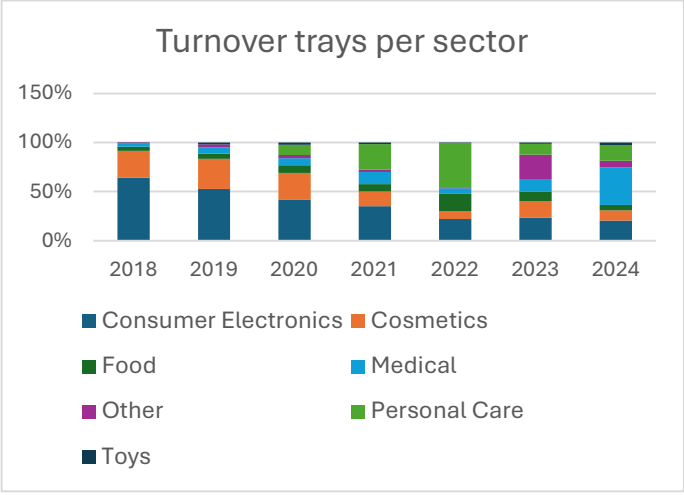
PaperFoam egg cartons are sold under the brand name RedFroq®. See www.redfroq.com.

PaperFoam is active in 4 continents (Europe, America, Asia and Australia).

Markets served are:

- electronics;
- medical devices and pharmaceuticals;
- cosmetics;
- personal care;
- games and toys;
- dry food;

Customers are mainly large internationally stock listed companies, but sometimes also smaller innovative start-up's.
Several years ago, the most of our packaging was produced to pack electronic devices, which in general have a short life cycle. During recent years the mix is much more spread. Especially the amount of long lasting medical customers is growing.

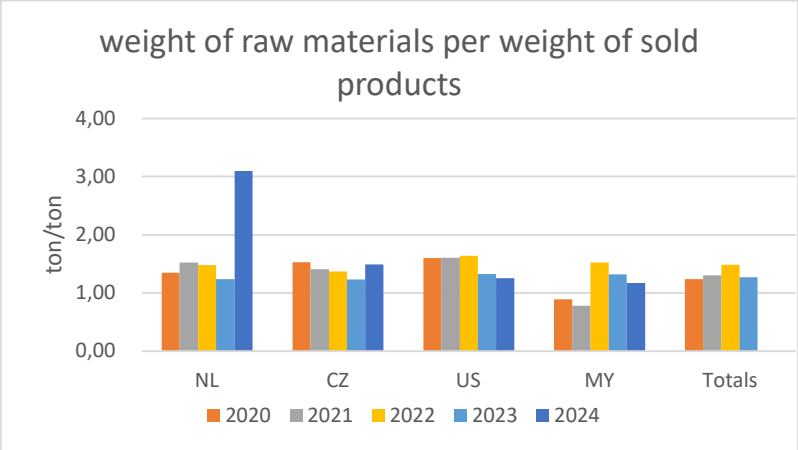


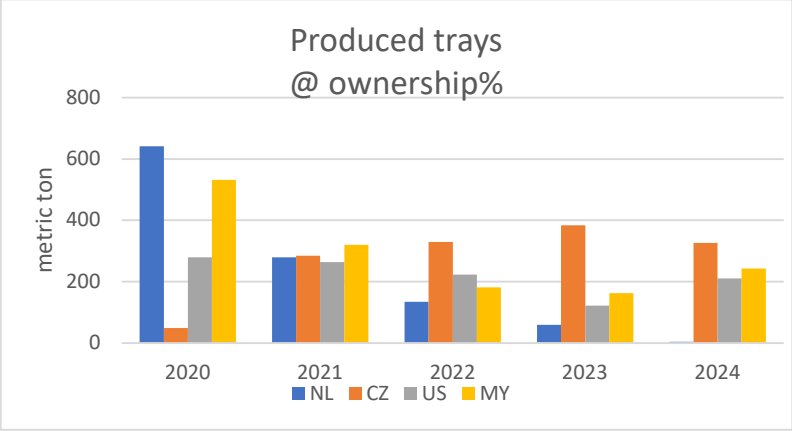
Raw materials usage

Recent year much attention has been given to improve the production yields in the factories. Partly by introduction of new technology: overflow less production saves around 15-20% of material. But also by giving more attention to the whole chain from

sales to design to preparation of the molds as well as the maintenance of production machines and better control of the production process.

