Royal LC Packaging

Sustainability Report 2025

www.lcpackaging.com

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Message from the CEO

Dear reader,

Sustainability is not a matter of goodwill, but a strategic necessity. It is no longer about the question of what if we do, but rather *what if we don't*. In a world where disruptions in global value chains are becoming the norm, companies must adapt to ensure availability and continuity. Where for a long time the focus lay on just-in-time delivery, today the keyword is '**availability**'. This requires flexibility, resilience and a long-term perspective.

Royal LC Packaging is built on a strong and resilient foundation. As a financially healthy company, we benefit from a long-standing approach of reinvesting in our business, enabling us to grow and adapt over more than a century. Throughout this journey, our core values **committed**, **reliable** and **loyal**, have remained central.

We invest in the wellbeing of our employees, resulting in a stable and engaged workforce. Our relationships with customers are built on openness and trust, supporting the continuity of their operations as well as our own. At the same time, our close and long-term collaboration with production partners ensures consistent quality, compliance and a reliable supply chain.

At the same time, we recognise that in more challenging times, it is not always easy to continue investing at the same pace and to consistently stay on track towards our long-term ambitions. This is also reflected in this year's report.

Today, **24%** of our company's turnover comes from circular packaging (compared to 25% in 2024), emissions in our value chain have been reduced by **12.2%** compared to 2021 (versus 20.9% in 2024), and **46.6%** of our key production partners' employees earned a living wage in 2025, rather than the often much lower legal minimum wage. The decrease in emission reduction is partly the result of increased sales volumes, but it also highlights that in the coming years we need to intensify our efforts to stay on track towards our targets.

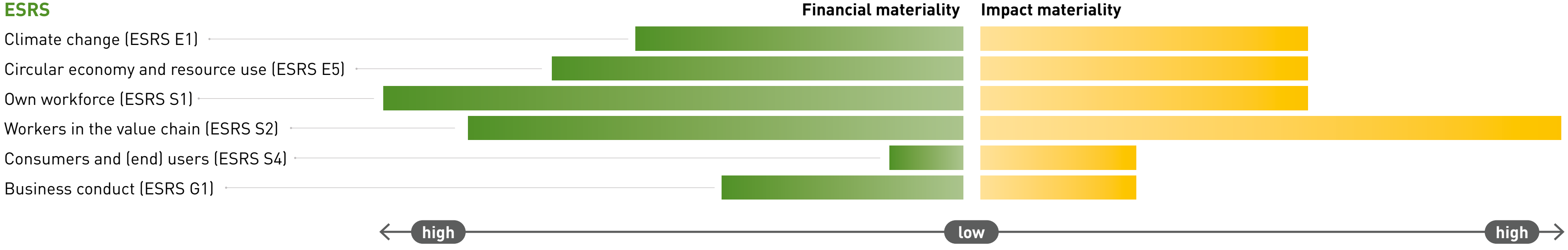
In this Sustainability Report, we look back on the fourth year in our journey to **become a leader in sustainable packaging**: the policies and targets we set and the actions we took, and as always, we present to you a transparent and honest overview of our results in alignment with the Corporate Sustainability Reporting Directive (CSRD). For the first time, this report also includes Bluepack ApS, following LC Packaging's acquisition of full ownership in 2025.

Please enjoy reading!

I hope you will join us on our journey.

Lucas Lammers
CEO Royal LC Packaging
LinkedIn

Material topics categorised under the European Sustainability Reporting Standards (ESRS)



About Royal LC Packaging

(ESRS 2)

DR SBM 1

Royal LC Packaging (LC Packaging) is a family-owned company that has been active in the packaging industry for four generations. CEO Lucas Lammers' great-grandfather started the company in 1923, when its sole activities were the purchase, reconditioning and distribution of (second-hand) jute bags. Over the years, our range of services and knowledge have expanded considerably and today, we specialise in high quality flexible packaging solutions for the safe, reliable and protective transportation of (dry) bulk goods. In 2023, LC Packaging received the predicate 'Royal', granted by His Majesty King Willem-Alexander, King of the Netherlands.

LC Packaging operates 22 offices, 2 production facilities (50% joint ventures), and many warehouses in 15 countries in Africa, Asia, Europe and North America. Headquarters are based in Waddinxveen, the Netherlands.

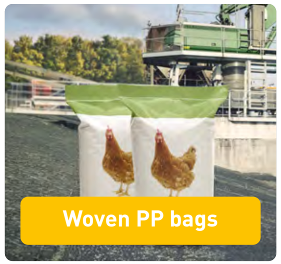
Products and Services

As a producer and distributor of flexible transport packaging, LC Packaging covers a wide range of products, placed into the following product categories:

- Big bags (FIBCs)
- Cardboard packaging
- Jute bags
- Net bags
- Woven PP bags
- Paper bags
- Technical textiles

Additionally, LC Packaging offers a reconditioning service (reuse) for its big bags under the umbrella of WorldBag BV.

In 2025 LC Packaging expanded its portfolio with the introduction of the FlexiBox, an innovative solution for the efficient sorting, storage and transport of bulk goods.



Geographical areas where our products and services are offered

Region	FIBC	Net bags	WPP bags	Jute bags	Cardboard packaging	Paper bags	Technical textiles	Warehousing	Re-conditioning
North America	✓	✓	✓	✓	✗	✗	✗	✗	✗
Latin America	✓	✓	✓	✓	✗	✗	✗	✗	✗
Asia Pacific	✓	✓	✓	✓	✗	✗	✗	✓	✗
Europe	✓	✓	✓	✓	✓	✓	✓	✓	✓
Middle-East	✓	✓	✓	✓	✗	✗	✗	✗	✗
Africa	✓	✓	✓	✓	✗	✗	✗	✓	✗

Business model

LC Packaging's business model is summarised as follows:

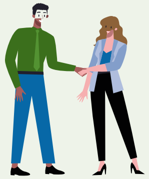
Our core values

Committed

Reliable

Loyal

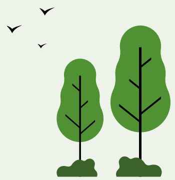
Our mission



Royal LC Packaging is **more than flexible packaging.** We are the **renowned partner** in **your supply chain.**

Our vision

Royal LC Packaging **contributes to a world without waste.**



Our resources

Nature capital
Human capital
Social capital
Manufactured capital
Financial capital

What we do

Manufacturing and distribution
Reconditioning
Innovation
Expertise

The value we create

Our 8 strengths:
Always near
Leading since 1923
Best people
Quality in packaging
Leader in sustainability
Innovative approach
Long-term partnership
Own production

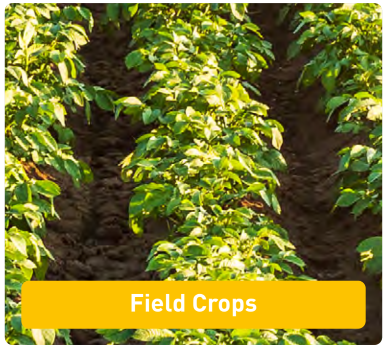
Value chain and markets

LC Packaging services customers producing or distributing dry (bulk) goods in a wide variety of industries, as shown in the graphic below.

As a producer and distributor of flexible transport packaging, our value chain is made up of raw material suppliers, packaging producers, including LC Packaging's joint venture production facilities, our sales and distribution locations, our customers and end-users, and end-of-life service providers, including our WorldBag reconditioning service. All throughout the chain, our operations are supported by logistics partners. Over the past four years, steps were taken towards the desired transition to the use of recycled plastics (rPP) as opposed to virgin material, and renewable plastics as opposed to fossil-based material.

LC Packaging provides packaging solutions for transportation, storage and retail and services many industries. From food, field crops, animal feed and pharmaceutics, to chemicals, mining and minerals, construction and post & parcel.


Food


Field Crops


Chemicals


Pharmaceuticals


Mining & Minerals


Construction


Disposal & Recycling


Animal nutrition


Fruit cultivation


Greenhouse crops


Horticulture


Forestry


Fish & Shellfish


Post & Parcel


Flood defence & public safety

Materiality
(ESRS 2, E1, E5, S1, S2, S4, G1)

DR SBM-3, IRO-1, E1-4, E1-9, E5-3, E5-6, S1-4, S1-5, S1-9, S1-10, S1-13, S1-14, S1-15, S1-16, S2-5, S4-4

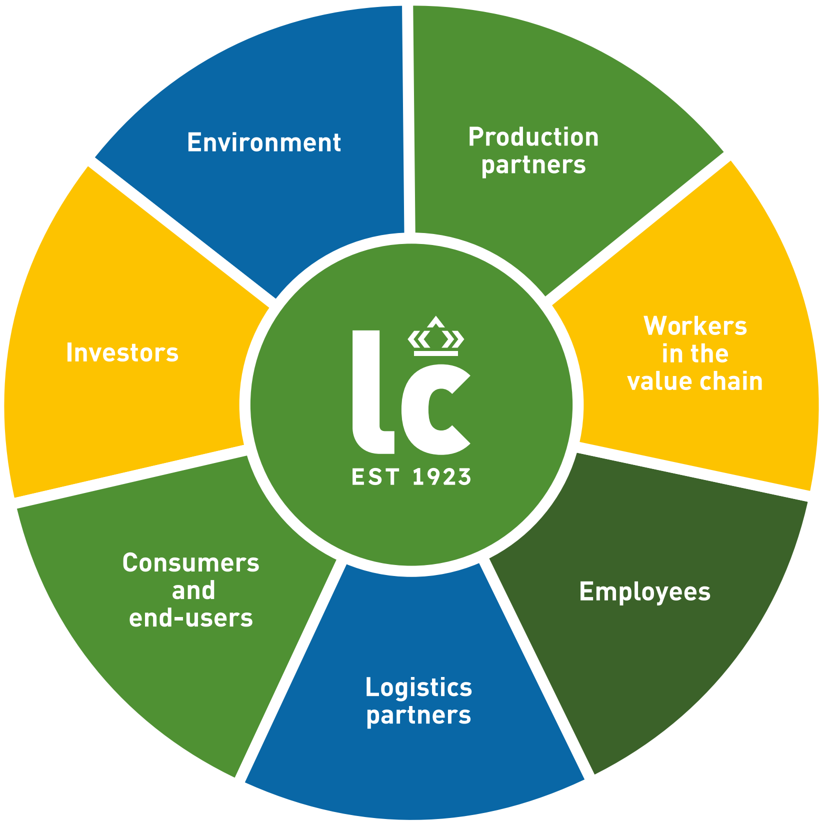
Double materiality analysis

In 2024, we conducted a Double Materiality Assessment (DMA) to determine the scope of sustainability reporting requirements applicable to us, pursuant to the EU Corporate Sustainability Reporting Directive (CSRD) and the related European Sustainability Reporting Standards (ESRS). We gained experience in conducting materiality assessment in line with GRI requirements and consider it a multi-stakeholder process, providing valuable insights for shaping and improving our strategy.

The DMA addresses both financial materiality (the impact of society on LC Packaging), as well as impact materiality (the impact of LC Packaging on society). We believe that the ESG topics identified have the greatest impact on business and the greatest level of concern to our stakeholders along our value chain, for instance, adequate wages in our value chain, and our customers' health & safety.

Next to conducting contextual research, an extensive **stakeholder survey** was sent out, and **in-depth interviews** have been conducted. The 60+ stakeholders who participated in the research represent a variety of affected stakeholder groups, namely: employees, workers in the value chain, production partners, logistics partners, consumers and end-users, investors, the environment and local communities. Additionally, to understand more on the material topics in the packaging industry, also peers in the industry have participated, for which we are very grateful.

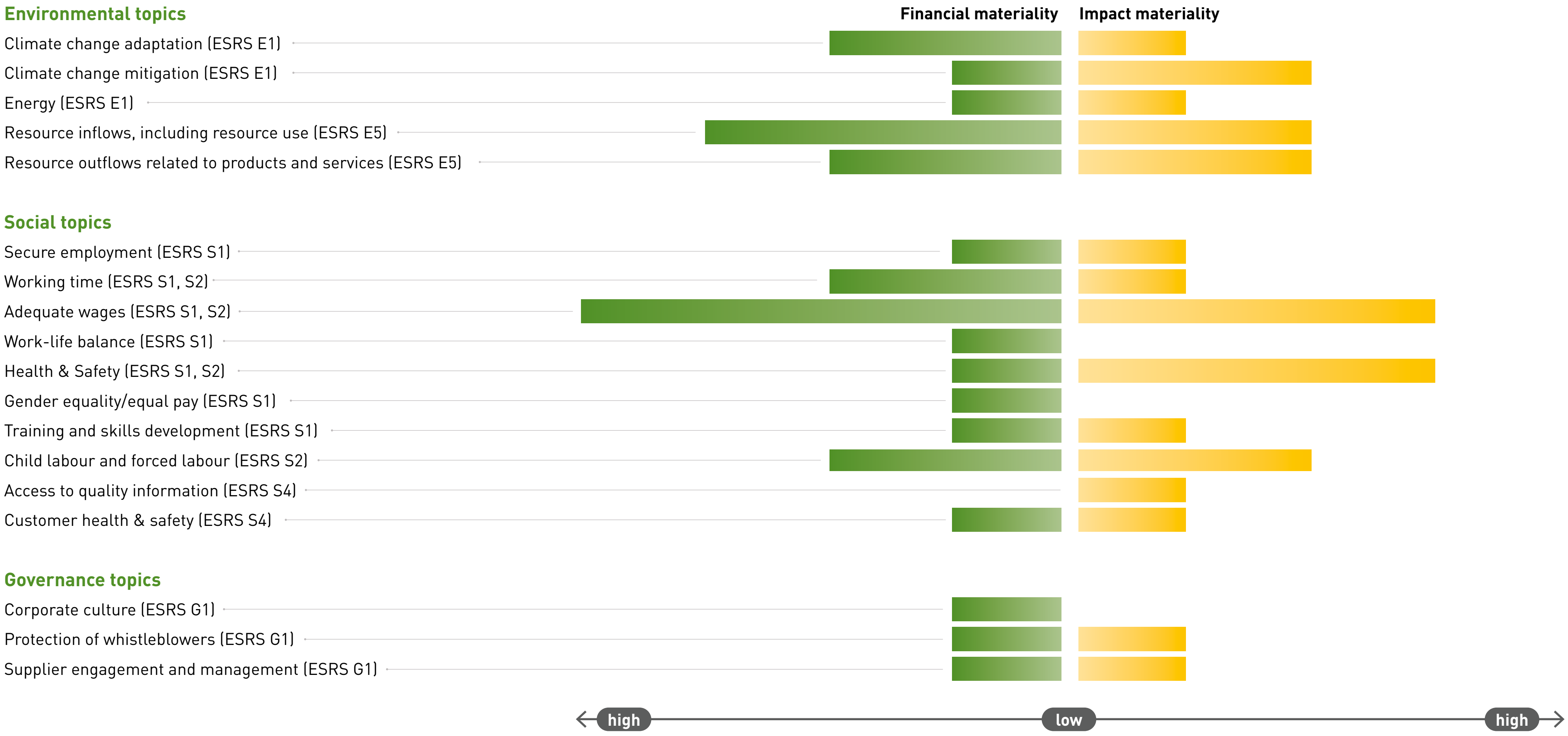
Affected stakeholder groups included in DMA



Material topics

Identified impacts were assessed on scale, scope, irremediability and likelihood, with severity taking precedence over likelihood. In practice, this means that potential impacts that could be difficult to remediate were always rated higher. Opportunities and threats were assessed on magnitude and likelihood.

