

SUSTAINABILITY REPORT

2024



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FOREWORD FROM THE CEO

Dear Valued Stakeholders,

I am thrilled to present our inaugural sustainability report, a significant milestone in our journey towards a more sustainable future. This report is prepared in accordance with the Global Reporting Initiative (GRI) standards, reflecting our commitment to transparency and accountability in the food plastic packaging industry.

At Goodpack, sustainability is not just a goal—it is a philosophy that guides every decision we make. It is not about ticking boxes or merely complying with regulations. It is about embracing a deeper responsibility to our planet, our people, and future generations. Climate change is one of the most pressing challenges of our time, and we believe that businesses must be part of the solution. We see this not as a burden, but as an opportunity to lead with purpose, to innovate boldly, and to create lasting value.

The values of a family business—integrity, care, and long-term thinking—have been the cornerstone of Teda Pack EAD since its founding. These deeply rooted principles, passed down from the founding family, have since been embraced and integrated across the entire Goodpack Group, including Goodpack Romania and Opakovka BG. Today, these shared values shape our collective culture, guiding how we operate, how we grow, and how we contribute to a more sustainable future.



Sustainability has long been an integral part of our company's ethos. We have continually sought to integrate environmental, social, and governance (ESG) considerations into our strategies and operations. Yet, our journey is far from complete.

With this report, we are taking a bold step forward into a more ambitious chapter of our sustainability efforts. We look forward to sharing the strides we've made and unveiling our vision for the road ahead—where sustainability is not just a goal, but a guiding principle woven into every aspect of our business.

As we embark on this journey, we remain committed to open dialogue and collaboration with all our stakeholders. We recognize that the path to a sustainable future is best traveled together, and we invite you to join us, offering your insights and support as we continue to innovate and improve.

Thank you for your trust and partnership. We look forward to achieving great things together as we forge a more sustainable path for our industry and the communities we serve.

*Sincerely,
Teodora Mladenova
CEO Teda Pack*

SUSTAINABILITY HIGHLIGHTS

1st time

Our GHG emissions were calculated for the first time in 2024

99%

Up to 99% of our production waste is being reused

100%

100% of our significant product categories are assessed for health and safety impacts annually

11,6%

11,6% recycled material on a group level

112 mt

112 metric tons of waste diverted from disposal

15180 h

15180 hours invested in training and development of our employees in 2024

29%

6,427,454 kWh (29%) of Renewable energy used

100%

100% recyclable, 100% mono material

8%

8% reduction in raw material usage

84%

84% on average local supply of materials

0,48 kWh

0,48 kWh/ per EUR of realized Revenue

42%

42% of female employees



ABOUT THE REPORT

We are proud to present Goodpack's first Sustainability Report for the financial year 2024, which reflects our unwavering commitment to advancing sustainable practices within the plastic packaging manufacturing industry. The aim of this report is to provide a comprehensive overview of our efforts and achievements towards establishing more sustainable business practices. The report also serves the purpose of an integral communication tool, offering our valued stakeholders—customers, employees, investors, suppliers, and community partners—a transparent account of our sustainability journey over the past year.

The report encompasses all key environmental, social, and governance (ESG) indicators and material topics for Goodpack. Our Sustainability Report is prepared in accordance with the internationally recognized methodology for non-financial reporting - the Global Reporting Initiative (GRI) - 2021 version (hereafter: GRI Standards). By aligning our reporting with these internationally recognized guidelines, we ensure that the data we disclose is not only accurate and reliable, but also traceable and comparable on a global scale. This adherence reaffirms our dedication to maintaining transparency and accountability in all facets of our operations.

Our Sustainability Report covers the period from 1 January 2024 to 31 December 2024, in alignment with our financial reporting calendar. The information presented in the report covers the activities of Goodpack SARL - a private limited liability company with headquarters in 35-37 avenue de la Liberté, L-1931 Luxembourg, and its three subsidiaries: TedaPack EAD, Opakovka BG EOOD, and Goodpack

Romania SA with operations in Romania and Bulgaria. The information is reported and consolidated on Group level with a breakdown of the data provided on subsidiary level whenever applicable. The report encompasses data and insights from all segments of our business, including production facilities and administrative centers. There is no difference in the reporting boundaries between the financial and the sustainability reports.

We have undertaken a comprehensive materiality assessment to identify and prioritize the ESG topics that are most pertinent to our business and our stakeholders. By focusing on these areas, we ensure that our report highlights the most significant aspects of our sustainability performance.

In addition to detailing our operational impacts and initiatives, this report also maps out our contributions to the United Nations Sustainable Development Goals (SDGs). We strive to illustrate how our efforts align with global priorities in sustainable development, emphasizing our role in fostering environmental stewardship, promoting social equity, and upholding strong governance.

We have made this report available in English and Bulgarian, and it can be accessed on our company website as of 15.07.2025. We welcome any inquiries or feedback regarding this report and invite you to reach out to our dedicated point of contact, Teodora Mladenova, via email at t.mladenova@teda-mm.com.

At Goodpack, we are committed to continual improvement in our sustainability practices and to playing a leading role in the transformation of our industry. We hope that this report provides valuable insights into our progress and dedication to building a sustainable future for all.

ABOUT GOODPACK AND ITS SUBSIDIARIES

At Goodpack SARL, we have created a reputation as leaders in the plastic packaging industry, with our unwavering dedication to sustainable practices and innovative technologies. Our journey has been one of continuous growth and improvement, as we've established ourselves as pioneers in the production and distribution of high-quality, innovative, and eco-friendly packaging solutions.

At the heart of our identity lies a deep-rooted commitment to environmental sustainability. We've embraced cutting-edge scientific methods to tackle plastic pollution head-on, aligning our efforts with the principles of the circular economy.

One of the key technologies that sets us apart is thermoforming, a process that offers significant environmental advantages over traditional plastic packaging methods such as injection molding or blow molding. Thermoforming uses less raw material and energy, resulting in a lower carbon footprint during production. It also generates less industrial waste and allows for more efficient recycling of offcuts and used products. Because thermoformed packaging is typically lighter and thinner, it reduces transportation emissions and material usage without compromising strength or functionality.

By integrating thermoforming into our production processes, we not only enhance the efficiency and quality of our packaging but also reinforce our commitment to reducing environmental impact. This approach supports our vision of a more sustainable future—where innovation and responsibility go hand in hand.

Over the years, we've transformed Goodpack into a leading regional player. Throughout the years we have expanded and grown, broadening our product range and forging a unified food packaging group. This evolution has propelled us to the forefront of sustainable thermoformed food packaging in Central and Eastern Europe, with our consolidated revenues now surpassing €50 million. Our presence spans across the Balkans, where we operate three state-of-the-art production facilities. We take pride in our vertically integrated system, which seamlessly incorporates both extrusion and thermoforming lines.

Our success story is built on a strategic model that harnesses the unique strengths of our subsidiaries. Each member of the Goodpack family - Teda Pack, Goodpack Romania, and Opakovka BG - brings its own expertise to the table, contributing to our group's comprehensive business operation model.



SUSTAINABILITY HIGHLIGHTS



As one of the largest manufacturers of thermoformed food packaging in Romania, Goodpack Romania has built a reputation for quality and innovation that we're immensely proud of. Our focus at Goodpack Romania is on producing fully recyclable thermoformed packaging for the food industry. We've placed a strong emphasis on mono-material products, recognizing their importance in creating a more sustainable packaging ecosystem. We have also invested in advanced extrusion and thermoforming lines, operating within a vertically integrated setup. This approach allows us to maintain control over the entire production process, ensuring the highest quality standards are met at every stage.



Teda Pack, our Bulgarian subsidiary, has a fascinating story of growth and innovation in the field of plastic food packaging. When we first began our journey, our focus was primarily on serving the food industry with high quality containers. However, as we've grown, so have our vision and capabilities.

Today, we're proud of Teda Pack's impressive 20,000-square-meter manufacturing and warehouse space. This expansive facility houses advanced extrusion lines and thermoforming machines, enabling us to produce an incredibly diverse range of thermoformed packaging. Our product portfolio has blossomed to include over 1200 unique items, allowing us to cater not just to the food industry, but also to sectors within the light industry. A prime example of our versatility is our production of ESD transport trays for electronics.

At Goodpack, we're acutely aware of the growing environmental concerns surrounding our industry. That's why we've taken proactive steps through Teda Pack to develop an innovative biodegradable product line. We're constantly seeking ways to optimize our processes and products to enhance sustainability. These efforts reflect our commitment to contributing to a more sustainable future while still meeting the diverse needs of our valued clients.



Opakovka BG, our second Bulgarian subsidiary, has quickly become a trusted name in the trade of HORECA products – something we are incredibly proud of. We believe in meeting diverse industry needs, and Opakovka BG embodies this philosophy perfectly. Our range at Opakovka BG offers everything from premium paper, plastic, and aluminum containers and durable food boxes to versatile bags for various uses and biobased cutlery and plates that combine practicality with affordability. However, what truly sets Opakovka BG apart is its state-of-the-art production plant for paper food packaging. This focus aligns perfectly with our group-wide commitment to sustainability, environmental responsibility, and plastic waste prevention.

We take great pride in how our subsidiaries manage the production and distribution of our packaging solutions. Our focus is on delivering high-quality, eco-friendly products that are precisely tailored to the specific needs of each application—particularly within the food industry. Whether it's fresh produce, processed foods, meat, or dairy products, we design packaging that not only protects and preserves product quality but also ensures the lowest possible environmental footprint for that particular use. By aligning packaging performance with the unique requirements of each product, we avoid over-engineering, over-packing and reduce material waste, energy consumption, and emissions throughout the lifecycle of the packaging. This targeted approach allows us to deliver sustainability where it matters most—at the point of use.

But our expertise doesn't stop at food packaging. We've expanded our horizons to cater to non-food industries as well. Through our subsidiaries, we produce packaging solutions for cosmetics, electron-

ics, and even semiconductors. In these sectors, we place a strong emphasis on product safety and sustainability, adhering to the same high standards that define our food packaging products.

We've worked hard to establish a robust presence across the European Union, but our reach extends even further. We're proud to say that our packaging solutions are making a difference in North Africa and Israel as well. This expansion is testament to the quality and versatility of our products.

To effectively serve our diverse customer base, we've adopted a mixed approach to market expansion. We engage in direct sales where appropriate, allowing us to build strong, personal relationships with our clients. At the same time, we've formed strategic partnerships with distributors in various regions. This dual approach enables us to extend our market reach efficiently and meet the specific needs of our customers, no matter where they are located or what industry they serve.