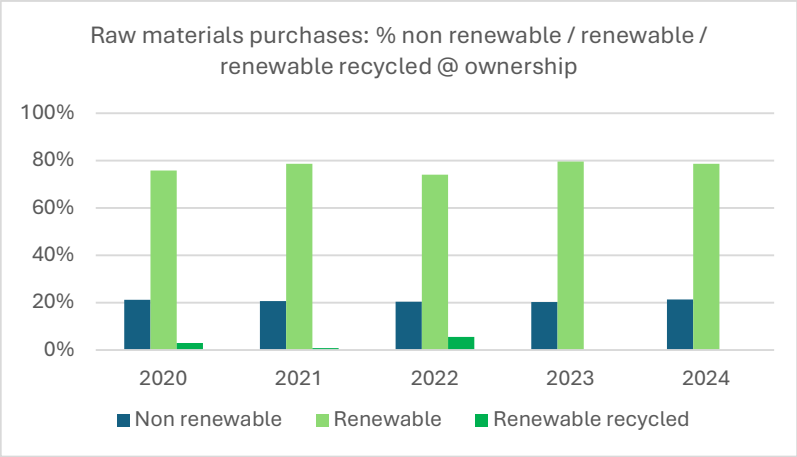
In below graph the amount of raw materials (in tons) is related to the mass of produced trays (in tons). In the second graph the mass of produced trays is shown. Clearly the Dutch location is phasing out the production to become a pilot plant, it is not completely zero in 2024 but in the graph not visible any more. As the Dutch plant is also housing the research department and the toolshop, a lot of raw materials are used without producing sellable products. This declares the blue peak in the first graph for NL-2024.
Czech production started in 2020 to reach the highest production values in 2023. And the Malaysian factory after two years of less trays producing is climbing out of the negative and shows a positive growth in produced trays again in relation to last year. The US plant as well is producing more than last year and the new facility with it's new management is showing results.





The Czech plant (highest production in 2023) showed tremendous improvements in material efficiency: down from 1.53 in 2020 kg raw materials per kg of sold PaperFoam product, to 1.23 kg in 2023; a saving of almost 20%. Unfortunately they could not keep this fine numbers, in 2024 we saw an increase of usage in raw materials and we are at

1.5 kg again. These disappointed results can be appointed to the change of fibers, we had to change from the Goonvean to Lyocell that immediately gave challenges. A product came in that had no adding of pigment, a natural colored tray we say. Because of the lack of pigment all small spots we noticeable and a big tray (urn) proof to be difficult to be produced, these three issues where leading to an decrease of yields and therefore a lower result in material efficiency.
The data from Malaysia is more complex to understand. Especially in 2020 and 2021 a huge part of the sales coming out of stock; raw materials were used earlier. In 2022 and 2023, sales is in the same period as the raw material usage. In 2024 MY has proven to be most efficient of all facilities in their raw material usages 1.2 kg per sold product in 2024. Reason behind this success is due to the fact the MY facility did not receive much new production the last years, therefore they could concentrate on the running products and upgrade these yields. An other beneficial side effect was that the MY facility had quite low production volumes, therefore more people could concentrate on the quality of the running products.



PaperFoam uses a high amount of renewable raw materials. Most of this is starch and fibers. And part of the renewable raw materials were even recycled materials. This applied to recycled starch coming from the French fries industries. Due to minor quality issues related to in stability in properties and the occurrence of black stains the application of reused starch was only practical for low quality trays like egg cartons. But due to price increasements for side stream starch, it is from an economic point of view not logical to use these streams any more.