Topics which are either assessed 'medium-high' or 'high' impact material, financial material or double material have been considered as 'material' for our company. The results were calibrated and approved by our Board of Directors.



Impacts, risks and opportunities

In line with 2024, for 2025, LC Packaging will report on topical standards ESRS E1 (Climate change), E5 (Resource use and the circular economy), S1 (Own workforce), S2 (Workers in the value chain), S4 (Consumers and end-users), and G1 (Business conduct). Furthermore, we will report on company-specific topics, such as living wages (Workers in the value chain), product quality (Consumers and end-users) and extensive reporting on circular economy criteria (Circular economy and resource use). Even though the topics E2 (Pollution), E3 (Water and marine resources), and E4 (Biodiversity) have not been identified as material topics today, they are discussed in this report.

The accompanying table provides an overview of material topics, policies, and related targets, along with the applicability in our value chain.

Legend

Time horizon	■□□□□ Short ■■□□□ Short-medium ■■■□□ Medium ■■■■□ Medium-long ■■■■■ Long
Value chain	▲□▽ Upstream △■▽ Own operations △□▼ Downstream

Climate change (E1)

Environmental	Material IROs	Description	Time horizon	Policies and statements	Value chain	Target/Policy KPI
Climate change adaptation	Negative impact	Potential negative impact on well-being of employees and workers in the value chain due to insufficient climate change adaptation measures.	■■■■□	Energy consumption and greenhouse gas emissions policy	▲■▽	Reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2021 base year and absolute scope 3 GHG emissions by 50% within the same timeframe. (SBTi validated)
	Risk	Risk of delays, scarcity of materials and increased costs raw materials and logistics costs, affecting product availability and pricing due to inadequate climate change readiness.	■■□□□		▲■▽	
	Risk	Risk of decrease in packaging demand and price driven purchasing decisions due to climate related disruptions in our customers' supply chains, affecting their costs and product availability.	■■□□□		△□▼	
Climate change mitigation	Negative impact	Negative impact on the environment due to Greenhouse gas emissions as a result of our own operations and value chain activities.	■■□□□	Energy consumption and greenhouse gas emissions policy Sustainable consumption policy	▲■▽	
	Opportunity	Opportunity to open new markets, increase demand and enhance market position and brand reputation through developing and offering low-carbon products and services.	■■□□□		△■▽	
Energy	Negative impact	Negative impact on the environment due to the use of fossil energy sources in own operations.	■■□□□	Energy consumption and greenhouse gas emissions policy	△■▽	
	Risk	Risk of increasing energy prices leading to increased operational costs and purchasing costs, due to dependency on fossil energy sources in own and suppliers' operations.	■■■■□		▲■▽	

Resource use and circular economy (E5)

Environmental	Material IROs	Description	Time horizon	Policies and statements	Value chain	Target/Policy KPI
Resource inflows, including resources use	Negative impact	Unsustainable resource inflows, e.g., single-use products made from virgin materials, and the use of non-renewable energy sources, negatively impacts the environment.	■■□□□	Sustainable consumption policy European Commission Sustainable consumption pledge Statement on packaging waste	▲■▽	Reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2021 base year and absolute scope 3 GHG emissions by 50% within the same timeframe. (SBTi validated) By 2030, at least 80% of turnover comes from packaging that delivers the circular economy (circular products and services) Have the Sustainable Consumption Awareness Training completed by at least 80% of employees.
	Positive impact	Sourcing of FSC-certified cardboard and paper and recycled content materials reduces environmental impact, and conserves natural resources.	■■□□□		▲■▽	
	Risk	Risk of operational disruption and increased costs due to non-compliance with regulations and taxes related to resource use, such as the EUDR and CBAM.	■■■■□		△■▼	
	Risk	Risk of resource scarcity, including scarcity of sustainable materials, and the dependency of our upstream value chain on these resources, poses a risk to profitability.	■■■■□		▲□▽	
	Opportunity	Opportunity to increase supply chain resilience and improve competitive advantage through implementing sustainable sourcing and resource management practices, and by adopting the production of valuable materials in own operations.	■■□□□		△■▽	
Resource outflows related to products and services	Negative impact	Significant resource outflows generated through distribution of non-circular products and services.	■■■■□	Sustainable consumption policy European Commission Sustainable consumption pledge Statement on packaging waste	△■▼	
	Positive impact	Contribution to the circular economy through products and services that enable customers to respond to the growing consumer demand for sustainable products.	■■□□□		△■▼	
	Risk	Risk of declining sales due failing to meet changing demands from customers and due to non-compliancy with regulations related to resource outflows, such as the PPWR.	■■■■□		△□▼	
	Opportunity	Opportunity to further grow business and reputation through further embedding circular economy practices across LC Packaging's value chain, which can further grow business and reputation.	■■□□□		△■▽	

Own workforce (S1)

Social	Material IROs	Description	Time horizon	Policies and statements	Value chain	Target/Policy KPI
Secure employment	Positive impact	Positive impact on employees with the provision of job security through permanent contracts.	■■□□□	Working conditions policy	△■▽	Have 100% of employees who received an employment contract.
	Risk	In the face of economic downturns, risk of increased labour costs, due to use of permanent contracts, potentially affecting competitiveness and profitability.	■■□□□			
Working time	Risk	Risk of loss of innovation power and profit due to inefficient time management and process inefficiency.	■■■■□	Working conditions policy	△■▽	
Adequate wages	Negative impact	Potential inadequate wages could impact employee wellbeing.	■■□□□	Working conditions policy	△■▽	Have 100% of employees to receive a living wage. Have 100% of employees being granted paid annual vacation.
	Risk	Risk of increased employee turnover and labour costs and operational disruptions due to the provision of inadequate or non-competitive wages.	■■■■□			
	Opportunity	Opportunity to attract and retain talent through competitive wages.	■■□□□			
Work-life balance	Opportunity	Opportunity to decrease labour costs and boost operational continuity through supporting employees in overcoming work-life balance related issues.	■■■□□	Working conditions policy	△■▽	
Employee health and safety	Negative impact	Potential health & safety incidents could affect employee well-being.	■■□□□	Employee occupational health and safety policy Working conditions policy	△■▽	Have an annual Lost Time Severity Rate below 0.1 Have an annual average of 2 hours of health & safety training per employee. Have the occupational health and safety awareness course completed by at least 80% of employees.

Own workforce (S1)

Social	Material IROs	Description	Time horizon	Policies and statements	Value chain	Target/Policy KPI
Gender equality/ equal pay	Risk	Risk of unequal pay leading to employee distrust, increased labour costs and legal costs.	■■■■□	Discrimination and Harassment policy	△■▽	Have zero reported incidents of discriminatory, intimidating, and harassing behaviour. Have an 80% (or higher) rate of employees who have received trainings on preventing discrimination, harassment and human rights violations.
Training and skills development	Positive impact	Positive impact on employees by providing fair opportunities to develop skills and realise full potential.	■■□□□	Performance and Career development policy Human rights policy	△■▽	Have 25% of management position filled by women by 2025.
	Opportunity	Opportunity to ensure more women in management, enhancing reputation and improving business results, through equal participation of women in leadership training programmes.	■■■■□			

Workers in the value chain (S2)

Social	Material IROs	Description	Time horizon	Policies and statements	Value chain	Target/Policy KPI
Working time	Positive impact	Positive impact associated with 8+2 hour introduced by key production partners on workers wellbeing.	■■□□□	Sustainable supply chain policy (Key) Production Partner Code of Conduct	▲□▽	
	Opportunity	Opportunity to enhance resilience and contribute to business continuity through supporting decent working hours in the value chain.	■■■■□			
Adequate wages	Negative impact	Inadequate wages negatively affects workers in the value.	■■□□□	Sustainable supply chain policy (Key) Production Partner Code of Conduct	▲□▽	By 2030, 100% of our key production partners' employees earns at least a living wage. (living wage programme)
	Positive impact	LC Packaging's living wage programme positively impacts the wellbeing of workers in the value chain.	■■■■□			
	Risk	Risk of operational disruption and reputational damage due to Inadequate wages paid in the value chain.	■■□□□			
	Opportunity	Opportunity to enhance resilience, strengthen reputation and increase the social value of products and services through LC Packaging's living wage programme for key production partners.	■■■■□			
Health & Safety	Negative impact	Insufficient health and safety measures potentially affecting the health and safety of workers in the value chain.	■■□□□	Sustainable supply chain policy (Key) Production Partner Code of Conduct	▲□▽	
	Positive impact	Health insurance and medical plans introduced by key production partners positively impact workers' well-being.	■■□□□			
	Risk	Risk of operational disruption and reputational damage due to work-related health and safety incidents in the value chain as a result of insufficient health and safety measures.	■■□□□			

Workers in the value chain (S2)

Social	Material IROs	Description	Time horizon	Policies and statements	Value chain	Target/Policy KPI
Child labour and forced labour	Negative impact	Potential child and forced labour incidents resulting in breaches of human rights in the value chain.	■■□□□	Human rights policy Sustainable supply chain policy (Key) Production Partner Code of Conduct	▲□▽	Zero reported incidents on child labour and forced labour
	Positive impact	Positive impacts associated with measures implemented by key production partners to prevent child labour and forced labour in their operations and local communities.	■■□□□			
	Risk	Risk of reputational damage, loss of stakeholder trust and operational disruption due to actual or alleged reports of child labour or forced labour in our value chain.	■■□□□			
	Opportunity	Opportunity to protect brand reputation and increase the social value of our products and services by ensuring a child labour and forced labour free value chain.	■■■■□			

Consumers and (end) users (S4)

Social	Material IROs	Description	Time horizon	Policies and statements	Value chain	Target/Policy KPI
Access to quality information	Positive impact	Positive impact on both the environment and society due to providing customers with detailed, accurate ESG information related to products and services.	■■□□□	Marketing & labelling policy Anti-greenwashing policy	▲□▼	Zero incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications and product and service information and labelling 80% of (new) customer facing employees and contractors must be trained in greenwashing practices and how to avoid them before 2025
Customer health & safety	Negative impact	Potential negative impact on consumers and end-users because of safety and quality compliance of products and services.	■■□□□	Customer health & safety policy	△□▼	
	Risk	Risk of fines, legal costs and loss of stakeholder trust due to safety and quality incompliance.	■■□□□		▲■▽	

Business conduct (G1)	Governance	Material IROs	Description	Time horizon	Policies and statements	Value chain	Target/Policy KPI
	Corporate culture	Opportunity	Opportunity to ensure and maintain a loyal and motivated workforce, strong stakeholder relationships and reputation, by cultivating a strong corporate culture centred on business ethics and sustainability.	■■□□□	Business ethics policy Internal Code of Conduct	△■▽	Have an 80% (or higher) rate of employees received trainings on business ethics.
	Protection of whistleblowers	Negative impact	Potential negative impact on employees and other stakeholders, if the whistleblowing procedure is not followed up and communicated well enough.	■■□□□	Discrimination and Harassment Policy Whistleblowing procedure Malpractices reporting form	▲■▼	Have zero reported incidents of discriminatory, intimidating and harassing behaviour. Have an 80% (or higher) rate of employees received trainings on preventing discrimination, harassment and human rights violations.
		Risk	Risk of operational disruptions, employee dissatisfaction and reputation loss, if whistleblowing procedure is not followed up and communicated well enough.	■■□□□			
	Supplier engagement and management	Positive impact	Positive impact on both workers in the value chain and the environment through effective supplier engagement and management and sustainable sourcing practices.	■■□□□	Sustainable supply chain policy Sustainable consumption policy	▲□▼	By 2030, 100% of our key production partners' employees earns at least a living wage. (living wage programme)
		Opportunity	Opportunity to ensure and maintain business continuity and competitive advantage and drive innovation through effective supplier engagement and management.	■■□□□			

Policy overview

The scope of the below policies applies to employees, part-time workers, interns and contractors of Royal LC Packaging International B.V., its affiliates – including Bluepack ApS - and joint venture production facilities Dutch-Bangla Pack Ltd. (DBPL) and LC Shankar (LCSH), unless stated otherwise. For all our policies, a summary document is publicly available on our website: policies and statements: policies and statements.