Goodpack's value chain

The table below offers an overview of Goodpack's value chain, including its products, services, relevant business relationships and main business activities:

Upstream activities	Raw Material Sourcing	Procurement of specific materials like corrugated cardboard, PET plastics, PP plastics, soy-based inks, and water-based adhesives.
	Supplier Management	Building relationships with suppliers to ensure timely delivery and cost-effective procurement of materials.
Own operations	Product Design and R&D	Designing packaging solutions to meet customer needs and comply with regulations with the lowest environmental footprint for the particular application.
	Manufacturing and Production	Converting raw materials into finished packaging products. This includes processes such as plastic extrusion, thermoforming, additional applications, and quality control.
	Quality Assurance	Implementing rigorous quality checks to ensure products meet required standards and specifications.
	Logistics and Inventory Management	Efficiently managing the storage and movement of materials and finished products.
	Sales and Customer Service	Engaging with customers, understanding their needs, and providing support and after-sales service.
Downstream activities	Distribution and Delivery	Transporting finished goods to customers, including partnerships with logistics companies for efficient delivery.
	End-of-Life Management	Addressing the disposal or recycling of packaging materials, focusing on sustainability and environmental impact.

Goodpack's governance structure and composition

At Goodpack, we pride ourselves on maintaining a robust governance structure that extends to our three subsidiaries: Goodpack Romania, Teda Pack, and Opakovka BG. Our Group is guided by a Board of Directors comprising three distinguished members. One member represents the founding family directly, while the other two represent our shareholders - SEET Investment Holdings Sarl. This Board diligently oversees our strategic direction, governance, and operational management.

We have carefully structured each subsidiary to align with local legal requirements and operation-

al needs. Each has its own governance structure, with general managers (also known as administrators) serving as the highest governance body and overseeing day-to-day operations. All three of our subsidiaries have two executive members in their governance bodies, with one representing our stakeholders. In Goodpack Romania and Opakovka BG, we've implemented a collaborative model where the two administrators work together, while at Teda Pack, we employ a structure where two administrators work separately.

The composition of the highest governance body of each subsidiary looks as follows:

		
Total members: 2	Total members: 2	Total members: 2
Male: 2	Male: 1	Male: 2
Female: 0	Female: 1	Female: 0

In addition to these administrators, we've established Boards of Directors for each subsidiary to represent shareholders' interests. Teda Pack's Board consists of five members, while Goodpack Romania and Opakovka BG each have three-member Boards.

We have established a thoughtful nomination and selection process for our highest governance body through appointment. In this process, we carefully consider several key criteria, including stakeholder views (including those of our shareholders), diversity, independence, and competencies relevant to our organization's impacts. These criteria ensure that our governance bodies are well-equipped to guide us effectively and responsibly. We are proud that across all our subsidiaries, our administrators demonstrate high competencies relevant to our operations, industry, and sustainability impacts.

In each of our three subsidiaries, we have structured our leadership so that the members of the highest governance body (namely, the administrators) also serve as senior executives. We have implemented this

arrangement through specific agreements: at Goodpack Romania, our administrators operate under a three-year agreement, while at Teda Pack and Opakovka BG, the agreements are for unlimited periods. We believe these arrangements ensure the continuous presence of strong leadership.

We are also deeply committed to enhancing ESG-related knowledge and expertise within our governance structures. We've demonstrated this commitment through several key initiatives: integrating sustainability goals into our corporate governance policies, actively engaging with our investors and shareholders on sustainability initiatives and providing regular workshops and training sessions. We're pleased to report that key members of our team, including some administrators in our subsidiaries and other key management personnel, have already participated in specialized training programs. These include workshops on ESG policies, trainings from the Branch Association Polymers, and external trainings on GRI and CSRD reporting standards provided by ESG experts from PwC Bulgaria.



Our approach to managing sustainability matters

At Goodpack, we recognize the vital role our administrators play in overseeing the management of economic, environmental, and social impacts across our subsidiaries. As our highest governance body, they are entrusted with developing, approving, and updating our organization's purpose, mission statements, strategies, policies, and sustainable development goals. While this responsibility is primarily delegated to our management teams, who hold key roles in each of our companies, we have implemented additional measures to ensure comprehensive ESG management.

We have appointed a dedicated ESG Representative and, currently, the role is taken up by one of the administrators of Teda Pack, as the largest Goodpack subsidiary. The ESG Representative's role is unique, as it spans across all three subsidiaries, ensuring a consistent approach to the management of ESG matters throughout Goodpack. This representative

is responsible for communicating ESG issues to the administrators in each subsidiary, effectively representing ESG matters and stakeholders affected by sustainability issues at the highest governance level. By having a single ESG Representative whose functions cover all three subsidiaries, Goodpack maintains a cohesive and comprehensive approach to ESG management.

To further tailor our approach to the specific needs of each subsidiary, we have also designated local experts to assist our governance bodies in managing impacts. In both countries Bulgaria and Romania, this responsibility is undertaken by our locally appointed QHRS persons, who oversee factors related to the operations of all three subsidiaries.

When it comes to sustainability reporting, our highest governance bodies in each subsidiary are responsible for reviewing and approving the reported information, including our material topics.

Role of the highest governance body in policy implementation

At Goodpack, we take great pride in our governance body's unwavering commitment to embed responsible business conduct throughout our operations. Our dedication extends across all three of our subsidiaries, ensuring that our policy commitments are seamlessly integrated into every facet of our activities and relationships.

We have thoughtfully developed a structured approach to implement these commitments at various levels within our organization. Our highest gover-

nance body is responsible for shaping company policies and strategic direction, with clear communication channels established to disseminate information effectively across all levels. While our administrators hold the authority to approve policies, we have also empowered our ESG Representative to approve sustainability-related policies. This approach allows us to maintain consistency and ensure alignment with our broader sustainability objectives.

Goodpack's employees

At Goodpack, we pride ourselves on fostering a diverse and inclusive workforce across our organization. By the end of 2024, we were pleased to have a dedicated team of 489 employees spread across our three subsidiaries. Our Bulgarian operations form the backbone of our workforce, with 253 talented individuals at Teda Pack and 122 at Opakovka BG. Additionally, we have 114 valued team members at Goodpack Romania.

We are committed to providing stable employment, with all of our employees working full-time. In 2024,

we maintained a strong preference for permanent contracts, with only one temporary position in our Romanian subsidiary. The rest of our workforce enjoys the security of permanent employment.

Regarding collective bargaining agreements, we fully support our Romanian employees, with 100% coverage at Goodpack Romania. It's worth noting that in Bulgaria, where our Teda Pack and Opakovka BG operations are located, there is no collective bargaining at the national level. As a result, these employees are not covered by such agreements.

Distribution of employees by type of contract (based on headcount)

				
Total employees	489	114	253	122
Of which: Full time	489	114	253	122
Of which: Part time	0	0	0	0
Of which: Permanent employees	488	113	253	122
Of which: Temporary employees	1	1	0	0

Distribution of employees by type of contract (based on headcount)

				
Total employees	489	114	253	122
Male	286	64	139	83
Female	203	50	114	39

At Goodpack, we take great care to ensure the accuracy of our data collection process. We achieve this through a variety of internal systems and controls, including our meticulous record-keeping, comprehensive HR systems, detailed financial statements, and thorough operational reports. We collect data using Full-Time Equivalents (FTE) and present it as an average for the entire reporting period, maintaining a high standard of precision and reliability.

Our valued team members play a wide range of essential roles across our manufacturing facilities and administrative offices. At Goodpack, we place the utmost importance on providing safe working environments and safeguarding the rights of all our staff throughout our production and operational processes. We are committed to fostering a workplace that prioritizes the well-being and fair treatment of every individual who contributes to our success.



Our active approach towards shaping the industry

We, at Goodpack, are committed to shaping the plastic packaging manufacturing industry towards a more sustainable future by actively participating in the following organizations:

Branch Association Polymers



<https://bap.bg/en/>

NEXTLOOPP



<https://www.nextlooppp.com/>

Eco Partners Bulgaria AD



<https://ecopartners.bg/>

ECO BULPACK



<https://www.ecobulpack.bg/en/>

1. SUSTAINABILITY AT GOODPACK

At Goodpack, sustainability is not just a component of our business – it is the foundation upon which we build our operations. As the leading manufacturer of thermoformed food packaging in Southeastern Europe, we're committed to pioneering sustainable packaging solutions. Our dedication to environmental sustainability and circular economy principles is reflected in our focus on mono-material products and recyclable materials.

Looking towards a greener future, we're actively investing in the development of biodegradable packaging alternatives. These innovative solutions are designed to naturally decompose after use, further reducing our environmental impact and offering a more sustainable end-of-life option for our products. Through ongoing research and collaboration with industry partners, we're working diligently to bring these eco-friendly innovations to market on a large scale.

1.1 STAKEHOLDER IDENTIFICATION AND ENGAGEMENT

At Goodpack, we value the perspectives and expectations of our stakeholders, and we are committed to learning from them. We strive to better understand how our operations impact not only our stakeholders but also the broader economy, environment, and communities. To achieve this, we engage with our stakeholders through various channels.

One particularly effective method of communication has been through a report issued by the National Polymer Association, of which we are proud members. The report aims to provide the interested parties with an overview of the initiatives and campaigns conducted in 2024 to raise public awareness about the environmental impact of certain plastic products, as mandated by the regulation for reducing their effect on the environment. Stakeholders such as companies associated with the Branch Association Polymers (БАП) were actively engaged through partnerships in campaigns like bTV's "Let's Clean Bulgaria Together" and cleanup activities in the Black Sea.

Our sustainability reporting is built on internal collaboration across departments, but we also place great importance on incorporating the diverse views of our stakeholders. By fostering open communication and mutual understanding between internal and external stakeholders, we create a solid foundation for identifying and addressing critical sustainability issues.

We at Goodpack take a holistic approach to stakeholder engagement. We map and prioritize key groups that may be affected by our activities or have a keen interest in our business. This process involves both internal and external stakeholders in our materiality assessment, allowing us to gather invaluable insights into their perspectives and expectations.

Given our business context and business relationships, several key stakeholder groups were identified and engaged in the process:



Internal stakeholders

- **Management board:** The management board's involvement in the materiality assessment was crucial due to their deep understanding of the company's values and operations, ensuring accurate representation of internal and external viewpoints.
- **Own workforce:** Our employees can offer crucial information through their practical insights and firsthand experiences, bringing attention to issues that higher-level management might miss. This information helps us form the foundation for developing internal policies and setting ESG objectives.

External stakeholders

- **Local government officials:** Local government officials were prioritized as key stakeholders in this process due to their regulatory authority over waste management and environmental policies, which significantly impact the plastic production and packaging industry.
- **Consumers and end-users:** End-users were considered key stakeholders as their purchasing decisions directly influence market demand for sustainable packaging solutions, driving innovation and environmentally friendly practices in the industry.
- **Suppliers and Distributors:** Suppliers and distributors are vital stakeholders in the plastic packaging industry, influencing the entire value chain and driving innovation towards more environmentally friendly practices and products.