Malaysian quote

At Paperfoam Malaysia, we believe every s… toward a better planet.

Over the years, we've taken real steps to st… sustainability efforts by switching to renew… improving energy efficiency and reducing p… processes. We also promote recycling and reuse across our workplace and encourage our team to bring new ideas for greener solutions.

Our goal is to create packaging that's kind to nature and useful for people. Together with the team, we continue to move forward in building a cleaner, greener and more sustainable future for everyone.

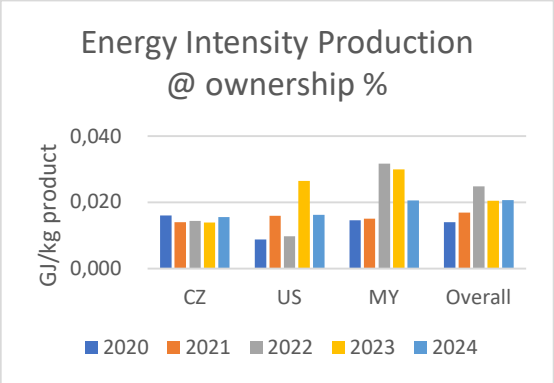
Jenny Chin

Manager Malaysian production

Energy consumption

The company uses energy for production (especially the heating of molds and the running of installed machines,

mixers and conveyors) as well as for transport (leased and company cars) and lighting and heating of the buildings. Most of the energy is used as electricity. Up to 4.5% of the energy consumption is used for heating (natural gas) or transport (car fuels).



Looking at the total energy consumption in GJ per kg sold product, big differences show up for the different production locations. See graph. The high usage in MY for 2024 looks like negative but a huge improvement on 2023 almost 34% reduction in energy usage. As for 2024 for the US are the results improved with 38% reduction in energy usage in relation to 2023[12]. We see that now the usage is coming in line with other production facilities. The Dutch location is converted to a pilot plant with low production therefore removed out of this overview. In US a new building has been in operation but with relatively small volumes compared to the size of the building and a new management team in 2023, as time passes by the knowledge of people grow with that the quality gets better the results are starting to show off by having more production in the US and therefor better results in our energy usage.

The location with the highest production (the Czech factory) shows a nice decrease in the energy intensity.

CZ quote

PaperFoam Packaging Czech Republic CSR strategy is rooted in common sense, transparency & respect. Our workplace values cultural richness and equal opportunity.

We prioritize internal promotion, recognizing and nurturing talent, investing in key training ensures our people grow alongside our business.

Our focus is on creating an inclusive workplace, making sustainable choices, and doing what's right for our people, our community, and the environment.

Simplicity where we can, complexity only allowed if it can improve any of the above.

Lean & Green Packaging towards a sustainable future.

e.g.: 5S in practice.