Royal LC Packaging | **Policy overview**

ESG	Policy	Key content	Reference to relevant section
Environment	Energy and greenhouse gas consumption	The aim of this policy is to provide the necessary guidelines for sustainable energy consumption and the reduction of greenhouse gas emissions in LC Packaging's value chain. It specifies the objectives and measures the company takes in order to realise its ambition.	Climate change
	Materials, chemicals and waste	Pertinent information to both employees and management regarding hazardous materials and chemicals. This includes processes and procedures LC Packaging has in place on dealing with hazardous materials and chemicals aiming to minimise the risk of health & safety issues in the workplace due to exposure of hazardous substances and materials.	Pollution, water an biodiversity Resource use and circular economy
	Sustainable consumption	LC Packaging intends to not only ensure sustainable consumption in its operations but also to promote sustainable consumption towards its stakeholders. The aim of this policy is to increase the sustainability of consumption among employees, customers, and production partners.	Climate change Resource use and circular economy
	Water, biodiversity and local pollution	This policy aims at establishing, communicating and distributing LC Packaging's commitment to environmental protection regarding water usage, biodiversity and local pollution to all stakeholders involved. By means of this policy, LC Packaging strives to minimise the environmental impact in the field of water, biodiversity, and local livelihood protection.	Pollution, water and biodiversity
	Sustainable transportation	LC Packaging distributes quality packaging everywhere in the world. Due to the nature of its operations, transport forms a crucial part in our supply chain and throughout our operations. The aim of this policy is to provide the necessary guidelines to LC Packaging's employees to ensure more sustainable transportation of its products. It specifies the objectives and measures LC Packaging takes in order to realise its ambition to reduce emissions related to transportation.	Climate change

ESG	Policy	Key content	Reference to relevant section
Social	Discrimination and harassment	LC Packaging is committed to ensuring that all its employees are treated with dignity and respect, and that they treat others in the same way. The company believes that all colleagues have the right to work in an environment which is free from any form of discrimination, harassment, and/or bullying. This applies both in the workplace and outside the workplace in a work-related context, such as on business trips, customer or supplier events, or work-related social events. This policy provides information and guidelines regarding discrimination, harassment and bullying at LC Packaging, including an overview of objectives and measures regarding discrimination and harassment prevention.	Own workforce Business conduct
	Employee occupational health & safety	This policy outlines LC Packaging's commitment to providing a safe and healthy work environment for its employees. The purpose of this policy is for everyone associated with the company to know LC Packaging's health and safety aims and objectives and how they are achieved. This policy should help to create a safe working environment, protecting employees from potential injuries and health issues.	Own workforce
	Human rights	The purpose of this policy is to ensure that LC Packaging is not involved in any practices that are harming human rights, and to avoid situations in which the company cannot guarantee basic human rights. In addition, it is to inform all employees of the measures LC Packaging takes in order to ensure sufficient labour conditions, specifically regarding labour relations (social dialogue), child and forced labour, and human rights. Informing employees of the measures LC Packaging takes also provides them insights into the rights they have as employees with regard to labour practices.	Own workforce Workers in the value chain
	Performance and career management	The development of our staff is an essential business investment that enables LC Packaging to maintain and extend its employees' knowledge and skills as its business environment evolves. The company's motto when it comes to the development and preservation of our employees is: Don't waste talent! This policy seeks to balance the needs of employees for professional development, and the needs of the organisation for properly qualified staff. The purpose of this policy is to encourage and support employees in their professional and career development as part of their employment with the organisation.	Own workforce
	Working conditions	LC Packaging constantly strives to improve upon working conditions and support the employee's voice. LC Packaging strives to do this in a transparent and sustainable manner. Every year, it takes additional measures and tries to improve upon its current measures. The purpose of this policy is to communicate and set out LC Packaging objectives and measures towards all employees with regards to working conditions.	Own workforce
	Customer health & safety	LC Packaging is committed to produce and distribute consistent and sustained high quality, safe and effective packaging solutions to ensure the safety of our customers and their customers. We ensure all our practices and the final delivery of our products comply with all the health and safety requirements wherever in the world we operate. This policy contains our commitment to ensure the safety of our customers remain in the forefront of our operations.	Consumers and end-users

ESG	Policy	Key content	Reference to relevant section
Governance	Sustainable supply chain	To understand and manage the impact of its products and risks in its supply chain, LC Packaging has made sustainable sourcing an integral part of its procurement and supply chain management process. The aim of this policy is to provide the necessary guidelines for ensuring a sustainable supply chain. It specifies the objectives and measures LC Packaging takes in order to realise its ambition. This policy is in line with the company's 2030 Ambition sustainability strategy.	Resource use and circular economy Workers in the value chain Consumers and end-users
	Anti-greenwashing	Companies must be honest about sustainability in their communications and use clear, correct, and relevant sustainability claims to avoid "greenwashing". It is often difficult for consumers, companies, and other market actors to make sense of the many environmental claims, labels, and initiatives on the environmental performance of products and companies. This policy seeks to define and recognise greenwashing in its online and offline communications in order to prevent conveying a false impression or providing misleading information about the sustainability of LC Packaging's products and value chain.	Consumers and end-users
	Marketing and labelling	LC Packaging is committed to fair and responsible marketing and labelling of our packaging products. We aim to position and promote the LC brand in a reliable and transparent way and to provide information that helps our customers make informed purchasing decisions. The topic of sustainability is embedded in all of our strategic and operational marketing activities and includes the objective to communicate our sustainability ambitions and initiatives to our internal and external audiences. This is in line with the LC Packaging 2030 Ambition. This policy contains our commitment to ensure that the marketing and labelling of our products is organised in a consistent and transparent way, and that it results in zero incidents of non-compliance with applicable regulations and/or voluntary codes.	Consumers and end-users
	Business ethics	This policy is in place to set objectives, and measures to reach our objectives, for ethical conduct within the business operations of LC Packaging. In addition, it provides employees with guidelines on what actions they must follow and how they must behave. With such an overview, it not only gives all of our employees an understanding of our position regarding ethical practices, but also allows management to see if the controls are sufficient, and whether improvement is required.	Own workforce Business conduct
	Information security management	This policy addresses all our IT-related security objectives. These are supported by their corresponding measures. The document is a comprehensive guide for management and employees to understand our current information security measures as a whole. Its purpose is to inform about the current situation and oblige all individuals within the scope to comply to these standards. Within this document terms 'data' and 'information' will be used interchangeably.	Own workforce Consumers and end-users
	Sanctions	The Sanctions Policy set out below is designed to ensure that all employees of Royal LC Packaging International B.V. (LC Packaging) are treated fairly and consistently, to ensure the efficient and safe performance of work and to promote the maintenance of good relations between colleagues and between employees and their managers. Employees should familiarise themselves with, and abide by, the Sanctions Policy.	Business conduct

Stakeholder engagement

(ESRS 2, S4, G1)

DR SBM-2, S4-2, G1-5

In addition to the DMA process, where we specifically consult affected stakeholders regarding inputs to the materiality assessment, our key stakeholders are involved, consulted and informed throughout the year and in the process of achieving our goals. We have outlined our most important stakeholders, the type of engagement, and their involvement in our material topics and related goals and initiatives in the table below.

Royal LC Packaging | **Stakeholder engagement**

Stakeholder group	Stakeholders	Type of engagement	Results
Employees	Individual employees Management team Contractors	Regular meetings across all levels Information sessions and webinars Interactive sessions and workshops Regular updates via internal communications platform Biannual employee surveys (Flow) Employee development process Objectives and KPIs	Engaged and informed employees Action plans, policies and policy updates, offering attractive employment and career paths Fostering skill development, talent and experience
Workers in the value chain	Individual workers Works councils Unions	Meetings with workers or worker representatives during factory site visits	Insights in labour conditions, benefits and challenges for workers in our value chain, defining social standards in (Key) Supplier Code of Conducts.
Production partners	(Key) Production Partners Material partners (Recyclers)	(At least) biannual meetings Supplier development activities (e.g., topics training and presentations) Living Wage Programme Circular economy and climate programme Selection and assessment process (certificates, SAQ, Audits and site visits) Annual reporting on progress	Signed (Key) Production Partner Code of Conducts Production Partner commitment towards a scope 1 and 2 50% emission reduction and implementation of living wages by 2030 Joined product innovation projects

Stakeholder group	Stakeholders	Type of engagement	Results
Logistics partners	Freight forwarders Local transport partners	At least annual meetings Supplier development activities Annual reporting on progress	Signed Code of Conduct for Logistic Partners Logistics Partner commitment towards scope 1 and 2 emission reduction
Chain partners (*), NGOs and communities	IDH - Sustainable Trade Initiative Woord & Daad Foundation AMDA Foundation Wilderness Foundation Sri Lankan Hope for Children	Topical meetings Multistakeholder projects Research projects Circular and social investment projects Jointly driving and promoting action on material topics LC Supports Foundation	Living Wage Programme for production partners and workers in the value chain Feasibility research for community and supply chain development projects Financial/educational support to children and youngsters in developing countries
Customers	Producers/growers and traders of dry bulk goods	Regular engagement dialogue Topical meetings Education, training and awareness sessions Strategic partnerships Communication via multiple (social) channels	Product and service developments Lifecycle analysis of products Social and environmental value propositions
Financers	Shareholders Banking institutions ESG financers and grant providers	Regular meetings on (ESG) developments and investments Annual reporting and communication on progress Sharing best practices and participation in internal and external events (e.g., roadshow).	Capacity development and operational expansion Product development and innovation Lifecycle research
Governments and regulatory bodies	European Commission Local governments Embassies	Advisory meetings and guidance Interactions via lobby initiatives, such as NEW ERA Joint pledges and communications	Signee of the European Commission Sustainable Consumption Pledge Defined urgency and materiality of sustainability topics, including validated science based emission reduction targets in line with Paris agreement Risk based approach and regulatory compliance License to operate and entrance to (new) markets
(Industry) groups and initiatives	MVO Nederland UN Global Compact EcoVadis Sedex (E)FIBCA	Regular interactions Peer-to-peer learning through community of practices and accelerator programmes Circular economy working group Assessment programmes Annual ESG events	LC Packaging's 2030 Ambition Strategy Design for closed loop recycling industry guidelines Industry ESG benchmark: EcoVadis Platinum Rating Detailed supplier data and risk assessment on ESG topics Regulatory compliance in line with new and upcoming EU legislation, such as the CSRD, CSDDD and PPWR

* Chain partners: Partners who were not directly at the cradle of our sustainability strategy, but have gradually stepped in and make an important contribution to achieving our goals and those of the supply chain.

Sustainability strategy

(ESRS 2)

DR SBM-1

2030 Ambition

In June 2022, Royal LC Packaging launched its 2030 Ambition and decided to embed sustainability into its core business and embrace our **Vision: Contribute to a world without waste**.

We aim to add value to society by protecting valuable goods from going to waste during storage and transportation, and by eliminating packaging waste. We want to work in such a way we do not limit the next generation in the choices they want to make and the resources they have available. **We want to be a leader in sustainable packaging**, and we have set ourselves three ambitious goals we aim to achieve by 2030.

These goals contribute to the **United Nations Global Agenda for Sustainable development**, and increase the social and environmental value of our packaging.

Read more on our 2030 Ambition

Living wage

100% of key 'production partners' employees earn at least a **living wage**

More on living wage goal

Circularity

At least 80% of turnover comes from packaging that delivers the **circular economy**