1.2 MATERIALITY ASSESSMENT AND MATERIAL TOPICS

At Goodpack, we consider the materiality assessment a crucial component of our sustainability reporting process. This assessment helps us identify, evaluate, and prioritize the ESG factors that are influenced by or have an impact on our operations. We recognize its indispensable role in shaping our strategy, enabling us to generate long-term value by focusing on priority areas that are significant to both Goodpack and our stakeholders. Through this process, we ensure that our sustainability efforts are aligned with the most relevant and impactful aspects of our business and the concerns of those we serve.

Methodology for Materiality Assessment

To conform with the GRI Standards and ensure a robust, systematic approach, Goodpack's materiality assessment followed a detailed four-step methodology:

1. Understand the organizational context
2. Identify actual & potential impacts
3. Assess the significance of the impacts
4. Prioritize the most significant impacts for reporting

To better understand Goodpack's organizational context, we started our materiality assessment by carefully examining our business operations, partnerships, and the broader business context in which we operate. We then reviewed industry-specific ESG regulations and standards, identified trends within the global and local plastic packaging sec-

tor, and conducted a benchmark analysis of our industry peers. This approach enabled us to identify both actual and potential impacts—positive and negative—that our operations and partnerships have on the economy, environment, and society.

The next crucial step involved actively engaging our key stakeholder groups to assess the significance of these identified impacts, ensuring alignment with their priorities. We invited representatives from various stakeholder groups to participate in a survey designed to gather diverse perspectives. This included members of our management board, local government officials, employee representatives, key suppliers, and representatives of our product end-users.

We particularly valued the input from our management team members, given their deep understanding of our business model, operations, and sustainability ambitions. Their active involvement ensures that our sustainability efforts align with our other strategic objectives and are well-integrated into our broader business strategy. As a final step in the materiality assessment, they reviewed and approved the material topics.

Survey participants were asked to rate each sustainability impact based on its significance, considering several criteria. We then calculated the impact materiality score as the average of all responses for each topic.

To evaluate the importance of each sustainability matter, we at Goodpack employ a grading scale from 1 to 5. We tailored our grading system for each impact, taking into account whether it was positive or negative, and actual or potential. A detailed description of the methodology of grading is presented below:



Assessment of Impact Materiality	Scale	Severity Scope	Irremediable Character	Likelihood
	How grave or beneficial is the impact on people, the economy, or the environment?	How widespread would the impact be?	Is it possible to counteract or make good of the resulting harm?	What is the chance of the impact happening?
Actual Negative Impacts	✓	✓	✓	
Actual Positive Impacts	✓	✓		
Potential Negative Impacts	✓	✓	✓	✓
Potential Positive Impacts	✓	✓		✓

We calculated the final scores of the impacts by taking an average of these items. In line with the GRI Standards guidelines, we established a specific materiality threshold to serve as a benchmark for identifying material topics. After careful consideration during our materiality assessment, we determined that the appropriate threshold value is above 3.0. As a result, we classify any topics exceeding this threshold as material for our reporting purposes.

Following this step, our management team conducted an internal validation process. This allowed us to

include impacts that might have been initially overlooked in the materiality assessment but were nonetheless important to our activities. We believe this approach helps us create a more complete and accurate picture of our material impacts.

After setting the threshold and completing the internal validation of our significant impacts, we identified 12 out of the 14 assessed topics as material. This process ensures that we focus our reporting and efforts on the most relevant and impactful aspects of our sustainability journey.

List of Goodpack's identified topics

Number	Topic	ESG Pillar	Identified as material
1	Corporate Governance and Ethical Conduct	G	Yes
2	Employee Training and Development	S	Yes
3	Waste Generation	E	Yes
4	Energy Use	E	Yes
5	GHG Emissions	E	Yes
6	Diversity, Equity, and Inclusion (DEI) and Anti-discrimination Practices	S	Yes
7	Economic Performance and Contribution	G	Yes
8	Community Engagement	S	Yes
9	Sustainable Procurement and Supply Chain Management	G	Yes
10	Use of Materials and Product Recyclability	E	Yes
11	Consumer Safety and Product Responsibility	S	Yes
12	Employee Health and Safety	S	Yes
13	Attraction and Engagement of Employees	S	No
14	Water Usage	E	No



1.3 CONTRIBUTION TO THE UN SDGS

At Goodpack, we understand the pivotal role businesses play in addressing global challenges and fostering sustainable development. As industry leaders in plastic packaging manufacturing, our mission extends beyond creating innovative solutions; we're committed to contributing to a more sustainable and circular economy for all. This commitment is reflected in our alignment with the United Nations Sustainable Development Goals (SDGs), ensuring our efforts make a meaningful impact on both environmental and societal fronts.

The UN SDGs offer a comprehensive framework for tackling pressing global issues, and our activities in the plastic packaging industry directly support several key goals. We're particularly focused on SDG 12 (Responsible Consumption and Production) and SDG 9 (Industry, Innovation, and Infrastructure). By driving innovation in sustainable packaging, promoting recycling and reuse, and reducing waste, we're actively working to minimize the environmental

impact of plastic packaging while fostering a circular economy and responsible resource management.

We've integrated the SDGs into every aspect of our operations, from product design and manufacturing to supply chain management, customer and community engagement, and employee development. As a global company, our influence extends beyond environmental stewardship; we're also contributing to social development by creating jobs, promoting diversity, and supporting local economies in the regions where we operate.

To enhance our sustainability reporting, we're linking our material topics with specific SDGs. This approach allows us to focus on what truly matters and track our contribution towards these global objectives. We believe that sustainable packaging is crucial in addressing global challenges, and we're committed to setting an example for the industry. By delivering eco-friendly packaging solutions and promoting sustainable practices, we aim to demonstrate how innovation and responsibility can pave the way for a more sustainable, circular future for everyone.

Material Topics/ SDG	#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12	#13	#14	#15	#16	#17
Corporate Governance and Ethical Conduct																X	
Employee Training and Development				X	X			X		X							
Waste Generation												X		X	X		
Energy Use							X					X	X				
GHG Emissions													X	X	X		
DEI and Anti-discrimination Practices					X			X		X							
Economic Performance and Contribution								X	X								X
Sustainable Procurement and Supply Chain Management			X		X			X		X		X	X				
Community Engagement			X			X			X						X		
Use of Materials and Product Recyclability			X			X			X			X	X				
Consumer Safety and Product Responsibility			X						X			X					
Employee Health and Safety			X		X			X				X					



2. MINIMIZING OUR IMPACTS ON THE ENVIRONMENT

2.1 ENERGY USE AND GHG EMISSIONS

At Goodpack, we take our responsibility seriously when it comes to addressing energy consumption, greenhouse gas (GHG) emission generation, and our impact on climate change. As leaders in the plastic packaging manufacturing industry, we recognize that managing our environmental footprint is vital not only for our own sustainability but for the health of the broader ecosystem. That's why we, together with our family of subsidiaries, have made it our mission to implement robust environmental management systems and policies to reduce our environmental footprint.

We're particularly proud of our Environmental Sustainability Policy, developed through our Teda Pack subsidiary. This policy reflects our heartfelt commitment to improving energy efficiency, embracing renewable energy, and cutting down on our GHG emissions. It's all part of our effort to do our bit in the fight against climate change. We're also delight-

ed that our Goodpack Romania subsidiary has earned ISO 14001 certification, which shows we're meeting international standards for effective environmental management.

For us at Goodpack, managing our energy consumption and GHG emissions isn't just about doing the right thing for the environment - though that's certainly important to us. We also see it as a valuable business opportunity - by focusing on energy efficiency, investing in renewables, and streamlining our production, we're aiming to trim our operational costs, sharpen our competitive edge, and make a real difference in global climate efforts. We believe this approach puts us in step with what our stakeholders - from customers to investors to regulators - are increasingly looking for: a company that takes its environmental performance seriously.

To provide a clearer picture of our current energy usage, the tables below detail the energy consumption across our operations.

Source		2024
Vehicles	Diesel (l)	2,512,806
	Gasoline (l)	291,145
	Natural gas (kg)	193,829
	LPG (l)	18,743
Grid electricity (kWh)	Renewables	6,427,454
	Nuclear	8,509,868
	Coal	4,391,088
	Natural gas	1,019,443
Own PV plants (kWh)		572,995
Total energy consumption		23,937,371

Total consolidated Group Revenue	49 757 000 eur
Total energy for production and distribution	23 937 371 kWh
Energy intensity for 2024	0,48 kWh/ Eur

Total used Non-Renewable energy	16 936 922 kWh
Non-renewable energy intensity for 2024	0,34 kWh/ Eur

Our actions

Currently, all our facilities are equipped with LED lighting, which reduces our energy usage. Additionally, we are proud to report a photovoltaic (PV) installed power capacity of 744 kWp. Looking ahead, we plan to at least double this capacity by 2030, further reinforcing our dedication to harnessing solar energy and supporting our journey towards a sustainable future.

To further reduce our environmental footprint, our goal is to transition entirely to renewable energy sources by 2030, ensuring that 100% of our energy consumption is clean and sustainable. As part of our continued efforts, we are also dedicated to enhancing our transportation efficiency by replacing 50% of our van fleet with electric vehicles by the 2030 deadline, reducing emissions and fostering a cleaner environment.

Measuring our footprint

2024 has marked a significant milestone in our sustainability journey as we have undertaken a comprehensive calculation of our greenhouse gas (GHG) emissions in Scope 1 and Scope 2. This endeavor is a critical component of our broader strategy to measure and understand our environmental footprint, which we believe is the essential first step towards accountability and meaningful emission reduction. By quantifying our direct and indirect emissions, we are establishing a robust foundation that will guide our future sustainability initiatives.

We have used an operational control approach, which means we've included 100% of emissions from our activities and assets, whether or not we own them. Our assessment covers three main entities: Teda Pack EAD and Opakovka BG in Bulgaria, and Goodpack SARL in Romania. Each company manages its own facilities and vehicle fleets, and we've combined their data to understand our total corporate emissions.

GHG emissions data sources for Scope 1 include:	GHG emissions data sources for Scope 2 include:
- Fossil fuels (diesel, gasoline), natural gas, and LPG consumed by each entity for its vehicle fleets, encompassing passenger cars, industrial vehicles, and stationary equipment. - Potential refrigerant leaks from the HVAC systems of each entity's vehicles. - Potential and actual refrigerant leaks from the HVAC systems at each entity's premises	Electricity usage for operational activities in Bulgaria and Romania



The table below presents the results from our carbon footprint assessment for the year 2024:

GHG emissions data sources for Scope 1 include:	GHG emissions data sources for Scope 2 include:
Direct emissions from mobile combustion sources	789
Direct fugitive emissions	31
Scope 1 total	820
Indirect emissions from electricity consumption (Scope 2 - Location based)	5,259
Indirect emissions from electricity consumption (Scope 2 - Market Based)	5,259
Scope 1 and 2 (Location based) total	6,078
Scope 1 and 2 (Market Based) total	6,078

2.2 USE OF MATERIALS AND PRODUCT RECYCLABILITY

“Our commitment to sustainability is built on European circular economy principles—driving innovation with 100% recyclable materials and optimized design solutions.”