Ryan Ainsworth manager Czech production

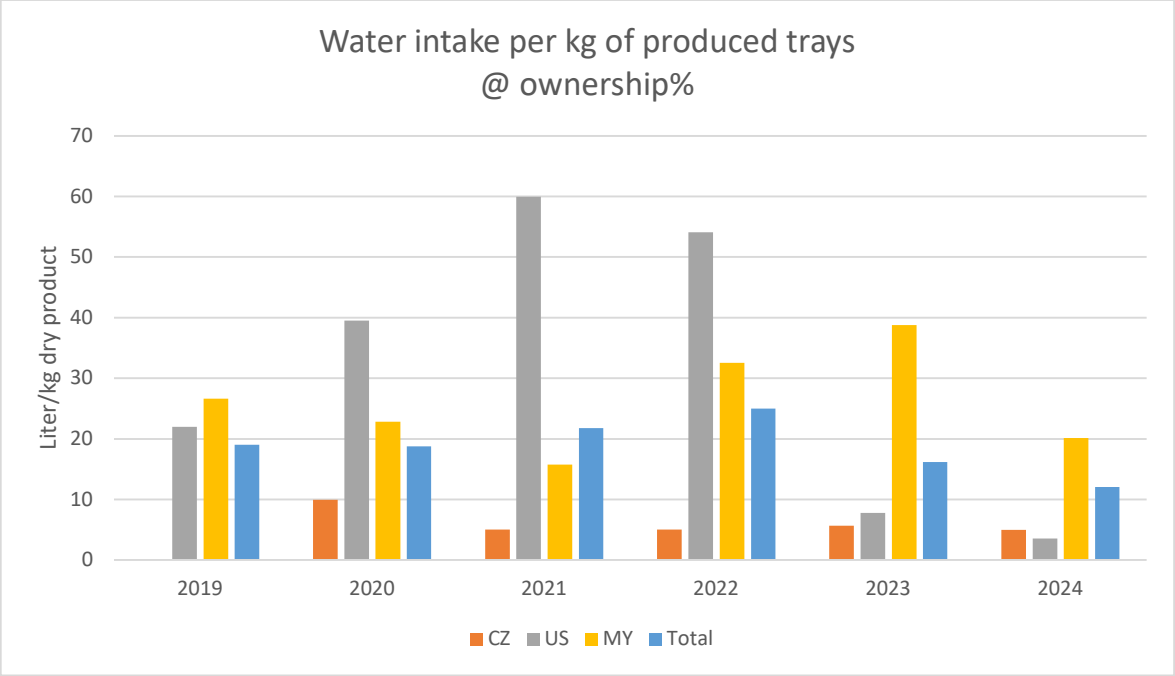
Water consumption

PaperFoam uses water to make the mixes that are injected in the molds, and for cleaning devices like pumps. Occasionally water is used to cool the machines which is

[12] The US plant moved to a new building in 2023. Producing at 2 locations for a couple of months before the moving wase completed, resulted in higher energy usage in 2023.

normally done via a closed loop cooling system. This was especially the case in the old building in the US. In the new building the cooling is done by close loop cooling.
To produce a kilogram of mix about 1.68 kilogram of water is needed. This water is evaporated as steam from the hot molds.

Also for water consumption, the size of the tray production has a huge influence on the water usage per kg of produced trays.



We notice that the US team with more experienced employees achieve better results, almost similar to the Czech facility. The usage of the water in MY is reason for upscaling the monitoring.

USA quote

As part of our commitment to sustainability and growth, the PaperFoam Packaging U.S.A. plant has implemented initiatives that significantly enhance productivity while minimizing environmental impact. Through innovative practices and technology-driven solutions, we've achieved:

- **Increased Yields**: 16% during 2024.
- **Reduced Waste**: Streamlined operations, technical innovations and improved product yield results
- **Efficient Resource Use**: We've adopted precision techniques

Pockets of Ownership
Rather than a top-down approach, we promote champion **localized ownership**. Across all departments, accountability and teamwork.
Mentorship and Knowledge Sharing
Our employees are more than contributors — they are mentors, coaches, and educators.