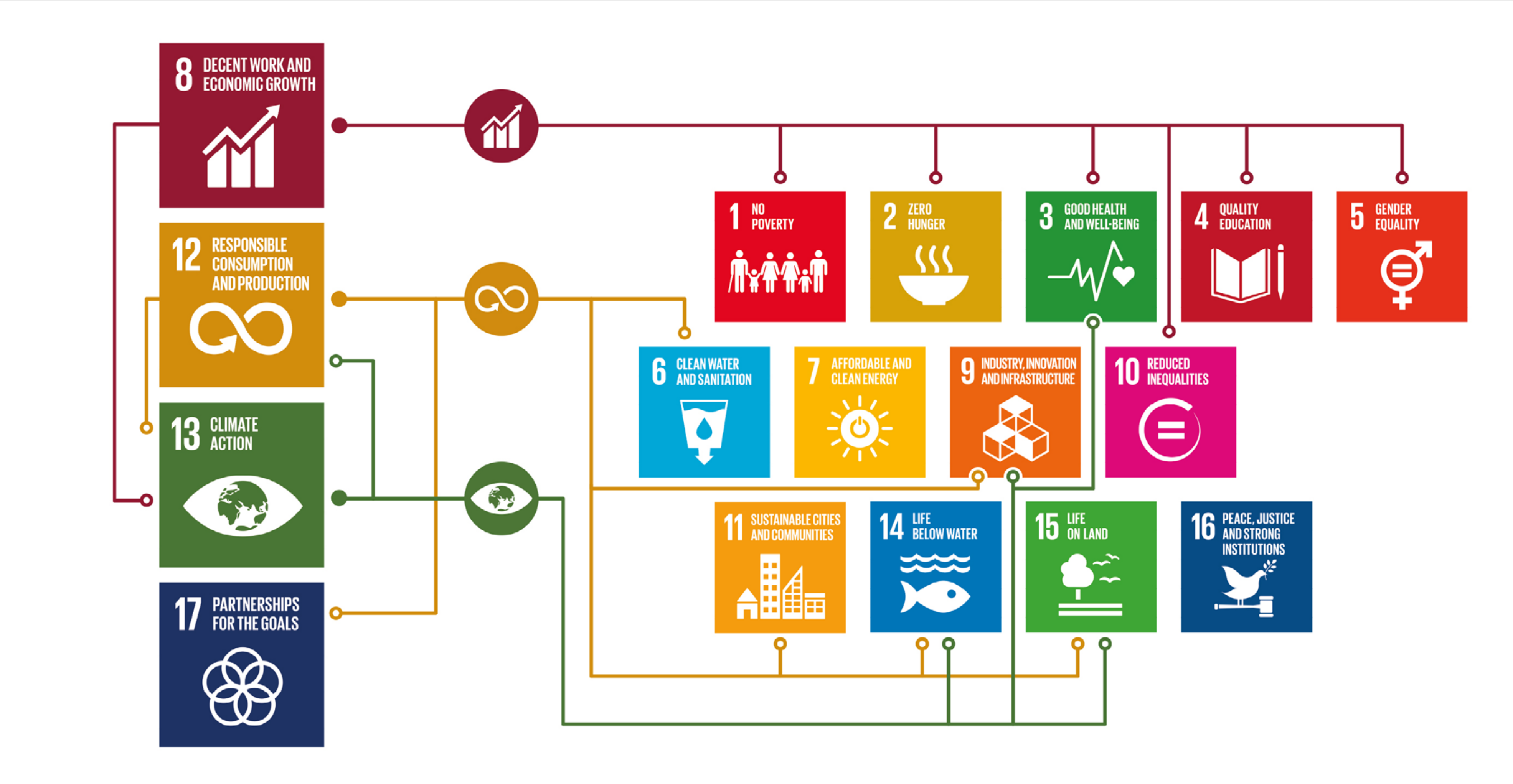
More on circular economy goal

Climate action

50% **emissions reduction** from our value chain

More on climate action goal

SDG Mapping based on SDG Ambition Benchmark Reference Sheets

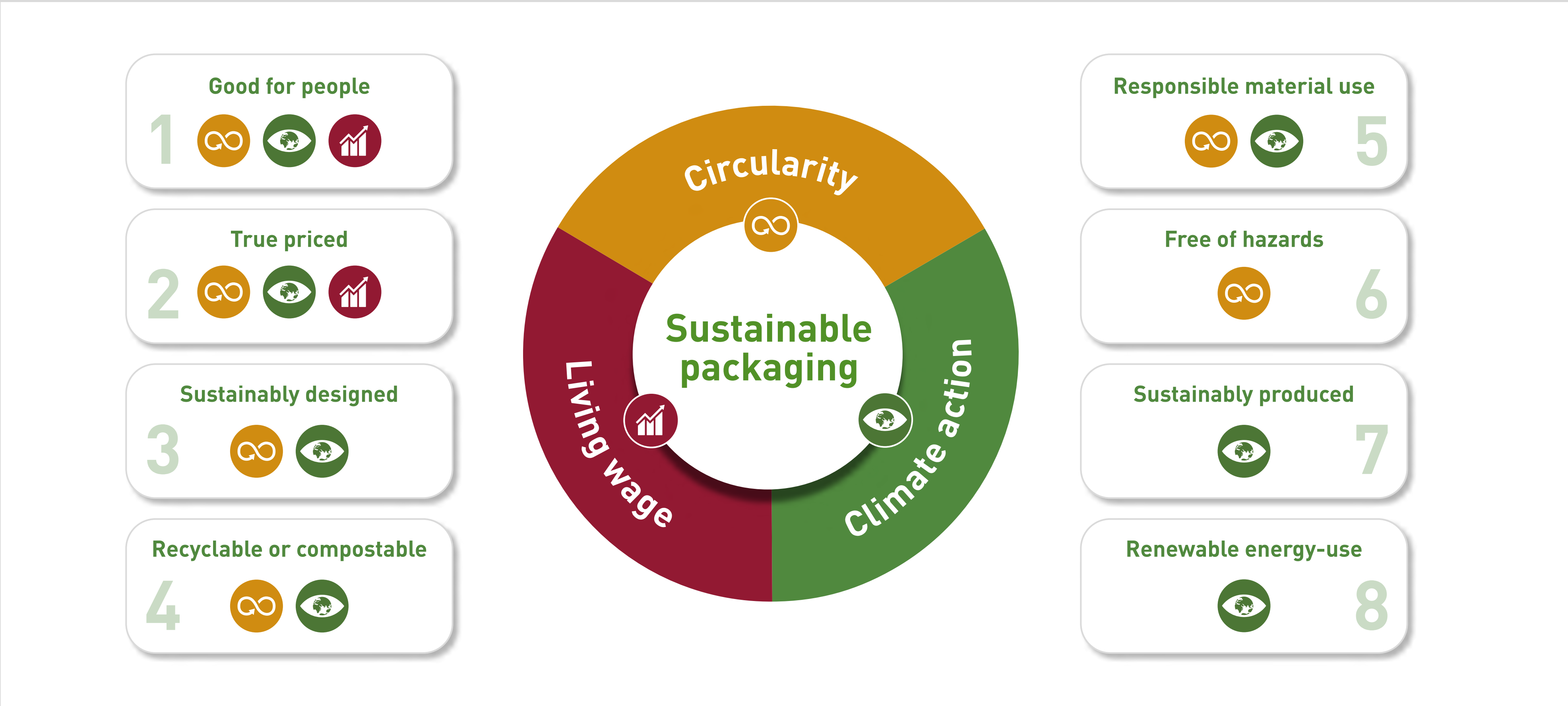


Approach

LC Packaging has defined a three-step plan to become a **leader in sustainable packaging:**

- Meet all sustainable packaging criteria defined by the Sustainable Packaging Coalition in 2011. By achieving our three ambitious goals for 2030, we believe we can meet all sustainable packaging criteria.
- Foster collaboration to initiate a sustainable transition.
- Ensure recognition by the highest ranked institutions and our stakeholders to prove and justify our achievements.

Read more on our 2030 Ambition and our three-stap plan to achieve our goals.



Market position

Royal LC Packaging (LC Packaging) has conducted a competitor analysis based on sustainability topics. Based on available market knowledge, we can conclude that LC Packaging is a frontrunner in the plastics and jute flexible packaging industry, and the only producer and distributor that has set a goal for achieving a **living wage** in its value chain. In the cardboard packaging industry, we find multiple peers.

As a result of announced EU legislation, such as the PPWR, plastic taxes, EPR schemes and other emerging incentives, peers in the industry who produce or distribute (plastic) transport packaging do have circular topics on the agenda, such as the use of recycled-content materials, reuse, and the recyclability of the packaging. However, to our knowledge, in terms of the topics **'circular economy'** and **'emission reduction'**, LC Packaging has set the most ambitious goals in the flexible transport packaging industry.

In general, LC Packaging is considered 'a leader in sustainability' in its industry, as we have achieved an EcoVadis Platinum rating for the fifth time.

More on our EcoVadis Platinum Rating

An overview of our results

EcoVadis 2025

PLATINUM Top 1%
ecovadis
Sustainability Rating
OCT 2025

Good governance
(ESRS 2)

DR GOV-1, GOV-2, GOV-3

Governance is about making sure we live up to the standards we set as a company. Royal LC Packaging (LC Packaging) believes that good corporate governance and ethical conduct are essential for lasting and sustainable success.

LC Packaging's **business conduct** and corporate strategy are founded on its values – committed, reliable and loyal – and its vision, 'Contribute to a world without waste'. They shape and embody the philosophy and spirit of the company in its daily work for the benefit of its stakeholders. LC Packaging's purpose expresses the company's ambition and motivation to continually improve for the benefit of the environment and society, and with that our company and employees, our partners and our customers.

- LC Packaging's core values have been translated into a set of standards for ethical conduct and integrity. These standards are articulated in the Code of Conduct. The Code is binding for all employees worldwide and is an integral part of each employee contract. All employees are expected to sign for receipt and, in case of updates, sign for review.
- Our **Board of Directors is committed** to achieving our 2030 Ambition and acts as social and environmental ambassador.
- LC Packaging has appointed a dedicated **Director Corporate Affairs and Communications (CA&C)** to ensure focus on driving the sustainability strategy. This Director is among others responsible for the design, execution and achievement of Royal LC Packaging's environmental and social sustainability strategy and for ensuring future-proof decision making, economic viability and higher management alignment. The Director CA&C reports directly to the CEO and works in close cooperation with the Board of Directors and the Country Management team.
- The introduction of the 2030 Ambition brings extra work and responsibility for everyone at the company. Knowledge must be gained, and skills developed. In this respect, our HR department is of great importance. Since 2021, we have invested in additional **human resources** and brought in missing expertise in the areas of product innovation, circular economy, and data and reporting. In 2023, Royal LC Packaging appointed an HR Director.
- **Local sustainability representatives** are appointed for each affiliate and are responsible for translating global sustainability decisions into local actions towards achieving local KPIs, on-time and accurate reporting, and ensuring local commitment to the goals. These representatives are appointed by the local country management, to whom they are accountable, and are guided by the Director Corporate Affairs and Communications.
- The Board of Directors and Director Corporate Affairs and Communications are part of the **Steering Committee**, providing regular oversight, guidance, support and approval on sustainable product innovation projects, strategic decisions and budget allocation.
- **Social and environment performance standards** are implemented at an operational level. LC Packaging's sustainability goals are translated into goals per product category, and targets and KPIs per sales office, production facility, and support department, including KPIs on selling more sustainable packaging, leading the way towards more sustainable business practices. We have short-term objectives and long-term goals, to make sure that the necessary actions for this year, as well as the long-term vision, are clear.

- To incentivise sustainable behaviour and actions, and to underline the value Royal LC Packaging places on achieving our sustainability goals, the **Impact Objective** has been introduced. Starting in January 2023, employees set an annual objective – an individual performance standard – which directly contributes to achieving our company's sustainability goals. Achieving that objective is rewarded financially at the end of the year.

- Since 2022, we maintain an extensive dialogue with the vast majority of our employees, to **ensure employee commitment, engagement and involvement** at all levels of the organisation, to understand the many ways in which our employees can contribute to achieving sustainability ambitions, and to make sustainability tangible. The result is a series of sustainability contribution sheets for each business process (e.g., Sales, HR, Supply Chain, Logistics, Marketing etc), outlining how employees working in these business processes can contribute to achieving Royal LC Packaging's 2030 Ambition goals.

Environment

Climate change

Pollution, water and biodiversity

Resource use and circular economy

Climate change

(ESRS E1)

DR E1-1, E1-2, E1-3, E1-4, E1-5, E1-6

Royal LC Packaging (LC Packaging) has set itself the goal to reduce absolute scope 1 and 2 greenhouse gas emissions by **50%** by 2030, from base year 2021, and reduce scope 3 greenhouse gas emissions by **50%** within the same timeframe.

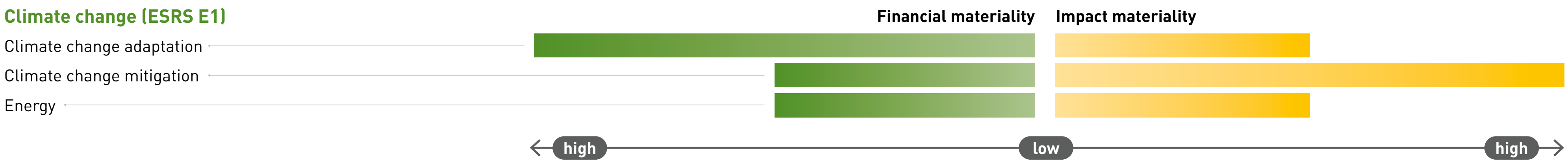
LC Packaging's emission reduction goal is validated by the Science Based Targets initiative (SBTi) and includes the company's full operations and value chain, which includes the direct (Scope 1) and indirect emissions (Scope 2 and 3) of all our sales offices and warehouses (consolidated), and our joint-venture FIBC production facilities in Bangladesh (Dutch-Bangla Pack) and South Africa (LC Shankar). Read more on our goal.

In 2025, a recalculation has been made for the previous years. In base year 2021, **376,992 t CO_2e** was emitted in LC Packaging's value chain. Meaning that by 2030, no more than **188,496 t CO_2e** may be emitted in our value chain.

As a result of our double materiality assessment, we identified the following material sub-topics related to climate change:
Related impacts, risks and opportunities are described in the Materiality chapter.

All objectives and measures related to the material topics are outlined in LC Packaging's 'Energy consumption and greenhouse gas emission policy'.

This chapter covers the process towards our goal in detail and is divided into the following sub-chapters:
- Greenhouse gas emissions
- Energy use



Greenhouse gas emissions

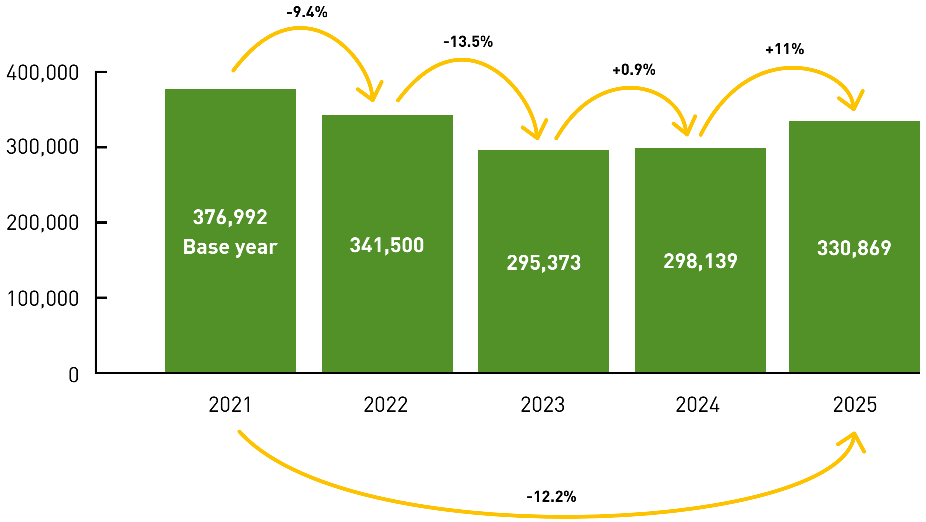
As described in the introduction of this chapter, LC Packaging has set the following SBTi validated emissions reduction goal:

Reduce absolute scope 1 and 2 greenhouse gas emissions by 50% by 2030, from base year 2021, and reduce scope 3 greenhouse gas emissions by 50% within the same timeframe.