This guiding philosophy defines Goodpack’s approach to material use and product design. By prioritizing fully recyclable materials, we ensure that our products not only meet the highest standards of functionality but also contribute positively to environmental sustainability. Our efforts to optimize design solutions further enhance the recyclability and efficiency of our packaging, supporting a closed-loop economy where resources are continually reused and repurposed. By doing so, Goodpack is forging a path in the industry that harmonizes innovation with responsibility, reinforcing our dedication to a future where packaging serves both practical and ecological purposes.

Goodpack’s commitment to sustainable material use and product recyclability is reflected in our rigorous standards and innovative practices. By maintaining a supply chain composed solely of approved suppliers, we ensure the highest quality materials meet strict

food contact requirements. Our adoption of new-generation materials enables us to reduce raw material use while enhancing packaging quality, resulting in an impressive 8% reduction in raw material usage in 2024 through refined packaging designs and sophisticated materials. All packaging we produce is made from 100% monomaterial plastics, and our paper packaging is laminated with no more than 5% polyethylene, ensuring full recyclability across all used materials.

In the short term, our PET packaging includes 55% recycled content, contributing to an overall recycled material usage of 11.6%. Our long-term ambition is to increase this figure to 25% by 2030, demonstrating our dedication to advancing the use of recycled raw materials company-wide. Driving these initiatives forward are our Procurement and QHRS departments, which are responsible for managing and implementing sustainable material and recyclability goals, ensuring our practices align with Goodpack’s overarching sustainability mission.

What we focus on:

- **100% Recyclable Plastics:** Our packaging solutions prioritize fully recyclable materials to support long-term environmental goals.
- **Avoiding Harmful Additives:** We avoid plastic additives that disrupt the recycling process, ensuring our packaging is as eco-friendly as possible.
- **Incorporating Recycled Plastics:** Where possible, we use recycled plastics in the middle sheet layer that meet all legal requirements for food packaging, ensuring safety and compliance.
- **Optimizing Packaging Design:** Our designs aim for optimal weight, using just the right amount of plastic without compromising the integrity and preservation of the packaged products.
- **Using Mono materials:** We apply single-layer materials like PP and PET, which ensure the preservation of food throughout its specified expiration date.

Our new biodegradable product line

In the ever-evolving landscape of sustainability, Teda Pack is charting a new course with an exciting initiative—introducing the BIO line, COMPOSTED.

In close collaboration with our innovative partners at Polymateria, we've ventured beyond the traditional bounds of the circular economy. Embracing the three Rs—Reduce, Reuse, Recycle—our collective vision now includes a transformative fourth R: Redesign. It's this commitment to redesign that has propelled us to rethink our entire polypropylene (PP) product range.

At the heart of our initiative lies Polymateria's proprietary Biotransformation technology, a pioneering breakthrough in the field of biodegradable plastics. This revolutionary approach ensures that any plastic escaping the circular economy can fully biodegrade in natural environments, offering a sustainable solution where nature and technology work harmoniously.

Inspired by this cutting-edge innovation, we've meticulously redesigned our PP products to introduce the COMPOSTED line. These products promise not only exceptional performance but also an environmental-

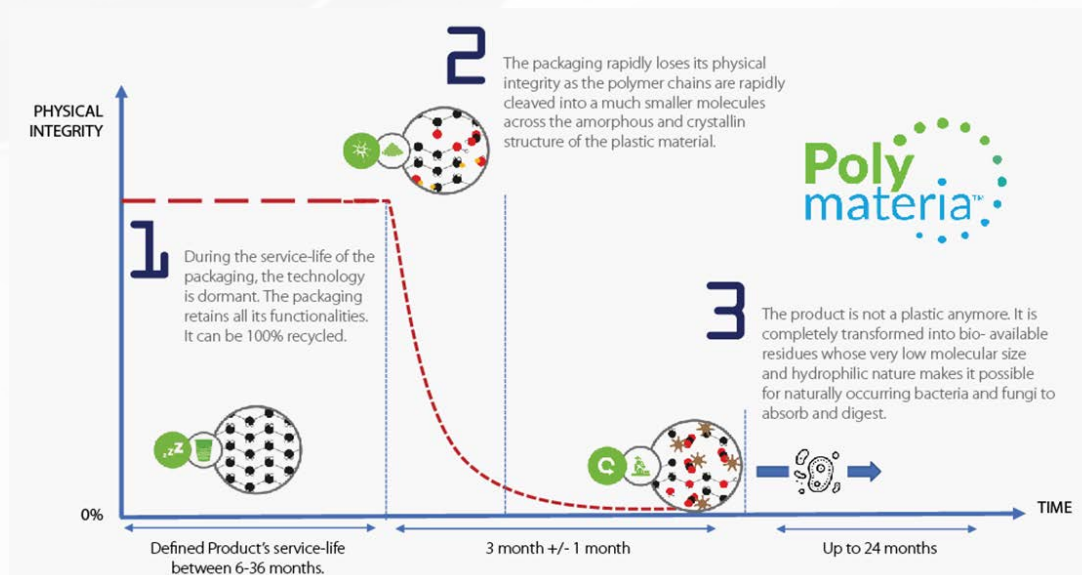
ly-friendly end-of-life. Our BIO line represents a bold step towards a future where every piece of packaging contributes to a healthier planet, reinforcing our commitment to environmental stewardship.

With the launch of COMPOSTED, Teda Pack is not merely participating in the movement against plastic pollution—we're leading it. This initiative is more than just a new product line; it's a revolutionary stride in our journey to make sustainability an integral part of everyday life, paving the way for a world where nature can thrive alongside human innovation.





How it works?



Breakdown of the types of materials used in the manufacturing of Goodpack's products for 2023 and 2024 in kg

Material	2023	2024
PET	1 601 359	2 054 375
recycled	914 639	1 141 697
virgin	686 720	912 678
PP	7 716 870	8 202 312
virgin	7 716 870	11 235 204
PS	82 165	52 900
recycled	19 668	1 657
virgin	62 497	51 243
PE	418 191	459 455
recycled	10 800	9 600
virgin	407 391	449 855
Paper	402 287	1 253 592
virgin/recycled FSC-MIX	402 287	1 253 592

	2023	2024
Total used material	10 220 872	12 022 634
Total recycled material	1 025 564	1 403 672
% of recycled material	10.0%	11.7%

Average weight decrease in Teda Pack's products since in 2024 (based on 2023)	8%
Saving of raw materials used in kg	604 924



Material type	2023	2024
Non-recyclable plastics/paper	0%	0%
100% recyclable plastics	100%	100%
100% recyclable paper	100%	100%





2.3 WASTE MANAGEMENT

While we focus on incorporating highly recyclable input materials into our production processes, we equally emphasize effective waste management. By implementing robust systems for separating, recycling, and reusing waste, we ensure that every stage of our operations contributes to a sustainable future. This holistic approach allows us to minimize landfill contributions, maximize resource efficiency, and position ourselves as pioneers in responsible packaging production.

We're particularly proud of our comprehensive Environmental Sustainability Policy, thoughtfully developed by our subsidiary Teda Pack. This policy is a reflection of our values, aligning with the EU Environmental Policy Framework and key directives such as the EU Waste Framework Directive and the EU Packaging and Packaging Waste Directive. Our approach is built on the principles of the circular economy, with a strong emphasis on waste prevention, recycling, and resource efficiency.

Our responsibility regarding waste management is taken seriously under the guidance of our production manager and QHRS team, and it is a journey we are committed to continuing.

Inputs, Activities, and Outputs Leading to Waste-Related Impacts

Our use of sustainable, fully recyclable materials such as polypropylene (PP) and polyethylene terephthalate (PET) drives significant reduction in waste through our manufacturing activities. These materials are not only integral to our product design but also enable efficient recycling processes, minimizing waste generation at the end of product life.

Waste Impacts Across Our Value Chain

The primary waste impacts manifest from our own activities, where production residues are generated but effectively managed through internal recycling systems. Upstream impacts are minimized through careful supplier engagement and selection of raw materials, ensuring they meet our sustainability criteria. Downstream, potential waste-related impacts focus on post-consumer use, where packaging disposal in varied waste systems can result in recyclable materials not being processed effectively.

To address these challenges, we emphasize collaborative efforts with our suppliers and customers. At our facilities, we thoroughly separate recyclable materials from non-recyclable waste streams. Our strategic partnerships with waste management and recycling partners ensure that waste is processed responsibly, reinforcing our commitment to a circular economy. Through waste prevention, optimized recycling, and resource efficiency, we strive to mitigate the broader impacts across our value chain, contributing positively to environmental sustainability.

We are proud to report that our production waste is nearly eliminated, with up to 99% being reused and only 1% directed to disposal. All polyethylene (PE) packaging received with raw materials is fully recycled in our own PE production, and 100% of our production paper waste is diverted from disposal and recycled by an external supplier. No water waste is generated at any plant, and our goal is to implement municipal waste separation across all facilities.

As a result of our actions and measures, in 2024 we managed to reuse a total of 4,334 tons of plastic, which is an increase of approximately 3.7% from the previous year.

Breakdown of waste generated for 2023 and 2024 in tons

Waste category	M.U.	Waste generated 2023	Waste generated 2024	Waste diverted from disposal 2023	Waste diverted from disposal 2024	Waste directed to disposal 2023	Waste directed to disposal 2024
Municipal waste	kg	71084	75054	0	0	71084	75054
Hazardous waste	kg	2615	2406	0	0	2615	2406
Plastic	kg	108664	123812	13034	12688	95630	111124
Paper	kg	179542	224230	68314	99100	111228	125130
Wood	kg	25331	36528	0	0	25331	36528
Metal	kg	2911	0	0	0	2911	0



3. MAKING PEOPLE'S INTERESTS OUR PRIORITY

3.1 DIVERSITY AND INCLUSION

At Goodpack, we recognize the vital role that diversity and inclusion play in building a resilient, innovative, and socially responsible organization. We believe that positive diversity, equity, and inclusion (DEI) practices are not only ethical imperatives but also powerful drivers of sustainable business success. Embracing diversity and fostering an inclusive work environment enhances our ability to innovate, strengthens employee engagement, and enables us to better reflect and serve our diverse global customer base.

We are proud of the meaningful steps we've taken to embed DEI into the core of our corporate culture across all subsidiaries. Through Teda Pack, we have implemented a comprehensive Diversity and Inclusion Policy that underscores our commitment to equal employment opportunities, fair recruitment practices, and full compliance with EU directives and regulations. We support this policy with robust accountability measures, targeted training programs, and development initiatives that promote cultural competence and awareness among our teams.