Jeff Martin

Manager American Production

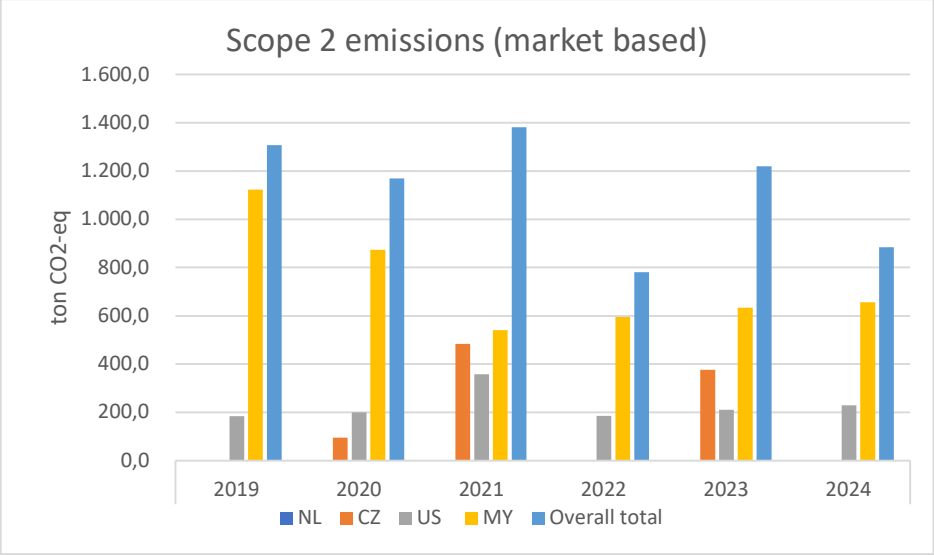
Carbon footprint

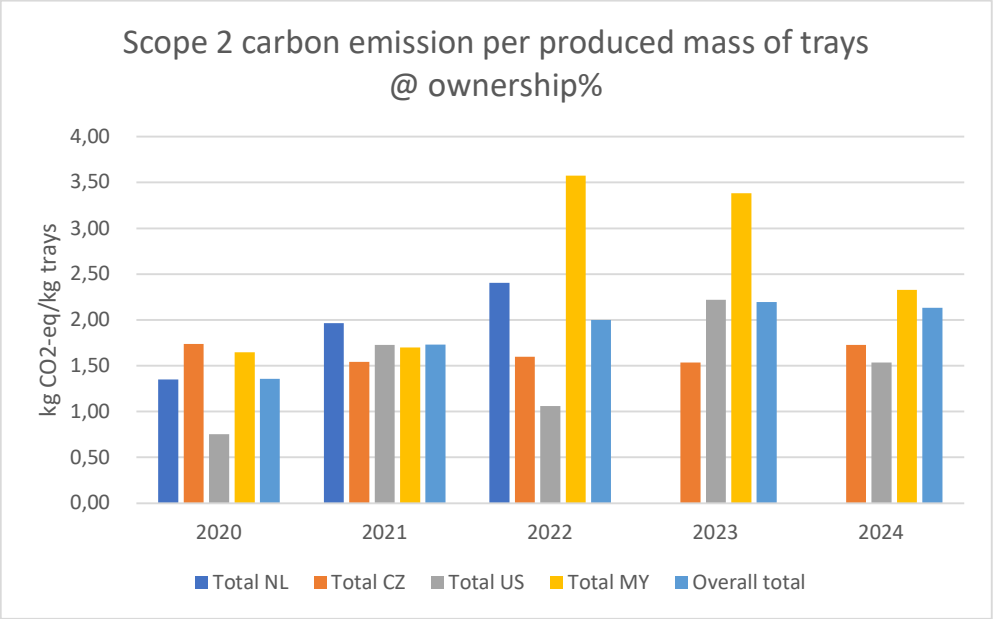
Scope 1

As PaperFoam has only a small amount of scope 1 energy consumption, the scope 1 carbon emissions are low. Except for the US and the NL there are larger amounts of gas usages listed. The gas usage in the MY and CZ facility are negligible.

Scope 2

PaperFoam is using green electricity where possible. In practice that is the case in the Netherlands and the Czech republic. In Malaysia, part of the electricity consumption originates from solar panels on the roof of the building. The Czech factory is waiting for approval for the installation of solar panels by the land lord. In the US the market for green energy is upcoming but not yet always available. When we have the possibility to purchase green electricity we will adapt the contract with our supplier a.s.a.p.