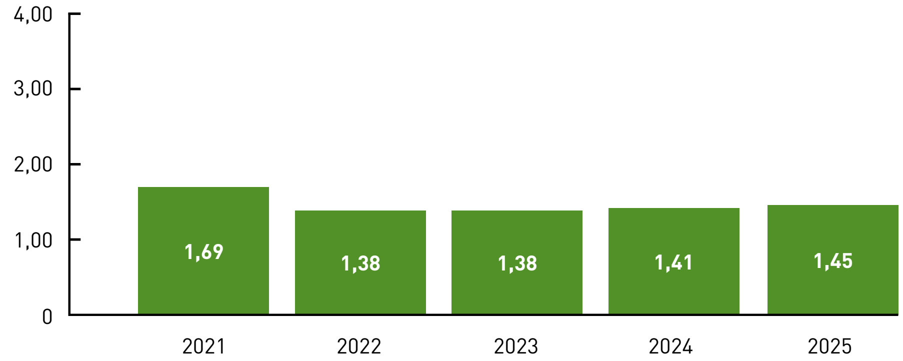
In **2025, 330,869 t CO_2e** was emitted in our value chain. This means a decrease of **12.2%** compared to base year 2021, and an increase of **11%** compared to 2024.

The accompanying diagrams show the total CO_2e emissions emitted in LC Packaging's value chain and the total greenhouse gas emissions per € 1,000 net turnover from 2021 base year onwards. The visual on the next page shows the results for 2024 and the progress on our emission reduction goal compared to 2021, divided into scope 1, 2 and 3 categories (direct and indirect emissions).

Total GHG emissions emitted in value chain



Total GHG emissions per € 1,000 net turnover



Greenhouse Gas Inventory 2025 | Breakdown of greenhouse gas emissions

In accordance with the Greenhouse Gas Protocol (GHG Protocol)

2025 Gross GHG emissions	Total GHG emissions/ € 1,000 net turnover	Gross Scope 1 GHG emissions	Gross Scope 2 GHG emissions (market based)	Gross Scope 3 GHG emissions
330,869 t CO_2e	1.45 t CO_2e	6,013 t CO_2e	3,706 t CO_2e	321,150 t CO_2e

Scope	Category	t CO_2e	% of total emissions	Progress compared to 2021 (%)
Scope 1 (Direct emissions)	Fuel use and refrigerants in activities	5,559	1.7	+0.1
	Vehicles (leased and company owned)	454	0.1	-33.9
Scope 2 (indirect emissions)	Purchased electricity for own use	3,706	1.1	+6.9
Scope 3 (indirect emissions)	Purchased goods and services	260,724	78.8	-9.7
	Fuel and energy related activities	1,124	0.3	-7.9
	Upstream transportation and distribution	8,668	2.6	+6.0
	Waste generated in operations	114	0.03	+40.7
	Business travel	214	0.06	+132.6
	End-of-life treatment of sold products	50,306	15.2	-27.0
Total		**330,869**	**100**	**-12,2**

Explanation: The calculations for the 2025 GHG Inventory are based on the Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard. The Scope 3 emissions are calculated in accordance with the guidelines of the GHG Protocol Standard, including at least the "minimum boundaries".

Results

A summary of the results in 2025:

- Emissions related to **'purchased goods and services'** decreased by **9.7%** compared to base year 2021, while emissions related to '**end-of-life of sold products**' decreased by **27.0%.** The reduction in purchased goods and services emissions was mainly driven by a shift in material use from plastics to cardboard and jute, combined with lower emission intensities for most materials in the Ecoinvent database. The reduction in end-of-life emissions was mainly driven by the use of more accurate end-of-life scenarios and the increased share of cardboard, which is largely recycled.

- The total emissions for Scope 1 and 2 remained relatively stable, with a slight increase of **0.1%** compared to the base year 2021. **Scope 1** emissions from fuel use and refrigerants in activities increased slightly by **0.1%,** as increased solar electricity generation at joint venture production facility Dutch-Bangla Pack (DBPL) was partly offset by higher gas consumption. Emissions from vehicles (leased and company owned) decreased by **33.9%** compared to 2021, mainly due to the transition of a large share of the vehicle fleet to electric vehicles. **Scope 2** emissions from purchased electricity for own use increased by **6.9%** compared to 2021. DBPL remained responsible for around 80% of total Scope 1 and 2 emissions, due to its continued reliance on grid electricity rather than its own generators.

- As scope 1 emissions have been reduced, emissions related to **'fuel and energy related activities'** have also been reduced **-7.9%**

- Emissions related to **'upstream transportation and distribution**' increased by **6.0%** compared to 2021. Transport data quality improved compared to the previous reporting year, resulting in a more complete and accurate calculation of emissions, while further data quality improvements remain ongoing.

- In 2021, COVID-related travel restrictions limited mobility. Since these constraints were lifted, we have experienced a growth in emissions related to **'business travel' (+133%)**. Overall, this still represents a very small impact, accounting for only **0.06%** of total Scope 3 emissions in 2025.

High emitting areas

The vast majority of the emissions in our value chain are related to scope 3 categories '**purchased goods and services**' (**78.8%**), which includes the extraction and pre-processing of the materials used in our products and the production process, and the '**end-of-life treatments of our sold products**' (**15.2%**).

The reduction of emissions is highly linked to the circularity of our products and services. Increased use of renewable materials and recycled content materials reduce 'purchased goods' emissions, and ensuring reusability, recyclability and compostability reduces emissions related to the end-of-life treatment of sold products. In 2025, **24%** of LC Packaging's turnover came from circular packaging. Even though **71%** of the products distributed were recyclable and **29%** were compostable, in reality many products end up incinerated after use, which is associated with a lot of emissions. In 2025, **99.3%** of plastics materials used in our products were virgin fossil materials, explaining the high emissions related to the category purchased goods and services.

The distribution of circular products has proven to be challenging, as virgin fossil materials are often cheaper than renewable or recycled materials. Furthermore, highly needed regulation, such as the 'Packaging and Packaging Waste Regulation' (PPWR), have only set circular targets for 2030, which does not yet create the necessary demand among our customers. Read more in the chapter 'Resource use and circular economy'.

Financial vs operational control

For scope 1 and 2 emissions, **356 t CO_2e (3.7%)** is associated with all the property and vehicles owned by the consolidated LC Packaging affiliates (financial control). **9,363 t CO_2e (96.3%)** is associated with the rental property and leased cars for the consolidated LC Packaging affiliates and the property and vehicles for the non-consolidated joint ventures Dutch-Bangla Pack and LC Shankar (operational control).

Energy use

To reduce emissions, LC Packaging aims to reduce the use of energy where possible and increase the use of renewable energy sources. In 2025, **57%** of the energy used in LC Packaging's operations (consolidated) comes from renewable energy sources. Joint-venture Dutch-Bangla Pack has installed solar panels in 2024, of which the first results were visible in 2025. The accompanying tables show the energy use related to electricity, fuel and transport for LC Packaging's affiliates (consolidated) and for our 50% joint-ventures Dutch-Bangla Pack (Bangladesh) and LC Shankar (South Africa).

Energy use | LC Packaging (consolidated)

	Energy use in kWh				
	2021	**2022**	**2023**	**2024**	**2025**
Electricity | fossil (*)	814,573	965,551	816,190	442,940	355,389
Electricity | renew-able, grid & own generation	2,310,946	2,294,637	2,180,502	3,399,932	3,814,688
District heating				64,167	65,556
Fuel (**)	1,344,698	893,442	692,883	629,028	547,020
Vehicles (***)	2,441,153	2,783,283	2,310,729	1,895,316	1,933,751
% Renewable Energy	33%	33%	36%	53%	57%
Total	**6,911,370**	**6,936,914**	**6,000,303**	6,431,383	**6,716,403**

* Including nuclear
** Stationary combustion (heating & generators)
*** This category includes vehicles using fossil fuels and electric vehicles. A note for electric vehicles: Electric vehicles are charged 50% on site at LC Packaging, Therefore 50% of their electricity use is excluded to avoid counting the use of electricity double.

Note: For the impact categories 'Fuel' and 'Vehicles', the conversion factors have changed, to align with the calculation method for the Greenhouse Gas Inventory. The new factors are roughly 5% higher.

Energy use | Dutch-Bangla Pack

	Energy use in kWh				
	2021	**2022**	**2023**	**2024**	**2025**
Electricity | fossil (*)	3,427,390	4,160,001	4,578,626	4,328,185	3,525,774
Electricity | renew-able, grid & own generation	58,919	73,235	254,707	585,852	1,060,245
Fuel (**)	27,775,053	24,346,766	24,606,580	24,408,488	27,977,352
Vehicles (***)	334,125	302,385	383,541	580,717	240,219
% Renewable Energy	0.2%	0.3%	0.9%	2.0%	3.2%
Total	**31,595,487**	**28,882,387**	**29,823,454**	**29,903,242**	**32,803,590**

Energy use | LC Shankar

	Energy use in kWh				
	2021	**2022**	**2023**	**2024**	**2025**
Electricity | fossil (*)	353,253	381,371	371,100	268,212	253,890
Electricity | renew-able, grid & own generation	28,890	31,190	33,733	40,788	19,110
Fuel (**)	94,986	23,981	0	0	2
Vehicles (***)	155,494	26,858	12,300	16,623	14,796
% Renewable Energy	4.6%	6.7%	8.1%	12.5%	6.6%
Total	**632,623**	**463,400**	**417,133**	**325,623**	**287,798**

* Including nuclear
** Stationary combustion (heating & generators)
*** This category includes vehicles using fossil fuels and electric vehicles.
A note for electric vehicles: The % of electric vehicles charged on site at LC Packaging is deducted from the total used electricity for these cars, to avoid double counting

Energy consumption and mix (detailed)

The accompanying table shows detailed information related to the energy use in LC Packaging's operations (consolidated) and by joint-ventures Dutch-Bangla Pack and LC Shankar, in line with CSRD reporting requirements (ESRS E1).

Energy consumption and mix	MWh or %		
	LC Packaging (consolidated)	**Dutch-Bangla Pack**	**LC Shankar**
Fuel consumption from coal and coal products	0	0	0
Fuel consumption from crude oil and petroleum products	1,897	337	33
Fuel consumption from natural gas	345	27,881	0
Fuel consumption from other fossil resources	0	0	0
Consumption of purchased or acquired electricity, heat, steam, and colling from fossil sources	478	3,562	240
Total fossil energy consumption	**2,721**	**31,743**	**273**
Share of fossil sources in total energy consumption (%)	**40.6**	**96.8**	**89.3**
Consumption from nuclear sources	91	0	14
Share of consumption from nuclear sources in total energy consumption (%)	**1.4**	**0**	**4.5**
Fuel consumption for renewable sources, including biomass	0	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	3,422	31	19
The consumption of self-generated non-fuel renewable energy	464	1,029	0
Total renewable and low carbon energy consumption	**3,886**	**1,060**	**19**
Share of renewable and low-carbon sources in total energy consumption (%)	**58**	**3.2**	**6.2**
Total energy consumption	**6,698**	**32,804**	**306**

Energy production

	MWh or %		
	LC Packaging (consolidated)	Dutch-Bangla Pack	LC Shankar
Non-renewable energy	0	0	0
Renewable energy	1,217	1,029	0
Total energy production	1,217	1,029	0

Pollution, water and biodiversity

(ESRS E2, E3 and E4)

A water crisis remains one of the top risks for many of our customers, and local communities and the environment are often negatively impacted by industries practices. Even though the topics **pollution** (ESRS E2), **water** (ESRS E3) and **biodiversity** (ESRS E4) have not been identified as material topics for Royal LC Packaging's (LC Packaging) organisation, they are on our radar.

Objectives and measures related to these topics are outlined in LC Packaging's 'Water, biodiversity and local pollution policy', and the 'Materials, chemicals and waste policy'.

LC Packaging aims to have an annual environmental emergency rate of **0%** for all offices, warehouses and joint venture production facilities, to ensure no environmental damage due to spills or water distress.

This chapter is divided into the following sub-chapters:

- Pollution
- Water
- Biodiversity

Measures related to waste water management are elaborated on in the sub-chapter 'Pollution', and water consumption and scarcity are covered in the sub-chapter 'Water'.

Pollution

LC Packaging enjoys a physical presence in 15 countries worldwide and aims to work together in cooperation with local stakeholders to diminish pollution generated in direct operations and across the supply chain. In our own operations, we do not make use of substances of high concern, and operate in line with REACH standards for registration, evaluation, authorisation and restriction of chemicals. Where applicable, our affiliates must perform a regular water assessment at least every three years, to counteract possible water leaks and potential contamination of local water resources.

Upstream and downstream

None of LC Packaging's strategic production partners make use of substances of (very) high concern. Through our Code of Conduct, we urge our production partners to comply with local regulations and to minimise the usage of hazardous substances and undertake actions to prevent environmental damage from waste through production processes. In practice, we see our partners, such as our joint venture production facilities Dutch-Bangla Pack, and LC Shankar, conducting soil tests and waste water tests to detect hazardous materials and ensure that harmful substances are not discharged into the water system, and strict procedures are in place for handling chemicals and hazardous waste.

Downstream, there is a potential negative impact related to the incineration and open burning of used packaging, leading to air pollution, and microplastics are found in the environment as a consequence of plastic pollution through landfill. Furthermore, research has shown the negative impact of per- and polyfluoroalkyl substances (PFAS) on human health, and therefore, stricter regulation is expected on the use of PFAS.