Our Code of Ethics, adopted across all subsidiaries, reinforces strong principles of non-discrimination

and anti-harassment. It explicitly prohibits all forms of harassment and fosters a workplace where every individual is treated with dignity and respect. Complementing this, our Corporate Social Responsibility Policy outlines clear expectations for behavior, communication, and professional conduct—further cultivating an inclusive and respectful work environment.

We are proud to report that there have been no incidents of discrimination within our companies. Our workforce reflects a rich tapestry of nationalities, generations, religions, and ethnic backgrounds. This diversity is not only celebrated but actively leveraged to create a more dynamic, empathetic, and forward-thinking organization. At Goodpack, diversity and inclusion are not just values—they are lived experiences that shape who we are and how we grow.

The table below presents the distribution of the total workforce at Goodpack Group, comprising 489 employees, categorized by age group. Employees are grouped into three categories: those under 29 years of age, those aged 30 to 49, and those 50 years and older. This breakdown provides insight into the age diversity within the organization and supports workforce planning and age-related diversity initiatives.

Age Break-Down of Employees for Goodpack Group in 2024 (based on headcount)

Age category	2024
<29	79
30-49	222
>50	188
Total number	489

Goodpack complies with all applicable national legislation regarding employee retirement and pension plans in the countries where we operate and are applicable to all employees. Retirement benefits are structured in accordance with local legal frameworks and employment regulations.

Where applicable, contributions to retirement plans are made by both the employer and employees, in line with statutory requirements.

Participation in retirement schemes varies by region and may include mandatory or voluntary programs, depending on local laws and practices.

At present, Goodpack does not operate a centralized defined benefit plan and does not publicly disclose actuarial valuations or funding strategies for retirement obligations.

3.2 EMPLOYEE TRAINING AND DEVELOPMENT

At Goodpack, we know that employee training and development are vital components of the success of any organization. We believe that investing in our workforce's growth and skill enhancement is not merely advantageous but crucial for maintaining our competitive edge in the market. As we face increasing pressure to innovate sustainable solutions and adapt to evolving regulations in our industry, we understand the paramount importance of cultivating a well-trained and adaptable team.

While we have not yet formalized policies related to employee training and development, we believe that recognizing its transformative power is the first step towards building a more robust and skilled workforce. By prioritizing this area, we aim

to enhance not only our operational capabilities but also boost employee satisfaction and retention. In our industry, where skilled labor is invaluable, we believe that investing in our employees' development will yield long-term benefits for both our team members and Goodpack as a whole. Ultimately, this commitment will contribute to our sustainable growth and continued success in the competitive plastic packaging manufacturing sector.

The table below outlines the total number of training hours completed by all employees across the Goodpack Group in 2024. The total training hours also include the hours spent by employees on our compulsory educational health and safety training. This data reflects our ongoing efforts to foster learning and development within the organization, even in the absence of a formalized training policy. It serves as a baseline for measuring

Total training hours in 2024	15180 h
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The following table presents the average number of training hours per employee for the year 2024. This metric provides additional insight into our current level of investment in individual employee growth

and helps identify opportunities to enhance engagement, performance, and long-term capabilities across the workforce.

Average training hours per employee in 2024	31.04 h
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3.3 OCCUPATIONAL HEALTH & SAFETY

At Goodpack, we recognize that Occupational Health and Safety is a cornerstone of our social responsibility in the plastic packaging manufacturing industry. We understand that our work environment presents unique challenges, including potential risks associated with machinery operation, heat exposure, and various physical hazards. As such, we've made it our mission to prioritize the well-being of our employees and maintain a safe work environment. This commitment goes beyond mere legal and ethical obligations; it's a fundamental aspect of our operational efficiency and long-term sustainability.

We're proud of the robust Occupational Health and Safety measures we've implemented across our subsidiaries. Through our Code of Ethics we place a strong emphasis on health, safety, and optimal working conditions. This Code unequivocally states that "safety, and the protection of health and the environment must always take absolute priority, regardless of the urgency of the task in hand, the project or commercial interests." We require all our employees to adhere to safety, work, hygiene, and process instructions, and we encourage prompt reporting of any safety concerns.

Our commitment to Occupational Health and Safety is further exemplified by the certifications we've obtained. We're particularly proud that our subsidiary, Teda Pack, has received the ISO 45001 certification. This internationally recognized standard for occupational health and safety management systems reflects our systematic approach to identifying, controlling, and reducing workplace hazards. It also underscores our dedication to continually improving our Occupational Health and Safety performance.

At Goodpack Group, safeguarding the health and safety of our employees is a fundamental priority. The data presented in the tables below includes the number of work-related fatalities, reported injuries, total hours lost due to injuries, total sick leave hours, and the total number of working hours recorded across the Group for 2024. These metrics serve as a critical foundation for assessing our current performance and guiding future actions to ensure a safe, healthy, and supportive working environment for all employees.

Work-related Injuries and Ill-health

Indicator	Number
Number of fatalities	0
Number of injuries	1
Total hours lost due to injuries	480
Total hours of sick leave	31 432 hours Teda Pack 6 592 hours Goodpack Romania 10 092 hours Opakovka
Total working hours for the year	429 486 hours Teda Pack 189 715 hours Goodpack R 196 364 hours Opakovka

The Group ensures employee protection through a structured Occupational Health and Safety (OHS) Management System, particularly under the ISO 45001 certification (currently held by Teda Pack). Key functions include:

- **Regular Risk Assessments:** Conducted to identify physical, chemical, ergonomic, and psychosocial hazards.
- **Preventive Measures:** Implementation of engineering controls, safe work procedures, and personal protective equipment (PPE).
- **Incident Reporting and Investigation:** All incidents are logged, investigated, and analyzed to prevent recurrence.
- **Health Surveillance:** Periodic medical checks are conducted for roles with exposure to specific risks.
- **Training and Awareness:** Employees receive regular training on hazard recognition, emergency response, and safe practices.

These mechanisms are embedded in the OHS strategy and are continuously monitored and improved.

Our Health and Safety Committees are a cornerstone of the Group's participatory approach to OHS. Their role includes to facilitate dialogue between workers and management on health and safety issues. The committees include representatives from both management and employees. The meetings are held twice per year or by exception in high-risk situations.

Their responsibilities include:

- Review incident reports and suggest corrective actions.
- Propose updates to safety protocols and training programs.
- Monitor implementation of health and safety measures.
- Recommend improvements based on feedback and incident trends.

The Group's OHS strategy extends to managing risks arising from interactions with suppliers, contractors, and partners:

- **Supplier Audits:** Health and safety practices of key suppliers are reviewed periodically.
- **Contractor Safety Protocols:** Contractors must comply with the Group's safety standards, by accepting the general terms conditions for suppliers.
- **Product Safety Assessments:** Ensuring that products do not pose health risks during manufacturing or use.

These practices align with the ISO 45001 framework and demonstrate a systematic approach to OHS risk management across our operations.

Teda Pack is currently the only entity within the Group certified under ISO 45001 and all its employees are included in the scope of the OHS Management System. Although other companies in the Group are not formally certified yet, they adhere to the same internal OHS protocols, maintaining consistent standards across the Group.

While the individual companies within the Group do not directly provide additional medical or healthcare services, employees have access to a dedicated support program facilitated by the founding family's office. This program offers financial, medical, and psychological assistance to employees across the Group in situations of significant personal or family need, ensuring a compassionate safety net beyond occupational health provisions.



3.4 CONSUMER HEALTH & SAFETY

At Goodpack, the health and safety of our customers is a top priority, particularly in the context of our food packaging solutions. Our responsibility extends beyond simply containing products; we must ensure that our packaging enhances and preserves the safety and quality of the foods we protect. This commitment is not only a core value for us but also essential in maintaining the trust of our consumers and adhering to the stringent regulatory standards of our industry.

We demonstrate our dedication to consumer well-being through our rigorous approach to quality assurance. Regular product testing is integral to this strategy, ensuring that each packaging solution meets safety standards and effectively preserves food quality. These tests not only affirm our product integrity but are vital in extending the shelf life of foods, thereby reducing food waste.

Understanding the profound impact of food waste is central to our mission. The environmental footprint of food waste far exceeds that of plastic packaging in terms of CO₂ emissions. If treated as a country, food waste would rank as the third-largest emitter of greenhouse gases, following China and the United States. Thus, effective packaging that minimizes food spoilage and waste directly contributes to global emission reduction efforts.

Our commitment is exemplified by Teda Pack, which has secured the prestigious BRCGS Packaging Materials certification from QMSCERT. This certification affirms our compliance with the BRC Global Standard for Packaging Materials (Issue 6: August 2019), specifically for our co-extrusion of transparent PP and PET films and thermoforming of containers for food and non-food products. For us, this certification serves as a reminder of why we strive for excel-

lence in our manufacturing processes and product safety.

We believe in going the extra mile for our diverse consumer base. That's why Teda Pack has secured certification for Halal status in food packaging, ensuring we meet the needs of consumers following Halal dietary guidelines. Furthermore, we are pleased that our Goodpack Romania subsidiary successfully obtained the ISO 22000 certification, an international benchmark for food safety management systems. Opakovka BG is currently integrating the FSSC 22000, a food safety certification program for the entire food supply chain, which is recognized by the Global Food Safety Initiative (GFSI) and provides a comprehensive framework for food safety management.

We are committed to ensuring that all packaging materials intended for food contact are safe, compliant, and manufactured under strict regulatory and quality standards. To this end, 100% of our significant product categories are assessed for health and safety impacts on an annual basis. This includes rigorous testing protocols such as:

- Annual migration testing for all major product categories to ensure compliance with food contact material regulations.
- Biannual microbiological testing of production surfaces, employees' workwear, and hands to prevent contamination.
- Daily health screenings for personnel at worksite entry points to maintain a hygienic production environment.

Our packaging materials are fully compliant with a comprehensive set of European Union and national regulations, including:

Commission Regulation (EU) No. 10/2011 and its amendments, including the most recent Regulation (EU) 2023/1442, governing plastic materials intended to come into contact with food.

Commission Regulation (EU) No. 2020/1245, which updates and strengthens safety requirements for food contact plastics.

National Regulation No. 2 (23.01.2008) on plastic materials and articles intended for food contact.

Regulation (EU) No. 1935/2004 and Regulation (EU) No. 2019/1381 on transparency and sustainability in food chain risk assessments.

Regulation (EU) No. 2023/2006 on good manufacturing practices.

Commission Regulation (EU) No. 2022/1616 on recycled materials in food contact applications.

Council Directive 94/62/EC and Regulation (EU) 2025/40 on packaging and packaging waste.

REACH Regulation (EC) No. 1907/2006, ensuring chemical safety in materials.

In addition to regulatory compliance, we uphold the following product safety commitments:

Bisphenol A (BPA) and phthalates are not intentionally used in our manufacturing processes.