The above chart shows the total scope 2 carbon emission per kg of produced trays. The Netherlands is not pictured as the scope 2 emissions are zero (green electricity), as is the case for Czech republic in 2024. In 2023 part of the year non green electricity was contracted. For the chart scope 2 carbon emission per produced mass of tray we have deselected NL since 2023, in 2023 the NL facility became a pilot plant for testing and development. The results would make the graph unreadable and the results are not comparable with the other facilities.

The difference between Malaysia and the other locations is mainly attributable to the differences in the grid (more coal, less green energy sources and less nuclear power). The Well to Wheel emission for Malaysia is 0.55 kg CO2-eq per kWh[13], compared to 0.305 kg CO2-eq per kWh for the US (North Carolina[14]).

[13] https://www.ema.gov.sg/statistic.aspx?sta_sid=20140729MPY03nTHx2a1

[14] https://www.epa.gov/egrid/data-explorer

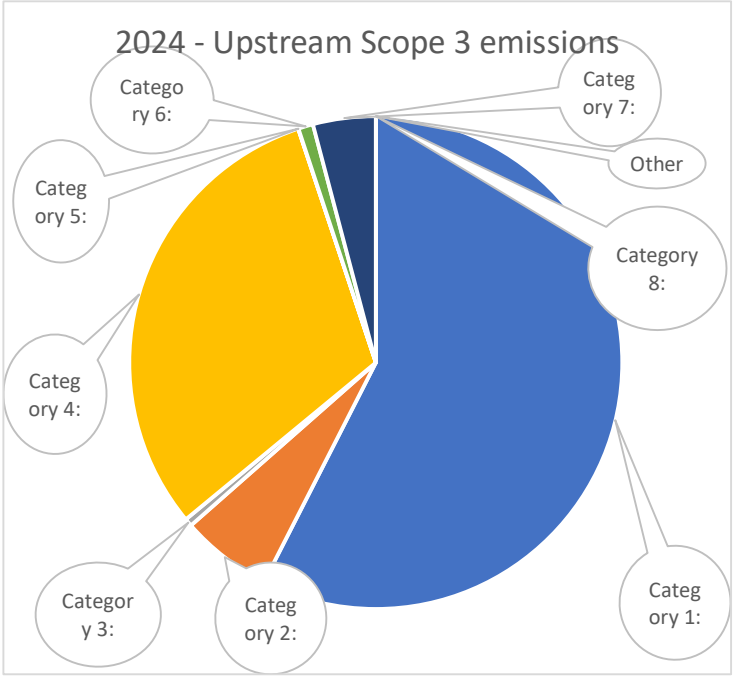
Innovation

In 2023 a joint project with the University of Wageningen made clear that extrusion technology can be used to make thicker and thus stronger foamed material with identical environmental properties as standard PaperFoam. Based on the positive R&D results a lab extruder was bought to continue experiments and a 3 year innovation project was set up to develop starch based packaging material that can replace fossil based EPS for packaging of heavier products like screens, fridges and furniture. It is assumed yearly savings of about 30 kton CO2-eq. can be reached after introduction of the new material.

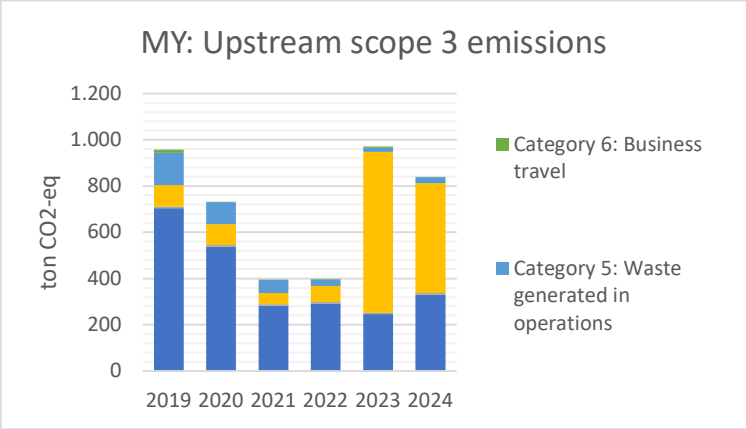
In 2024 we found a partner that is open for doing business with us to re-place EPS in a consumer sold product. In 2025 research continues in making a business case if the project will be feasible.