LC Packaging's food grade and food safe packaging and reusable and (closed-loop) recyclable packaging not only minimises the impact on the environment, but also protects our customers' products and the health of local communities and end-users. Please refer to chapter 'Resource use and circular economy' for more information.

At the time of writing this report, LC Packaging has not identified cases of PFAS in its product portfolio.

Water

LC Packaging's operations are spread over four continents: Africa, Asia, Europe and North America. According to the World Resources Institute (WRI), most LC Packaging operations are located in 'low-medium' baseline water stress areas. Operations in France and Germany are categorised as a 'medium-high' water stress areas, and in Belgium and Spain in 'high' stress areas. The use of water in our own operations is limited to drinking water and water used for cleaning purposes.

Nevertheless, LC Packaging acknowledges the importance of water management strategies. Therefore, we encourage responsible water use throughout our operations, by stimulating and implementing reduction measures, such as the installation of water meters, annually monitoring water use, leak detection, irrigation systems, recycling water, and the use of rainwater for non-drinking purposes.

The accompanying table shows the water consumption in our operations.

Water consumption

	Water use (m^3)				
Type of water	**2021**	**2022**	**2023**	**2024**	**2025**
Drinking water (tap)	3,207	3,068	2,494	2,736	2,756
Rainwater	0	0	107	145	115
Ground water	0	0	66	82	108
Total	**3,207**	**3,068**	**2,667**	**2,963**	**2,979**

Upstream and downstream

Most of our production partners are located in 'low-medium' water stress areas, including our joint venture production facility in Bangladesh, Dutch-Bangla Pack. Our joint venture production facility in South Africa, LC Shankar, is located in a 'medium-high' water stress area. Both sites have rainwater harvesting systems installed to ensure sufficient water availability. Through LC Packaging's Code of Conduct for Production Partners, we urge our production partners to comply with local water regulations and identify opportunities for more sustainable use of water (e.g., recycled water over protected natural waters such as lakes).

For LC Packaging's two joint ventures water consumption data is reported separately in this report, and are displayed in the accompanying tables.

The risk related to water scarcity lies more so in LC Packaging's downstream value chain, as customers in agriproducts, food and feed have indicated they expect water scarcity to affect their output in the medium to long-term. Less product output leads to less demand for packaging products.

Water consumption Dutch-Bangla Pack

	Water use (m^3)				
Type of water	**2021**	**2022**	**2023**	**2024**	**2025**
Drinking water (tap)	0	0	0	0	0
Rainwater	0	0	178	170	196
Ground water	39,751	40,747	38,100	37,000	41,910
Total	**39,751**	**40,747**	**38,278**	**37,170**	**42,106**

Water consumption LC Shankar*

	Water use (m^3)				
Type of water	**2021**	**2022**	**2023**	**2024**	**2025**
Drinking water (tap)	6,353	1,332	1,049	392	694
Rainwater	0	775	1,550	1,708	0
Ground water	0	0	0	0	0
Total	**6,353**	**2,107**	**2,599**	**2,100**	**694**

* Between 2021 and 2024, water use at LC Shankar evolved alongside operational and infrastructural changes. In 2021, the facility operated two shifts daily without any rainwater harvesting systems in place. By the end of 2021, operations moved to a new site, where mid 2022 the first rainwater harvesting tanks were installed with a capacity of 70,000 liters. In 2023, due to economic challenges, the workforce was reduced, and the rainwater harvesting system was expanded to a total capacity of 120,000 liters. By 2024, operations were limited to a single shift. Rainwater use is estimated based on the storage capacity of the tanks.

Biodiversity

LC Packaging's most significant negative impact on biodiversity most likely results from over-exploitation of natural resources, due to oil exploitation (the use of virgin plastics), and unsustainable forest management and harvest practices (paper/cardboard and jute products). This impact can be reduced by increasing the percentage of recycled and/or renewable materials and reusable products, and by ensuring sustainable forestry practices through (FSC®) certified paper and wood supply chains. Please refer to chapter 'Resource use and circular economy' for more information.

None of our products contain palm-oil or ingredients from endangered, vulnerable, and/or rare species, or are made out of animal products.

We realise that we haven't extensively researched our value chain's dependency on biodiversity, and therefore are unable to identify material (financial) impacts. We aim to further investigate this dependency in the coming two years.

Through our Code of Conduct, we urge our production partners to comply with local regulations regarding biodiversity and take action to minimise the damage to biodiversity as a result of the production process (e.g., sound/noise, pollution causing harm to local/endangered species).

Resource use and circular economy

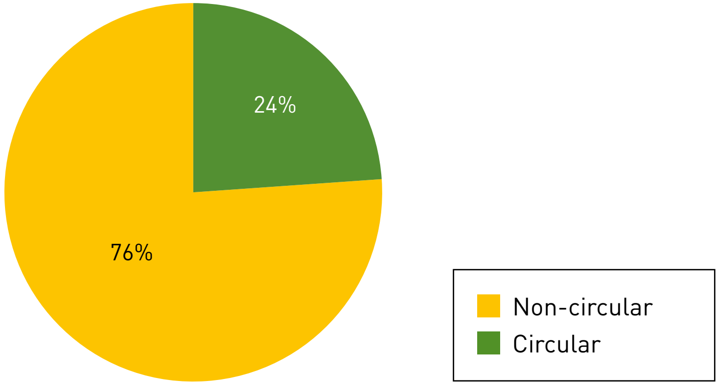
(ESRS E5)

DR E5-1, E5-2, E5-3, E5-4, E5-5

As part of its 2030 Ambition, LC Packaging has set itself the goal to have at least 80% of turnover come from packaging that delivers the circular economy by 2030. Based on internationally accepted standards and guidelines, circular packaging has been identified as follows: Packaging made out of **renewable materials** or **recycled-content materials**, that is **reusable** if possible, and 100% **recyclable** (preferably closed-loop) or **compostable**.

In 2025, circular products represented **24%** of LC Packaging's turnover. **24%** of the turnover for the primary product categories** included in this report comes from circular products, compared to **25%** in 2023. A **9%** increase compared to base year 2021 **(15%).** The percentage decrease is due to the fact that the largest increase in turnover comes from non-circular products.

% of total turnover from circular products



* In 2025, 570,558,920 products were distributed.
** Primary product categories: Cardboard packaging, FIBCs (Big bags), Jute bags, Net bags, and Woven PP bags.

Related impacts, risks and opportunities are described in the Materiality chapter. All objectives and measures related to the material topics are outlined in LC Packaging's 'Sustainable consumption policy', and our Statement on Packaging Waste. More detailed information on these policies can be found in the policy overview.

This chapter covers the process towards our goal in detail, supplemented with KPIs as described in the ESRS E5 'Resource use and circular economy', and is divided into the following sub-chapters:
- Resource inflows
- Resource outflows
- Waste

As a result of our double materiality assessment, we identified the material sub-topics related to resource use and circular economy as mentioned in the accompanying table.

The sub-chapter 'resource inflows' reports on the use of the various types of material, including renewable materials and recycled content materials, whereas the sub-chapter 'resource outflows' reports on the number of products distributed and their reusability, (closed-loop) recyclability and compostability.

Data quality and availability

LC Packaging aims to annually improve the availability and quality of its data related to resource use and circular economy criteria. In this chapter, modified definitions, estimations and other determinative decisions made in the process are explained where applicable.

Unless stated otherwise, the reported data in this chapter includes **66.1%** of LC Packaging's distributed products* – representing its primary product categories** **– 95.2%** of the weight of materials used, and **94.1%** of the company's total turnover in 2025.

Resource use and circular economy (ESRS E5)

* In 2025, 570,558,920 products were distributed.
** Primary product categories: Cardboard packaging, FIBCs (Big bags), Jute bags, Net bags, and Woven PP bags.

Resource inflows

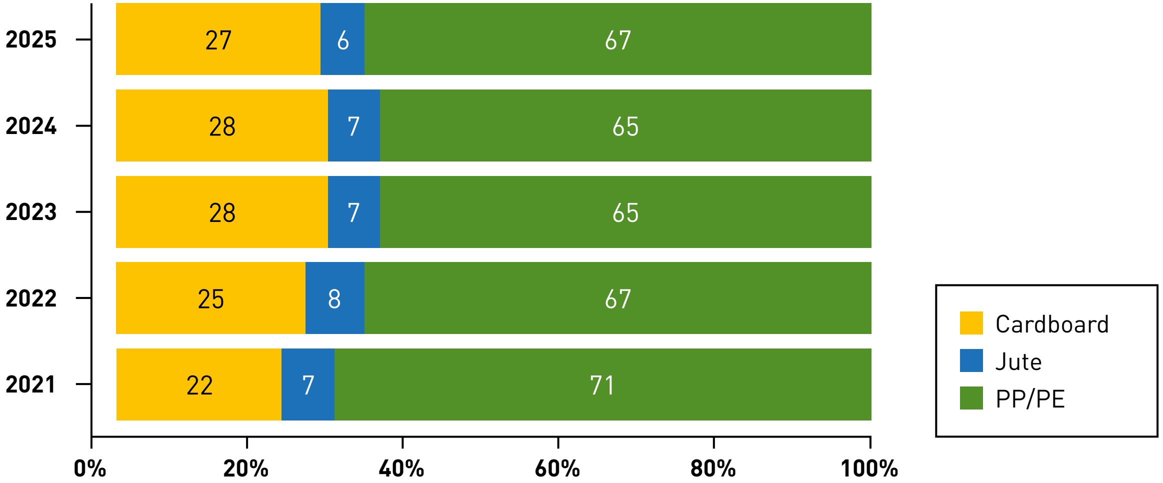
In 2025, LC Packaging distributed **77.8 mln** kilos of material, compared to **69,8 mln** in 2024. We distributed over **35.7 mln** kilos of cardboard, 4 mln kilos of jute, and **38 mln** kilos of plastics.

The accompanying table shows the number of kilos of material distributed and the percentage of total kilos of material distributed based on sold quantities. The diagram shows the material use as a percentage of turnover. In 2025, **67%** of turnover came from plastic products, **27%** from cardboard products and **6%** from jute products.

Distributed materials in kilos and in % of total kilos

	2021		2022		2023		2024		2025	
	KG	%	KG	%	KG	%	KG	%	KG	%
Cardboard	30,847,134	40	31,043,290	43	28,372,300	43	32,314,249	46	35,771,866	46
Jute	5,800,882	8	4,409,099	6	3,477,551	5	3,906,506	6	3,973,547	5
PP/PE	40,388,416	52	36,792,179	51	34,481,719	52	33,545,484	48	38,086,043	49
Total kg of materials used	**77,036,433**		**72,244,568**		**66,331,571**		**69,766,239**		**77,831,456**	

Material use as a percentage of turnover



Renewable materials

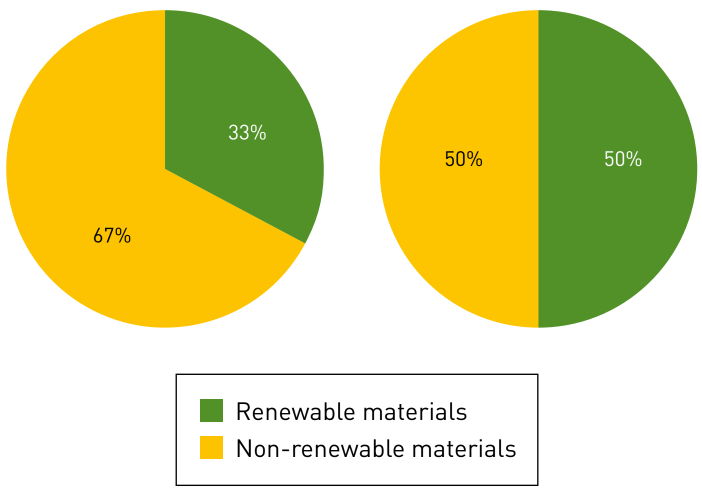
The renewable materials that are used in LC Packaging's product portfolio are jute and cardboard. Some jute bags or types of cardboard packaging include a small percentage of other – non-renewable – materials. In this report, all jute bags and cardboard packaging are identified as 'packaging made out of renewable materials'.

In 2025, **51%** of the materials used were renewable, and **33%** of turnover came from packaging made out of renewable materials.

The accompanying table shows the percentage of turnover from products made from renewable materials and the percentage of distributed products made from renewable materials.

Products made from renewable materials

	% of turnover	% of quantity distributed
2021	29	51
2022	33	52
2023	35	50
2024	35	48
2025	**33**	**50**



Recycled content materials

It has proven to be challenging to increase the sales of plastic products made from recycled content, as the price of virgin polypropylene (PP) and polyethylene (PE) in 2025 was lower than the price of recycled polypropylene and polyethylene of the required quality. This makes it less attractive for companies to make a more sustainable packaging choice. In addition, many of LC Packaging's products are food-safe and pharma-clean and must comply with relevant legislation, which in 2025 means that they may not contain recycled content unless a fully documented closed loop is established.

Despite this, in 2025 more than 1 million plastic products (WPP / FIBC) with PCR rPP were sold (1,015,094 pcs).

As PIR* rPP has no significant positive environmental impact, only PCR* rPP is considered a recycled-content material in this report.

Products including recycled-content materials

	% of turnover	% of quantity distributed	% of weight
2021	20	40	36
2022	23	42	39
2023	24	38	37
2024	24	35	41
2025	**28**	**43**	**46**

* PCR: Post-Consumer Recycled
** PIR: Post-Industrial Recycled

In 2025, **39%** of the materials used consisted of post-consumer recycled (PCR) content, and **43%** of our distributed products included recycled-content materials (**93%** of all distributed cardboard packaging) .This is an increase of **8%** compared to 2024, mainly driven by higher sales of cardboard packaging, which is largely made out of recycled content, and a significant improvement in data quality within this product group.

28% of turnover came from packaging including recycled content, compared to **24%** in 2024.