Our products are free from NIAS (Non-Intentionally Added Substances) and comply with all relevant EU food contact material regulations.

We do not use nanomaterials as defined by Commission Recommendation 2011/696/EU in the production or formulation of our packaging materials.

These measures reflect our proactive approach to consumer safety, ensuring that our packaging solutions not only meet legal requirements but also support broader goals of public health, environmental responsibility, and consumer trust.

We are proud to share that there were 0 reportable incidents of non-compliance with regulation and/or voluntary codes concerning the health and safety impacts of products during 2024.



Microplastics in Food Packaging

As a responsible manufacturer in the plastic food packaging industry, Goodpack is committed to transparency and science-based communication, particularly on topics of public concern such as microplastics. One widespread myth that we aim to dispel is the notion that microplastics from food packaging routinely migrate into the food we consume. This belief, though often repeated, does not align with current scientific understanding or regulatory evidence.

Extensive studies conducted by authoritative institutions, including the European Food Safety Authority (EFSA) and national health agencies, have consistently shown that properly manufactured plastic packaging intended for food use does not release microplastics into food under normal storage and use conditions. Food-contact plastic materials are subject to stringent safety assessments, rigorous quality standards, and compliance with regulations such as the European Commission Regulation (EU) No. 10/2011, which strictly governs the types of materials that can come into contact with food. These regulations are specifi-

cally designed to prevent any harmful migration of substances, including micro- or nanoparticles, into food.

It is important to distinguish between microplastics found in the environment—typically the result of breakdown from larger plastic waste—and the highly controlled, engineered materials used in food-grade packaging. The latter are designed to maintain product integrity, prevent contamination, and protect food safety throughout the product's shelf life. When used appropriately, food packaging does not pose a risk of microplastic contamination to consumers.

At Goodpack, we continuously monitor developments in food safety science and work closely with industry associations and regulatory bodies to ensure our products meet the highest health and safety standards. Misinformation about microplastics not only undermines consumer confidence but also distracts from the real and solvable challenges associated with plastic waste management. We believe that building trust starts with facts—and we will continue to ensure our practices, products, and messages are guided by verified science and transparent dialogue.

3.5 LOCAL COMMUNITIES

At Goodpack, we recognize that our role as a leading manufacturer of plastic food packaging in South-Eastern Europe comes with significant responsibilities toward the communities we serve. We have both the opportunity and the obligation to cultivate meaningful relationships with our local communities, ensuring that our operations contribute to the well-being of society. Our engagement efforts are designed to foster trust and goodwill while also providing us with valuable insights into community needs—particularly concerning the environmental and health impacts associated with our industry.

We are committed to creating value that benefits both our organization and the wider public. Through strategic investments in community development programs, partnerships with non-profit organizations, and support for local initiatives, we aim to enhance the quality of life in the regions where we operate and generate economic opportunities. Strong local ties help us attract and retain motivated employees, who value a workplace that embraces corporate citizenship and social responsibility. We believe that by participating actively in community life, we establish ourselves not just as an employer, but as a trusted and valued member of society in general.

In 2024, one of our group companies, Teda Pack, made a notable donation to the Sports Hall of the Municipality of Botevgrad. The company donated BGN 57,348 (fifty-seven thousand three hundred forty-eight leva) for the purchase of comprehensive fitness equipment, which is now publicly available for the benefit of the town's residents. This initiative exemplifies our dedication to improving community health and well-being through tangible, lasting contributions.

Teda Pack also played an active role in the “Let’s Clean Bulgaria Together” campaign organized by bTV, reaffirming our commitment to environmental responsibility. In response to the growing global issue of plastic waste polluting marine ecosystems, Teda Pack joined forces with the Branch Association Polymers, LUKOIL Neftohim Burgas, Waste Free Oceans (WFO), the Municipality of Burgas, the Cultural and Tourist Complex Chengene Skele, the Diving Club of Burgas, and the Basin Directorate Varna to organize a comprehensive cleanup of the Black Sea.

Teda Pack also supported the project, part of which a special trawl provided by WFO was deployed in the Lahana area of Sarafovo to collect floating plastic waste.

On September 14, it was redeployed in the Burgas Bay. Concurrently, over 200 volunteers gathered onshore at Chengene Skele and the Rosenets picnic area, collecting a total of 2,100 kg of various waste—primarily bottles, cans, tires, and cigarette butts. The trawl collected an additional 5 kg of floating waste. The results confirmed our expectations that the Black Sea waters remain relatively clean, with minimal plastic pollution. More importantly, the initiative highlighted that most pollution originates from improper human behavior, such as littering in nature, which eventually carries waste into waterways.

As part of the initiative, plastic bag manufacturers donated waste collection bags and gloves for volunteers. Employees from Teda Pack and other participating companies also personally joined cleanup efforts across various regions of Bulgaria. All participants set a strong example of responsible environmental behavior, underlining that resource efficiency and environmental stewardship begin with responsible waste collection and recycling.

Further, Teda Pack actively participated in the international project “Green Opportunity – Redesigning the Future,” aimed at promoting circular economy principles among young people. The project sought to raise awareness of the environmental benefits of sustainable production and consumption, minimize waste generation, and integrate natural ecosystems into daily life and business practices. It was a collaborative initiative between Bulgaria (Branch Association Polymers and Get Involved), Croatia (More Coaching), and Greece (Liofylo), united by a shared goal of building a sustainable future.

As part of the project, engaging animated educational videos and tools for circular economy were developed and disseminated through social media and video platforms, along with social media challenges to encourage active youth participation. In July 2024, a workshop was held in Bulgaria where each country presented best practices in circular economy and Teda Pack took part in the initiative.

These diverse efforts—ranging from local donations and environmental campaigns to international education initiatives—illustrate our group’s firm dedication to responsible community engagement, environmental protection, and youth empowerment. We will continue to strengthen our impact through collaboration, education, and innovation, in line with our efforts of sustainable development.



4. UPHOLDING INTEGRITY

4.1 CORPORATE GOVERNANCE AND ETHICAL CONDUCT

At Goodpack, we know that strong corporate governance is the cornerstone of any sustainable and ethical business. Our approach to governance encompasses a wide range of practices designed to ensure transparency, accountability, and integrity across all levels of our organization. From our comprehensive anti-corruption and anti-bribery policies to our robust whistleblowing mechanisms, we have established a framework that promotes ethical conduct and compliance with applicable laws and regulations. We place a high priority on fair competition, as evidenced by our Competition Law Compliance Policy, and we invest significantly in training our employees and business partners to uphold these standards. Through these efforts, we aim to create a culture of responsibility that not only protects our business interests but also contributes positively to the broader business environment and the communities we serve.

Anti-corruption and Anti-bribery practices

At Goodpack, we take pride in our commitment to ethical business practices. We have developed and implemented a comprehensive Anti-Corruption Policy that applies to all our employees, officers, and directors. Our policy is clear: we strictly prohibit any form of bribery or corruption, as we believe in maintaining the highest standards of integrity in all our business dealings. We require our team to comply with all applicable anti-corruption laws and regulations, including those of the European Union and the local jurisdictions where we operate.

We've taken care to clearly define what constitutes a bribe in our policy, which goes beyond just monetary payments to include offers of gifts, entertainment, or any other form of improper advantage. We expressly forbid our employees from offering, giving, soliciting, or accepting bribes, kickbacks, or other improper payments, whether directly or indirectly, to or from any person or entity, including government officials, customers, suppliers, and competitors.

To guide our team, we've established clear guidelines on gifts and hospitality. We ask our employees to ensure that any gifts, entertainment, or hospitality offered or accepted in the course of business are of modest value and customary in nature and have set specific thresholds in that regard. This requirement covers both tangible items and intangible benefits, such as invitations to events or trips.

We place great importance on avoiding conflicts of interest. We ask our employees to steer clear of situations where their personal interests might conflict, or appear to conflict, with our company's interests. We require prompt disclosure of any actual or potential conflicts of interest to the appropriate members of the management team.

To ensure we comply with anti-corruption laws and regulations, we've put in place strict controls on financial transactions and record-keeping. Our employees involved in financial matters are required to record all transactions accurately and in full accordance with applicable accounting guidelines. This includes maintaining detailed records of the nature, value, and purpose of any gifts, entertainment, or hospitality exchanges.

We recognize the complexity of interactions with government or public officials. To address this, we provide our employees with clear definitions of who qualifies as a government or public official and instruct them to exercise extra caution in their dealings with such individuals to avoid even the appearance of impropriety.

At Goodpack, we take a firm stance against facilitating payments - small payments made to secure or expedite routine governmental actions. We instruct our employees to refuse such requests and report them immediately to their supervisor or our Legal Affairs Department.

In 2024, we received a total of (0) cases of corruption practices, and (0) cases of bribery.

Whistleblowing

At Goodpack, we are deeply committed to upholding the highest standards of ethical conduct across all our operations. We have implemented a comprehensive whistleblowing policy that encourages our employees, volunteers, trainees, directors, officers, and third-party agents to report any concerns or suspicions of misconduct, unethical behavior, or violations of laws and our policies. Our policy encompasses a broad spectrum of potential issues, including but not limited to bribery, corruption, fraud, conflicts of interest, environmental concerns, and workplace harassment. By nurturing a culture of transparency and accountability, we strive to swiftly prevent and address any potential ethical breaches.

We have ensured that our whistleblowing policy is easily accessible to all our employees and associated third parties. We display detailed information on how to submit reports on our website, guaranteeing easy access for both internal and external stakeholders. Furthermore, within our office spaces, we have strategically placed information about the reporting process in readily accessible locations, making it as straightforward as possible for concerns to be reported.

To enable secure and confidential reporting, we have established multiple channels for whistleblowers to submit their concerns. At Goodpack, we focus on fostering a very friendly and positive culture, with open and amicable communication between all lines of service and across all levels of the company. This environment naturally encourages open expression of any types of concerns directly to team leaders, direct managers or the company's management team. We have a dedicated Whistleblower Unit, comprising senior executives from Human Resources and Legal Affairs, responsible for handling reports, proposing corrective actions, and ensuring the confidentiality of the process. Our commitment to ethical conduct extends beyond internal processes, as we also adhere to relevant EU directives and national whistleblowing laws, demonstrating our dedication to meeting and exceeding regulatory requirements in this area.

We are happy to report that in 2024 we received zero whistleblowing cases across our entire organization. This achievement underscores the effectiveness of our proactive approach to addressing potential issues before they escalate and reflects the trust our employees place in our established channels for open communication.

Remediation of negative impacts

At Goodpack, we are committed to addressing and remedying any negative impacts that may arise from our operations. We have implemented a multifaceted approach to identify, address, and mitigate potential issues across our business activities. Our strategy focuses on three key areas: improving labor conditions, reducing environmental damage, and enhancing workplace safety.