Scope 3

Two thirds of the total Scope 1, 2 and 3 emissions are attributed to Scope 3 emissions. And from the scope 3 emissions about 58% is originating from raw materials and about 31% is originating from upstream transport. In 2024 60% of this amount was a result of (ocean-)transport of finished goods from Malaysia to Europe; a result of producing a huge amount of trays for European customers in Malaysia due to capacity reasons.



Business travel and employee commuting contributes to respectively 2 and 3% of the total scope 3 emissions.



In 2023 and 2024 the decision was taken to produce a lot of trays for the European market in the Malaysian plant. This was necessary due to capacity reasons. The trays were transported to Europe by container ship (ocean transport). As a result the up-stream scope 3 emissions for the Malaysian plant have more than doubled in relation to previous years. Note: normally a lot of the produced trays in Malaysia also are transported, but then as packed products, to Europe and/or the United States. But as these transports normally are carried out by our customers who pack their products in Asia and send the packed products to their US of EU destination, the related transport emissions are not accounted for by PaperFoam.

GRI Index

Statement of use	PaperFoam has reported in accordance with the GRI Standards for the period January 1st 2023 until December 31st 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No specific sector standard applicable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	GRIR + GRIB[i15]	*A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.*			
	2-2 Entities included in the organization's sustainability reporting	GRIR + GRIB				
	2-3 Reporting period, frequency and contact point	GRIR + GRIB				
	2-4 Restatements of information	GRIR + GRIB				
	2-5 External assurance	GRIR + GRIB				
	2-6 Activities, value chain and other business relationships	GRIR + GRIB				
	2-7 Employees	GRIR				
	2-8 Workers who are not employees	GRIR				
	2-9 Governance structure and composition	GRIR				
	2-10 Nomination and selection of the highest governance body	GRIR				
	2-11 Chair of the highest governance body	GRIR				
	2-12 Role of the highest governance body in overseeing the management of impacts	GRIR				
	2-13 Delegation of responsibility for managing impacts	GRIR				
	2-14 Role of the highest governance body in sustainability reporting	GRIR				
	2-15 Conflicts of interest	GRIR				
	2-16 Communication of critical concerns	GRIR				
	2-17 Collective knowledge of the highest governance body	GRIR				

[15] GRIR: GRI report PaperFoam 2022
GRIB: 2022 Sustainability report: this brochure

	2-18 Evaluation of the performance of the highest governance body	GRIR				
	2-19 Remuneration policies	GRIR				
	2-20 Process to determine remuneration	GRIR				
	2-21 Annual total compensation ratio	GRIR				
	2-22 Statement on sustainable development strategy	GRIR				
	2-23 Policy commitments	GRIR				
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	2-25 Processes to remediate negative impacts	GRIR				
	2-26 Mechanisms for seeking advice and raising concerns	GRIR				
	2-27 Compliance with laws and regulations	GRIR				
	2-28 Membership associations	GRIR				
	2-29 Approach to stakeholder engagement	GRIR				
	2-30 Collective bargaining agreements	GRIR				
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	GRIR	*A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.*			
	3-2 List of material topics	GRIR				
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	GRIR				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	GRIR				
	301-2 Recycled input materials used	GRIR + GRIB				
	301-3 Reclaimed products and their packaging materials	GRIR				
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	GRIR				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	GRIR + GRIB				
	302-2 Energy consumption outside of the organization	GRIR + GRIB				
	302-3 Energy intensity	GRIR + GRIB				