The accompanying table shows the percentage and total kilograms of recycled content used within materials containing recycled content, per primary product category. For 2024 and 2025, the recycled content methodology was aligned across all material categories. Previously, recycled content for WPP and FIBC was reported as the percentage of recycled content in materials containing recycled content, while cardboard was reported as an average percentage across all materials used. Cardboard has now been aligned with the same methodology. Prior years have not been restated.

Recycled-content materials by product category

	Distributed materials in kilos and in % of total kilos									
	2021		2022		2023		2024		2025	
Category	**% recycled content**	**recycled content (KG)**	**% recycled content**	**recycled content (KG)**	**% recycled content**	**recycled content (KG)**	**% recycled content***	**recycled content (KG)****	**% recycled content***	**recycled content (KG)****
Net bags	0	0	0	0	0	0	0	0	0	0
Jute bags	0	0	0	0	0	0	0	0	0	0
WPP bags	0	0	0	0	30	6,308	30	18,155	30	80,349
Cardboard	85	23,064,220	86	24,291,809	76	21,475,247	90	25,103,805	86	30,134,628
FIBCs	0	0	30	2,655	30	51,215	30	122,905	30	173,257
Total	**30**	**23,064,220**	**34**	**24,294,464**	**32**	**21,532,769**	**89**	**25,244,866**	**85**	**30,388,234**

* Percentage of recycled content in materials containing recycled content = (Total kg of recycled content used / Total kg of materials containing recycled content) × 100.
** Recycled-content materials used in KG

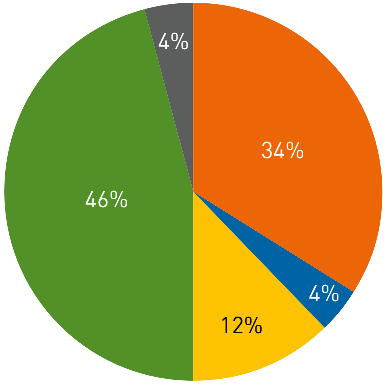
Resource outflows

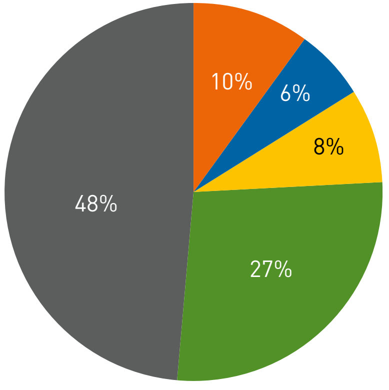
In 2025, in total, LC Packaging distributed **570+ mln** pieces of packaging, compared to **580 mln** in 2024. While the total number of pieces distributed decreased compared to the previous year, this is largely due to lower volumes of smaller, lightweight items (e.g., labels). The main product groups remained stable or showed growth. The accompanying table presents the number of pieces distributed.

# of pcs distributed				
2021	**2022**	**2023**	**2024**	**2025**
510 mln	512 mln	508 mln	582 mln	570 mln

Zooming in on our primary product categories*, the accompanying table shows the percentage of pieces distributed and the percentage of turnover.

	% of pcs distributed per product category					% of turnover per product category				
Product category	**2021**	**2022**	**2023**	**2024**	**2025**	**2021**	**2022**	**2023**	**2024**	**2025**
Net bags	33	33	33	36	34	10	10	9	11	10
Jute bags	7	5	4	4	4	7	8	7	7	6
WPP bags	13	12	13	13	12	8	7	8	8	8
Cardboard packaging	44	46	46	44	46	22	25	28	28	27
FIBC	3	3	4	3	4	53	50	48	46	48





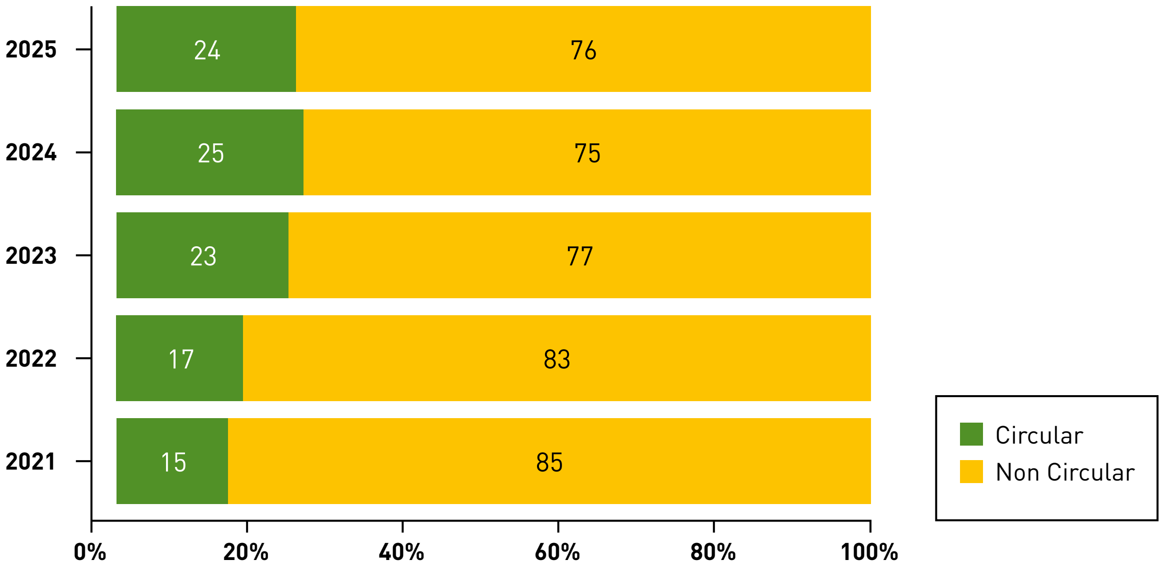
*Primary product categories: Cardboard packaging, FIBCs (Big bags), Jute bags, Net bags, and Woven PP bags.

Circular packaging

By 2030, LC Packaging aims for at least **80%** of our turnover to come from packaging that delivers the circular economy*. Read more on our circular economy goal.

In 2025, **24%** of LC Packaging's total turnover came from circular packaging. The same percentage applies to the primary product categories** included in this report, compared to **25%** in 2024. This represents a **9%** increase compared to the base year 2021 (**15%**).

% of turnover from circular packaging



* Based on internationally accepted standards and guidelines, LC Packaging has defined circular packaging as follows: Packaging made out of renewable materials or recycled-content materials, that is reusable if possible, and 100% recyclable (preferably closed-loop) or compostable.

** Primary product categories: Cardboard packaging, FIBCs (Big bags), Jute bags, Net bags, and Woven PP bags.

Reusable packaging

A distinction is made between '**non-reusable packaging'**, **'technically reusable packaging'** and **'packaging that is actually reused'** – packaging purchased for reuse. **4 million pcs** of packaging distributed in 2025 were categorised as 'technically reusable', of which **42%** was actually reused through LC Packaging's WorldBag reuse programme (representing **11%** of total turnover from technically reusable packaging) or at our customers' sites. This is compared to almost **4 million pcs** distributed in 2024, of which 46% was actually reused.

The accompanying table shows the percentage of turnover coming from technically reusable packaging and the percentage of distributed products which were technically reusable.

It has proven to be challenging to increase the sales of technically reusable products and our actual reuse service. Since the 1990s, LC Packaging's affiliate WorldBag has been a pioneer in the organised reuse of FIBCs. It has proudly contributed to reducing CO_2e emissions by 50–70% through FIBC reuse.

Over the last two years, we have made significant investments to expand our services, such as upgrades to air cleaning facilities and the addition of wet cleaning. We also anticipated the new EU Packaging & Packaging Waste Regulation (PPWR) would boost demand for reuse solutions, given its ambitious targets for 2030.

However, recent developments have shown continued market hesitation and rising operational costs. As a result, we have taken the difficult decision to discontinue our dry-cleaning activities at WorldBag. While this marks a change in our service offering, it does not alter our commitment to reuse. We continue to invest in and offer wet cleaning solutions and are actively exploring alternative approaches and business models to further develop our reuse services for customers.

Technically reusable packaging

	% of turnover	% of quantity distributed
2021	8	1
2022	7	1
2023	12	2
2024	11	1
2025	**11**	**1**

In addition to our former 'dry washing' reconditioning service for big bags, we have further developed 'wet washing' offering within our solutions portfolio, including **big bags designed for washing**. This enables reuse for a wider range of industries and applications, supporting our continued ambition to extend product lifecycles.

Please meet our FlexiBox: a durable and reusable parcel box that folds flat when not in use. Since its introduction, the FlexiBox has proven to be a valuable addition to our portfolio. In 2025 alone, we sold over **100,000 pieces**, demonstrating strong market adoption and its potential to reduce single-use packaging.

* Based on internationally accepted standards and guidelines, LC Packaging has defined circular packaging as follows: Packaging made out of renewable materials or recycled-content materials, that is reusable if possible, and 100% recyclable (preferably closed-loop) or compostable.

** Primary product categories: Cardboard packaging, FIBCs (Big bags), Jute bags, Net bags, and Woven PP bags.

Recyclable packaging

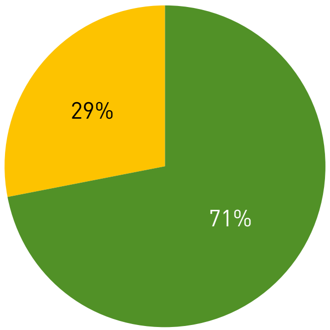
Throughout the years, LC Packaging's definition of recyclable packaging has evolved multiple times, which explains the increase in non-recyclable packaging over the years. Today, the following packaging types are considered recyclable:

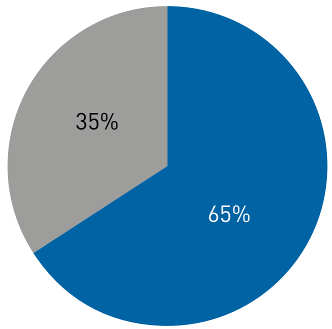
- Jute bags without a PP/PE strip
- WPP bags without liners or BOPP film
- FIBCs Type A and B, without liners
- Cardboard packaging without PE
- Net bags without metallised label

In 2025, **71%** of distributed packaging was recyclable. A decrease of **1%** compared to 2024 and an increase of **32%** compared to base year 2021. Recyclable packaging represented **66%** of our turnover. The percentage of distributed closed-loop recyclable products is **65%**, representing **51%** of our turnover.

For closed-loop recycling, the [Draft] EFIBCA/Euro Jute Design for Recycling Standard has been used for the classification of FIBCs (big bags) and WPP bags, which includes the majority of the Type A and B bags, without liner. Additionally, cardboard packaging and jute bags that have been classified as 'recyclable' are also classified as 'closed-loop recyclable'. Since 2023, our net bags without metallised label are also classified as (closed-loop) recyclable, which explains the significant increase in (closed-loop) recyclable distributed packaging and related turnover.

	Recyclable		Closed-loop recyclable	
	% of turnover	**% of quantity sold**	**% of turnover**	**% of quantity sold**
2021	59	39	41	32
2022	63	53	47	47
2023	67	70	50	63
2024	69	72	53	66
2025	**66**	**71**	**51**	**65**





- Recyclable
- Non-recyclable
- Closed-loop recyclable
- Not closed-loop recyclable

Compostable packaging

In this report, home-compostable packaging is considered 'compostable', unlike industrial compostable packaging. Plain jute bags and plain cardboard boxes are identified as home-compostable: made of components and materials that fully decompose into the soil.

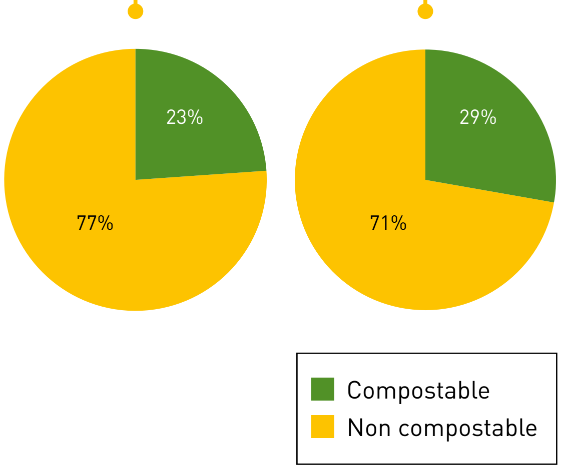
To ensure home compostability for its jute baxmatic bags, LC Packaging introduced its Jute Baxmatic Bag with Home Compostable Strip.

Instead of plastics, this bag has a strip made of certified home-compostable biodegradable plastic. This results in a fully biodegradable bag with a baxmatic strip that meets the requirements of international home compostability standards (EN 13432, ASMT D 6866).

The 'OK compost home' conformity mark (TA8021903868) by TÜV Austria is also applicable to these biodegradable polymers.

As visualised in the accompanying table, **23%** of turnover in 2025 came from home-compostable packaging, compared to **24%** in 2024, and **15%** in 2021. In 2025, **28%** of distributed packaging was home-compostable.

Compostable packaging	% of turnover	% of quantity sold
2021	15	26
2022	17	26
2023	23	28
2024	24	28
2025	**23**	**29**



Waste

LC Packaging has multiple offices and warehouses all over the world. As a result, there is waste from all our business operations. All LC Packaging affiliates have the objective to reduce their waste production by **50%** by **2025** (base year 2021), and (close to) **zero** waste by **2030**. Disposed materials that are reused or internally recycled are not considered as waste.

We strive to raise awareness among all employees about sustainable consumption and waste management through our Materials, chemicals and waste policy and Sustainable consumption policy. In 2025, **83.4%** of employees conducted the mandatory online sustainable consumption training course. All affiliates annually receive a detailed report on the environmental performance of their operations, including their waste production in KGs and progress towards a reduction target.