To effectively manage and resolve concerns, we have established clear channels for grievance reporting, including a suggestion box and company board, ensuring that our employees and management team can easily voice their concerns. We actively engage our stakeholders, including workers, suppliers, and customers, in the design, review, and improvement of these mechanisms through regular meetings and surveys. This collaborative approach allows us to refine our procedures and response times continually. To track the effectiveness of our grievance mechanisms and remediation processes, we maintain a comprehensive grievance register. This tool allows us to record and monitor complaints, concerns, and feedback from workers, communities, and other stakeholders, enabling us to assess the impact of our remediation efforts and make necessary adjustments to our policies and practices.



Compliance with laws and regulations

At Goodpack, we are committed to maintaining full compliance with all applicable laws and regulations across our operations. In 2024, our subsidiaries demonstrated a strong commitment to legal compliance. Both Teda Pack and Opakovka BG reported no instances of non-compliance with laws and regulations. Goodpack Romania reported one significant instance of non-compliance related to fire safety authorization due to recent construction modifications. This instance resulted in a fine of 10,000 RON for the current reporting period. We have taken immediate steps to address this issue by initiating the process to renew our Fire Safety permit, with particular focus on updating our fire detection, signaling, and alarm systems.

Competition law compliance

At Goodpack, we take our commitment to ethical conduct seriously, particularly in the realm of competition law compliance. We have developed a comprehensive Competition Law Compliance Policy that guides our employees, officers, directors, and third-party representatives. Our policy underscores the critical importance of adhering to antitrust and competition laws across all our operational territories.

To ensure fair competition, we've established clear guidelines that prohibit practices such as price fixing, bid rigging, and market allocation. Our policy includes specific "Dos and Don'ts" that cover crucial areas like information exchange, participation in trade association meetings, and dealer termination procedures. By rigorously following these guidelines, we maintain our integrity and promote fair competition within our industry.

Trainings

Training plays a crucial role in implementing these commitments. The organization provides comprehensive training programs covering various aspects of responsible business conduct. These include educating employees about the company's ethical policies, anti-corruption measures, and fair labor standards. Additionally, staff are trained on waste reduction, energy conservation, and eco-friendly production methods. The company also ensures that workers understand workplace safety, risk management, and emergency response procedures. Additionally, we provide training programs, designed for our business partners, ensuring a widespread understanding and application of the company's commitments.

To provide transparency and facilitate monitoring of these training efforts, Goodpack tracks all trainings conducted across its subsidiaries. By systematically addressing policy implementation, stakeholder engagement, and training, we, at Goodpack, ensure that our commitments to responsible business conduct are not merely stated principles, but actively integrated into our day-to-day operations.

4.2 ECONOMIC PERFORMANCE AND CONTRIBUTION

At Goodpack, we recognize our responsibility for being a responsible leader in the packaging manufacturing industry. Our commitment to social responsibility goes hand-in-hand with our dedication to driving economic growth. We recognize that our operations have a significant positive impact on the economy, creating jobs, generating income, and fostering innovation in the regions where we operate. Our work extends beyond manufacturing; we actively develop sustainable packaging solutions, contribute to tax revenues, and invest in state-of-the-art technologies. We recognize our important role in the global supply chain and strive to create value not just for our immediate stakeholders, but for the wider communities and countries where we have a presence. In line with our core values, we strictly adhere to financial reporting standards and diligently fulfill our tax obligations, ensuring transparency and accountability in all our economic activities.

In the reporting year 2024, Goodpack did not receive any financial assistance from government entities.

Understanding and transparently reporting our economic performance is a key component of Goodpack Group's commitment to responsible business practices. The table below presents data on the Direct Economic Value Generated, Economic Value Distributed, and Economic Value Retained for the year 2024. This information reflects our financial contributions to stakeholders—including employees, suppliers, governments, and communities—while also indicating the portion of value reinvested into the business. By tracking these indicators, we aim to demonstrate how our operations contribute to economic sustainability and long-term value creation for both our internal and external stakeholders.

Economic value retained	6 551
Economic value generated	51 399
Net revenue	50 053
Other operating revenue	1 346
Economic value distributed	44 848
To suppliers	35 424
To employees	8 057
To capital providers	450
To government	885
To community	32

By tracking these indicators, we aim to demonstrate how our operations contribute to economic sustainability and long-term value creation for both our internal and external stakeholders.

Goodpack recognizes climate change as a material issue that presents both risks and opportunities with the potential to significantly impact our operations, revenue, and expenditure. Our approach to managing these impacts is integrated into our broader sustainability and risk management strategies.



Risks	Opportunities:
Physical Risks: Increased frequency of extreme weather events may disrupt logistics and supply chains. Physical disruptions could lead to operational delays and increased costs.	The global shift toward circular economy models and low-carbon solutions presents a strategic opportunity for Goodpack's reusable packaging systems, which are designed to reduce waste and emissions.
Regulatory Risks: Evolving environmental legislation, such as carbon pricing mechanisms and packaging waste directives (e.g., EU Regulation 2025/40), may necessitate compliance and innovation and could result in increased compliance costs.	Furthermore, this could lead to enhanced market positioning and customer loyalty through sustainable product offerings.

Our current methods to manage those risks and opportunities include:

- Investment in research and development strategies for lowering our environmental footprint.
- Continuous monitoring of regulatory developments and proactive compliance.
- Participation in third-party sustainability assessments (e.g., EcoVadis) and alignment with ISO environmental standards.

The costs of action are embedded in research and development, product innovation, and compliance systems. These are considered strategic investments in long-term resilience and environmental stewardship.

4.3 SUSTAINABLE SUPPLY CHAINS

At Goodpack, our commitment to responsible business conduct extends beyond our own operations to encompass our broader network of business relationships. We actively promote ethical labor practices and sustainability standards across our value chain by requiring our partners to comply with our environmental and social responsibility policies. As part of this commitment, we frequently request sustainability reports to verify adherence.

Our supplier selection process is based on stringent criteria, including product quality, consistent and

reliable service, and strong environmental, social, and governance (ESG) performance. To further reinforce our sustainable procurement strategy, we prioritize geographical proximity to minimize transport-related emissions and costs. We have set a target to source at least 80% of our supplies locally across the Group.

This approach reflects our dedication to building a sustainable, values-driven supply chain aligned with global best practices. The responsibility for managing procurement practices within each Goodpack company lies with the respective Purchase Manager.

Proportion of spending on local suppliers

Goodpack Group recognizes the critical role procurement plays in advancing sustainability, supporting regional economies, and minimizing environmental impacts. In line with our responsible sourcing strategy, we prioritize engaging local suppliers across our operations. This approach not only contributes to the resilience and agility of our supply chain but also fosters economic development within the regions where we operate.

To assess and disclose our performance with respect to

our sustainable supply chains, each company within the Group reports on the proportion of procurement spending directed toward local suppliers in relation to their significant operational locations. For consistency across the Group, we define local suppliers as those located within a 1,000-kilometer radius from the facility where the products or services are used. Significant locations of operation are defined based on the importance of the goods procured—specifically, main raw materials or, in the case of Opakovka BG, trading goods and main raw materials.



In 2024, **91%** of the procurement budget for significant operations at Goodpack Romania was spent on local suppliers. This high proportion reflects a strong alignment with our sustainability goals and underscores the company's emphasis on regional sourcing for main raw materials used in its operations. This not only supports nearby economies but also helps reduce transportation distances and associated emissions.



Teda Pack reported that **69.87%** of its procurement budget for significant operational needs was spent on local suppliers in 2024. The company applies the same geographic criterion for defining local suppliers—within 1,000 kilometers of the point of use—and focuses on sourcing main raw materials. While there remains room for improvement, this level of local engagement demonstrates a solid foundation for further localization of procurement in future years.



Opakovka BG achieved a local procurement rate of **90.69%** for its significant purchases, which include both trading goods and main raw materials. This figure reflects a robust local sourcing strategy that aligns with both the Group's environmental objectives and Opakovka BG's commitment to strengthening supplier relationships within the region.



Group-wide commitment to Local Procurement

Across all three companies—Goodpack Romania, Teda Pack, and Opakovka BG—the consistent use of a 1,000 km geographical threshold for defining “local” enables harmonized measurement and comparability of performance. The Group continues to promote local supplier engagement as a key component of its sustainable procurement policy, recognizing the social, economic, and environmental value it delivers.

Going forward, the Goodpack Group will explore opportunities to increase the proportion of local spending across all entities, while maintaining high standards for quality, cost-efficiency, and environmental responsibility. This commitment is part of our broader goal to build a more resilient, inclusive, and sustainable supply chain.

Supplier Code of Conduct

At Goodpack, we’ve developed a comprehensive vendor policy that includes our Code of Conduct for business partners. This policy reflects our commitment to responsible and sustainable sourcing, applying to all our suppliers, consultants, distributors, and other third parties who work with us. By implementing this policy, we ensure consistency in ethical business practices throughout our supply chain.

We’ve structured our Supplier Code of Conduct around three key pillars: Social Principles, Environmental Principles, and Ethical Principles. These align with international standards, including the Core Conventions of the International Labor Organization (ILO) and the United Nations Sustainable Development Goals (SDGs). Through this alignment, we demonstrate our dedication to fostering fair, sustainable, and ethical relationships with our business partners.

In our Social Principles, we place strong emphasis on human rights. We prohibit child labor and forced labor and actively promote non-discrimination and equal opportunities. We’ve also set clear expectations for occupational health and safety, freedom of association, working hours, and fair wages.

Our Environmental Principles reflect our vision to become a circular economy leader in the packaging manufacturing sector. We expect our business partners to work towards minimizing energy consumption, utilizing renewable energy sources, and optimizing product packaging through eco-conception. Additionally, we require our partners to manage water consumption, reduce waste streams, and implement measures to address climate change and greenhouse gas emissions.

Our Ethical Principles cover areas such as business partner selection, conflict of interest management, anti-corruption practices, and fair competition. By setting clear expectations in these areas, we aim to maintain the highest standards of integrity and compliance throughout our operations and supply chain.

We’ve classified all requirements related to the three principle pillars as either “Urgent” or “Important,” with specific implementation timelines, showcasing our commitment to continuous improvement in our supply chain.

To ensure adherence to these principles, we’ve implemented a robust monitoring and enforcement mechanism. We reserve the right to audit our business partners’ manufacturing and warehousing sites, company records, and production processes. If we identify breaches, we require our partners to engage in discussions with us and implement corrective actions within specified timeframes. We may terminate business relationships if issues are not addressed satisfactorily.

Our partners’ transparency and continuous improvements are also of great importance to us. We therefore encourage our business partners to provide regular updates on their sustainability performance using widely accepted standards such as GRI or EcoVadis. Through this approach, we not only ensure compliance but also promote a culture of ongoing development and shared responsibility for sustainable business practices throughout our supply chain.