	302-4 Reduction of energy consumption	GRIR + GRIB				
	302-5 Reductions in energy requirements of products and services	GRIR + GRIB				
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	GRIR + GRIB				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	GRIR + GRIB				
	303-2 Management of water discharge-related impacts	GRIR + GRIB				
	303-3 Water withdrawal	GRIR + GRIB				
	303-4 Water discharge	GRIR + GRIB				
	303-5 Water consumption	GRIR + GRIB				
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	GRIR + GRIB				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GRIR + GRIB				
	305-2 Energy indirect (Scope 2) GHG emissions	GRIR + GRIB				
	305-3 Other indirect (Scope 3) GHG emissions	GRIR + GRIB				
	305-4 GHG emissions intensity	GRIR				
	305-5 Reduction of GHG emissions	GRIR + GRIB				
	305-6 Emissions of ozone-depleting substances (ODS)	GRIR				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GRIR				
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	GRIR				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	GRIR				
	306-2 Management of significant waste-related impacts	GRIR				
	306-3 Waste generated	GRIR				
	306-4 Waste diverted from disposal	GRIR				
	306-5 Waste directed to disposal	GRIR				

Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	GRIR				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	GRIR				
	403-2 Hazard identification, risk assessment, and incident investigation	GRIR				
	403-3 Occupational health services	GRIR				
	403-4 Worker participation, consultation, and communication on occupational health and safety	GRIR				
	403-5 Worker training on occupational health and safety	GRIR				
	403-6 Promotion of worker health	GRIR				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GRIR				
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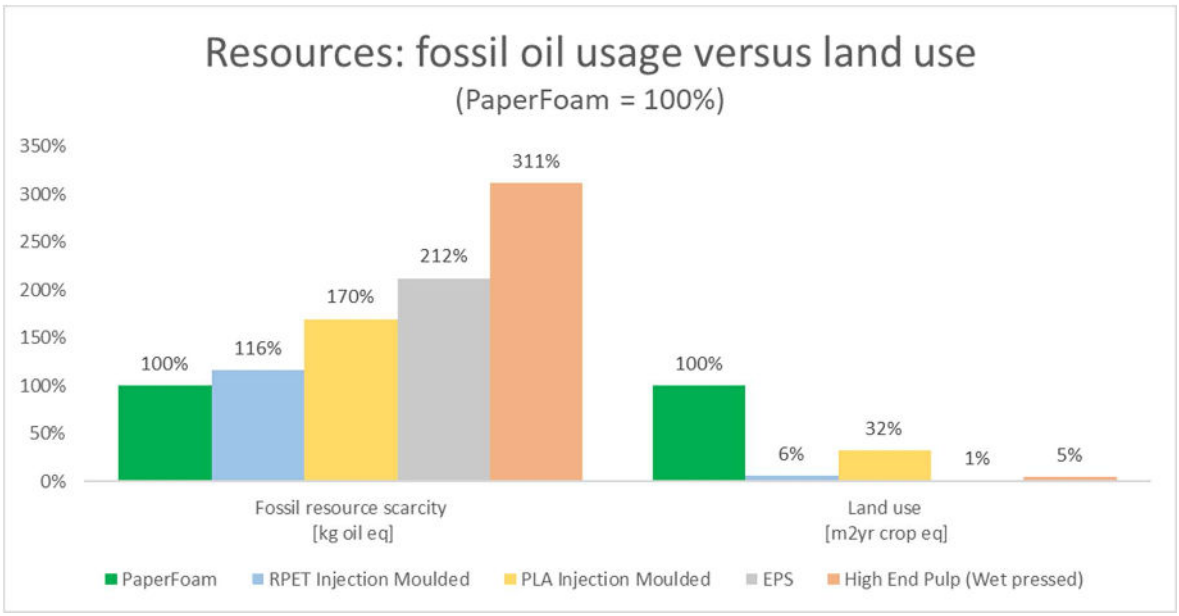
- Sustainability in protective packaging
- 

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  - PF alternative > LCA
  - PPWR
- Health & Safety
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  - Improved data collection
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