Supplier Due Diligence

At Goodpack, we extend our anti-corruption practices to encompass our business partners, including consultants, contractors, agents, vendors, distributors, and other third parties acting on our behalf. We recognize that we can be held accountable for violations committed by these business partners, and therefore, we take proactive measures to mitigate risks.

Before entering into or renewing relationships with third parties, we conduct rigorous due diligence. Our process includes collecting comprehensive information about potential business partners, including their officers, directors, and beneficial owners, as well as verifying their culture and business practices.

Prior to finalizing any business agreement with us, we require our business partners to certify that they will comply with anti-corruption laws and meet our high standards for ethical business conduct. At Goodpack, we strictly prohibit offering, promising, or authorizing any payment, fee, or benefit to business partners if there's suspicion it might be passed on to a public official or any other person to improperly obtain or retain business.

Trade compliance

In the sphere of trade compliance, we at Goodpack have implemented a dedicated Trade Compliance Policy. This policy reflects our unwavering commitment to observing all applicable economic sanctions laws and regulations. Given our global presence in the packaging manufacturing industry, where international trade regulations can significantly impact our operations, we recognize the paramount importance of robust trade compliance measures.

Our Trade Compliance Policy outlines precise protocols for conducting business with potentially sanctioned countries, entities, or individuals. We conduct thorough screenings of our business partners and transactions against various sanctions lists. Furthermore, we maintain meticulous records of all transactions and audits that may involve applicable economic sanctions laws for a minimum of five years. Through this diligent approach, we navigate the complexities of international trade regulations and mitigate risks associated with sanctions violations.



5. GRI INDEX TABLE

Statement of use	Goodpack SARL has reported the information cited in this GRI content index for the period 1st January 2024 - 31st December 2024 in accordance with the GRI Standards.			
GRI 1 used	GRI 1: Foundation 2021			
Material Topic	GRI Standard	Section	Page	Comment
Mandatory General Disclosures GRI 2	GRI 2-1 Organizational details	About the report	6	
	GRI 2-2 Entities included in the organization's sustainability reporting	About the report	6	
	GRI 2-3 Reporting period, frequency and contact point	About the report	6	
	GRI 2-4 Restatements of information	-	-	No restatements were made as it is first year reporting.
	GRI 2-5 External assurance	-	-	The report is not externally assured.
	GRI 2-6 Activities, value chain and other business relationships	About Goodpack and its subsidiaries	7	
	GRI 2-7 Employees	About Goodpack and its subsidiaries	7	There were no significant fluctuations in the reporting period.
	GRI 2-8 Workers who are not employees	-	-	Not applicable. No such types workers.
	GRI 2-9 Governance structure and composition	About Goodpack and its subsidiaries	7	
	GRI 2-10 Nomination and selection of the highest governance body	About Goodpack and its subsidiaries	7	
	GRI 2-11 Chair of the highest governance body	About Goodpack and its subsidiaries	7	
	GRI 2-12 Role of the highest governance body in overseeing the management of impacts	About Goodpack and its subsidiaries	7	
	GRI 2-13 Delegation of responsibility for managing impacts	About Goodpack and its subsidiaries	7	
	GRI 2-14 Role of the highest governance body in sustainability reporting	About Goodpack and its subsidiaries	7	
	GRI 2-15 Conflicts of interest	Corporate Governance and Ethical Conduct	38	

Material Topic	GRI Standard	Section	Page	Comment
	GRI 2-16 Communication of critical concerns	Corporate Governance and Ethical Conduct	38	
	GRI 2-17 Collective knowledge of the highest governance body	About Goodpack and its subsidiaries	7	
	GRI 2-18 Evaluation of the performance of the highest governance body	-	-	Not applicable. Goodpack is currently in the process of developing and integrating ESG-related KPIs in the remuneration of highest governance body.
	GRI 2-19 Remuneration policies	-	-	Information is confidential
	GRI 2-20 Processes to determine remuneration	-	-	Information is confidential
	GRI 2-21 Annual total compensation ratio	-	-	Information is confidential
	GRI 2-22 Statement on sustainable development strategy	Foreword from the CEO	4	
	GRI 2-23 Policy commitments	Corporate governance and ethical conduct	38	
	GRI 2-24 Embedding policy commitments	About Goodpack and its subsidiaries	7	
	GRI 2-25 Processes to remediate negative impact	Corporate governance and ethical conduct	38	
	GRI 2-26 Mechanisms for seeking advice and raising concerns	Corporate governance and ethical conduct	38	
	GRI 2-27 Compliance with laws and regulations	Corporate Governance and Ethical Conduct	38	
	GRI 2-28 Membership in associations	About Goodpack and its subsidiaries	7	
	GRI 2-29 Approach to stakeholder engagement	Stakeholder identification and engagement	15	
	GRI 2-30 Collective bargaining agreements	-	-	Information is not applicable.
GRI 3	GRI 3-1 Process to determine material topics	Materiality assessment and material topics	17	
	GRI 3-2 List of material topics	Materiality assessment and material topics	17	



GRI Topical Standards

Material Topic	Topic-Specific Standard	Section	Page	Comment
ENVIRONMENTAL TOPICS				
Use of Materials and Product Recyclability	GRI 301 Materials			
	3-3 Topic Management	Use of Materials and Product Recyclability	24	
	301-1 Materials used by weight or volume	Use of Materials and Product Recyclability	24	
	301-2 Recycled input materials used	Use of Materials and Product Recyclability	24	
	301-3 Reclaimed products and their packaging materials	-	-	Information is not available.
Energy Use	GRI 302 Energy		22	
	3-3 Topic Management	Energy Use and GHG Emissions	22	
	302-1 Energy consumption within the organization	Energy Use and GHG Emissions	22	
	302-2 Energy consumption outside the organization	-	-	Information is not available.
	302-3 Energy intensity	Energy Use and GHG Emissions	22	
	302-4 Reduction of energy consumption	-	-	Information is not available.
	302-5 Reductions in energy requirements of products and services	-	-	Information is not available.

GRI Topical Standards

Material Topic	Topic-Specific Standard	Section	Page	Comment
ENVIRONMENTAL TOPICS				
GHG Emissions	GRI 305 Emissions			
	3-3 Topic Management	Energy Use and GHG Emissions	22	
	305-1 Direct (Scope 1) GHG Emissions	Energy Use and GHG Emissions	22	
	305-2 Energy Indirect (Scope 2) GHG Emissions	Energy Use and GHG Emissions	22	
	305-3 Other indirect (Scope 3) GHG Emissions	-	-	Information is not available.
	305-4 GHG Emissions Intensity	-	-	Information is not available.
	305-5 Reduction of GHG Emissions	-	-	Information is not available.
	305-6 Emissions of ozone-depleting substances (ODS)	-	-	Information is not available.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-	Information is not available.
Waste Generation	GRI 306 Waste			
	3-3 Topic Management	Waste management	28	
	306-1 Waste generation and significant waste-related impacts	Waste management	28	
	306-2 Management of significant waste-related impacts	Waste management	28	
	306-3 Waste generated	Waste management	28	
	306-4 Waste diverted from disposal	Waste management	28	
	306-5 Waste directed to disposal	Waste management	28	



GRI Topical Standards

Material Topic	Topic-Specific Standard	Section	Page	Comment
SOCIAL TOPICS				
Employee Health and Safety	GRI 403 Occupational Health and Safety			
	3-3 Topic Management	Occupational health and safety	32	
	403-1 Occupational health and safety management system	Occupational health and safety	32	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety	32	
	403-3 Occupational health services	Occupational health and safety	32	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety	32	
	403-5 Worker training on occupational health and safety	Occupational health and safety	32	
	403-6 Promotion of worker health	Occupational health and safety	32	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety	32	
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety	32	
	403-9 Work-related injuries	Occupational health and safety	32	
	403-10 Work-related ill health	Occupational health and safety	32	

GRI Topical Standards

Material Topic	Topic-Specific Standard	Section	Page	Comment
SOCIAL TOPICS				
Employee Training and Development	GRI 404 Training & Education			
	3-3 Topic Management	Employee training and development	31	
	404-1 Average hours of training per year per employee	Employee training and development	31	
	404-2 Programs for upgrading employee skills and transition assistance programs	-	-	Information is not available.
	404-3 Percentage of employees receiving regular performance and career development reviews	-	-	Information is not available.
Diversity, Equity, and Inclusion (DEI) and Anti-discrimination Practices	GRI 405 Diversity and Equal Opportunity			
	3-3 Topic Management	Diversity and inclusion	30	
	405-1 Diversity of governance bodies and employees	Diversity and inclusion	30	
	405-2 Ratio of basic salary and remuneration of women to men	-	-	Information is currently not available. Goodpack provides equal pay for equal positions regardless of gender.
	GRI 406 Discrimination			
	3-3 Topic management	Diversity and inclusion	30	
	406-1 Incidents of discrimination and corrective actions taken	Diversity and inclusion	30	



GRI Topical Standards

Material Topic	Topic-Specific Standard	Section	Page	Comment
SOCIAL TOPICS				
Community Engagement	GRI 413 Local communities			
	3-3 Topic Management	Local communities	37	
	413-1 Operations with local community engagement, impact assessment, and development programs	Local communities	37	
	413-2 Operations with significant actual and potential negative impacts on local communities	-	-	Not applicable. We have conducted a due diligence assessment and are pleased to report that no operations with significant actual or potential negative impacts have been identified.
Consumer Safety and Product Responsibility	GRI 416: Customer Health and Safety 2016			
	3-3 Topic Management	Consumer Health & Safety	34	
	416-1 Assessment of the health and safety impacts of product and service categories	Consumer Health & Safety	34	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Consumer Health & Safety	34	

Material Topic	Topic-Specific Standard	Section	Page	Comment
GOVERNANCE TOPICS				
Economic Performance and Contribution	GRI 201 Economic performance			
	3-3 Topic Management	Economic performance and contribution	41	
	201-1 Direct economic value generated and distributed	Economic performance and contribution	41	
	201-2 Financial implications and other risks and opportunities due to climate change	-	-	Information not available.
	201-3 Defined benefit plan obligations and other retirement plans	Diversity and inclusion	30	
	201-4 Financial assistance received from government	-	-	In the reporting year 2024, Goodpack did not receive any financial assistance from government entities.
Sustainable Procurement and Supply Chain Management	GRI 204: Procurement Practices 2016			
	3-3 Topic Management	Sustainable supply chains	42	
	204-1 Proportion of spending on local suppliers	Sustainable supply chains	42	
Corporate Governance and Ethical Conduct	GRI 205 Anti-corruption			
	3-3 Topic Management	Corporate Governance and Ethical Conduct	38	
	205-1 Operations assessed for risks related to corruption	-	-	Not applicable. No such assessments have been performed.
	205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance and Ethical Conduct	38	
	205-3 Confirmed incidents of corruption and action taken	Corporate Governance and Ethical Conduct	38	



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