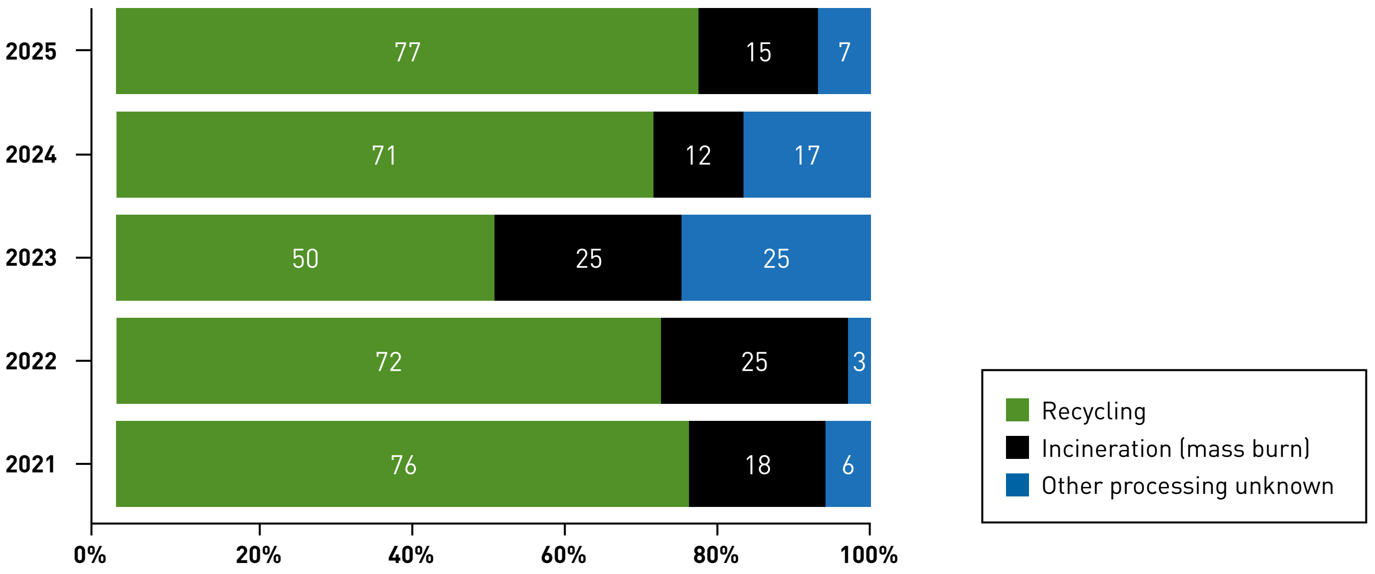
Annually, LC Packaging reports on waste production per disposal method and makes a distinction between non-hazardous and hazardous waste as visualised in the below table and diagram.

Waste production

	Non-hazardous waste (KG)					**Hazardous waste (KG)**				
Disposal method	**2021**	**2022**	**2023**	**2024**	**2025**	**2021**	**2022**	**2023**	**2024**	**2025**
Reuse	0	7	55	0	0	0	0	0	0	0
Recycling	429,454	293,403	185,787	226,278	305,621	1,550	0	0	0	0
Composting	0	0	0	0	0	0	0	0	0	0
Recovery, including energy recovery	0	0	0	0	0	0	0	0	0	0
Incineration (mass burn)	97,940	101,044	92,672	37,479	58,026	3,000	0	1,155	0	0
Deep well injection	0	0	0	0	0	0	0	0	0	0
Landfill	0	245	115	0	4,270	500	0	0	0	0
On-site storage	0	0	0	0	0	0	0	0	0	0
Other, in-house recycling initiative	0	0	0	0	0	100	0	0	0	0
Other, processing unknown	32,542	10,474	91,365	48,965	40,735	0	1,725	1,125	5,476	4,983
Total	**559,936**	**405,173**	**369,994**	**312,722**	**408,653**	**5,150**	**1,725**	**2,280**	**5,476**	**4,983**
Total waste production*	559,936	405,166	369,939	**312,722**	**408,653**	**5,050**	**1,725**	**2,280**	**5,476**	**4,983**

* Total waste production = waste production – (resold/internal recycling/reused)

Percentage of waste per disposal method*



* In 2025, 1% of the waste was landfilled; due to the small share, it is not included in the chart

LC Packaging has two joint-venture FIBC production locations of which we hold 50% ownership, in Bangladesh (Dutch-Bangla Pack) and in South Africa (LC Shankar). Waste production data for these joint ventures are included separately in this report and are displayed in the accompanying tables.

Dutch-Bangla Pack**

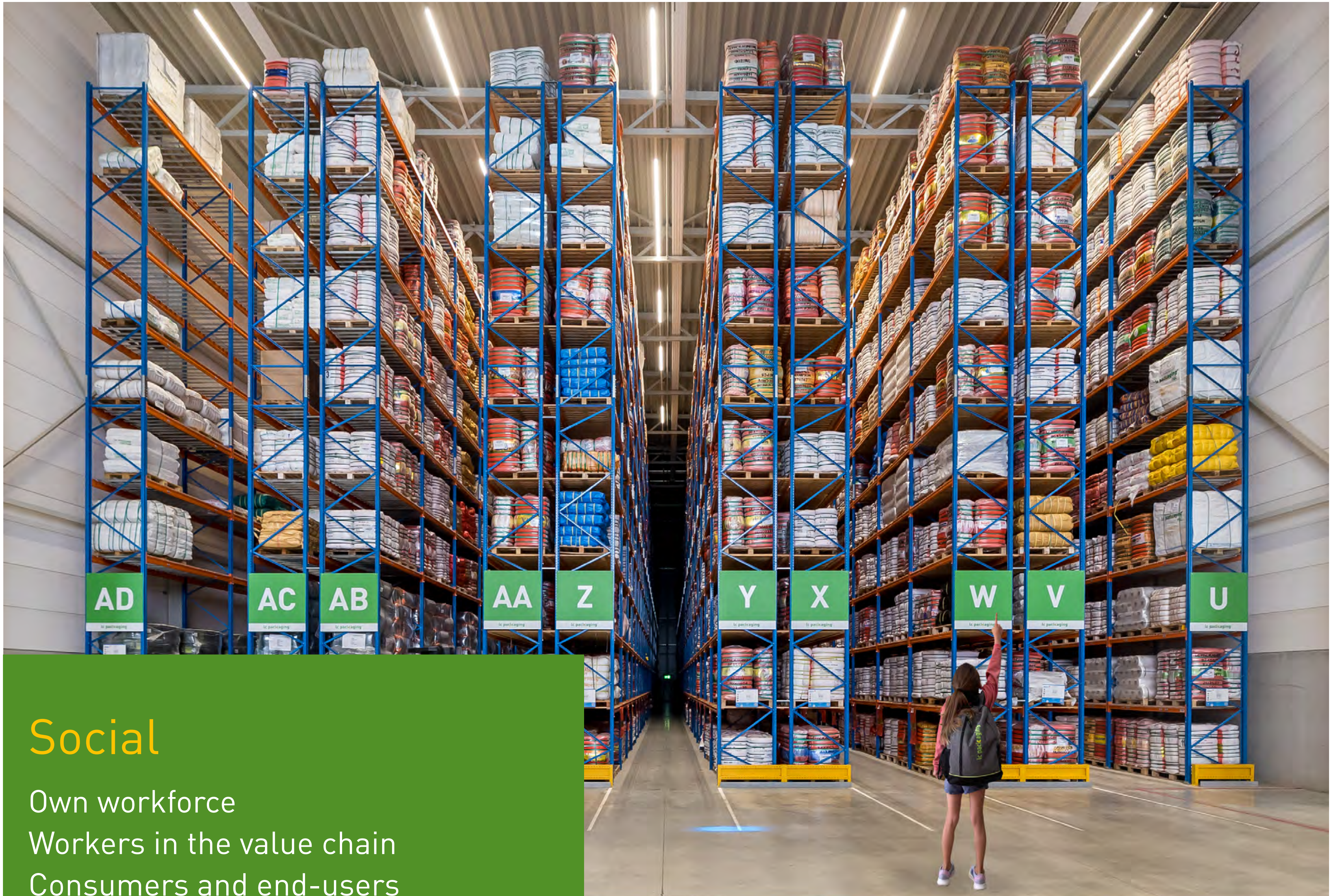
	Non-hazardous waste (KG)				
Disposal method	**2021**	**2022**	**2023**	**2024**	**2025**
Reuse	267,250	47,471	69,552	71.400	0
Recycling	0	0	34,707	38,000	39,143
Other, in-house recycling initiative	503,606	689,223	592,627	772,182	662,766
Total	**770,856**	**736,694**	**696,886**	**881,582**	**701,909**
Total waste production*			**34,707**	**38,000**	**39,143**

* Total waste production = waste production – (resold/internal recycling/reused)
** Dutch-Bangla Pack does not produce hazardous waste. The non-hazardous waste includes process waste and excludes general waste.

LC Shankar**

	Non-hazardous waste (KG)					Hazardous waste (KG)				
Disposal method	**2021**	**2022**	**2023**	**2024**	**2025**	**2021**	**2022**	**2023**	**2024**	**2025**
Reuse	0	0	0	0	871	0	0	0	0	0
Recycling	7,280	60,056	61,795	48,094	33,142	0	0	660	0	0
Landfill	0	0	0	51,000	0	0	0	0	0	0
Other, processing unknown	71,720	0	0	0	0	0	0	0	0	0
Total	**79,000**	**60,056**	**61,795**	**99,094**	**34,013**	0	0	660	0	0
Total waste production*	**79,000**	**60,056**	**61,795**	**99,094**	**33,142**	**0**	**0**	**660**	**0**	**0**

* Total waste production = waste production – (resold/internal recycling/reused)
** The increase of waste production at LC Shankar is related to the inclusion of general waste in 2024 data.



Social

Own workforce
Workers in the value chain
Consumers and end-users

Own workforce

(ESRS S1)

DR S1-1, S1-2, S1-4, S1-5, S1-6, S1-7, S1-9, S1-10, S1-12, S1-13, S1-14, S1-15, S1-17

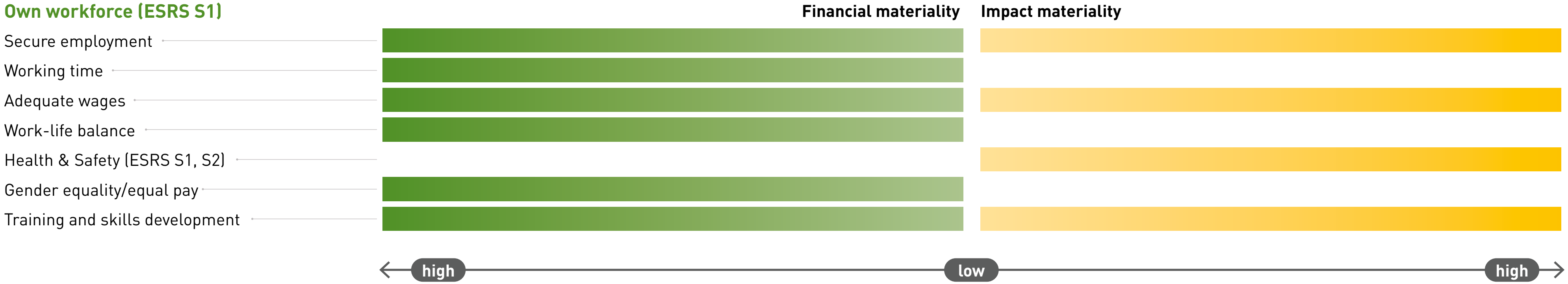
Royal LC Packaging (LC Packaging) operates offices and warehouses in **22** locations, spread over **15** countries in Europe, Africa, Asia and North America. This chapter includes data of all subsidiaries of which we have more than 50% ownership, including all LC Packaging affiliates, Hagens Verpakkingen B.V., Bluepack Aps and WorldBag B.V.

In 2023, LC Packaging acquired a minority share of Bluepack ApS; we will become 100% owner in 2025. Bluepack workforce data will therefore be included in our 2025 sustainability report.

Additionally, LC Packaging has two joint venture FIBC production locations in Bangladesh (Dutch-Bangla Pack Ltd.) and in South Africa (LC Shankar PTY), of which we hold 50% ownership. Workforce data of these joint ventures are included to a limited extent in this report, and displayed in a separate table.

This chapter covers general information about our workforce, and topics such as working conditions and human rights, health and safety, and talent and skills development. Equality indicators are interwoven throughout the chapter.

As a result of our double materiality assessment, we identified the following material sub-topics related to our own workforce:



Related impacts, risks and opportunities are identified and described in the Materiality chapter.

All objectives and measures related to the material topics are outlined in LC Packaging's 'Working conditions policy', 'Human rights policy', 'Discrimination and harassment policy', 'Performance and career development policy' and 'Employee Occupational health & safety policy'. More detailed information on these policies can be found in the Policy overview

The chapter 'Own Workforce' is divided into the following sub-chapters:

- General information
- Working conditions and human rights
- Global labour risk assessment
- Health & safety
- Training and skills development
- Workforce data joint ventures
- Information security

The material subtopics related to own workforce are touched upon throughout these chapters. To ensure data quality and comparability, data is reported from 2022 onwards.

General information

This subchapter includes general workforce data related to the number of employees, the percentage of women (incl. in management) and permanent employees (secure employment), average age of workforce, employees by job category, employee hires and turnover, and job promotions and maternity and paternity leave.
On 1 January 2025, we counted **364** employees, of which **42%** is female and **94%** is employed in Europe. Secure employment is offered through permanent contracts for **92%** of employees.

General workforce indicators

	# of employees				% of total				% permanent employees				% female			
	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025
Africa	22	23	24	21	6	6	6	6	95	100	100	100	62	65	67	67
Europe	361	364	361	342	94	94	94	94	82	84	85	92	42	39	41	41
North America	0	0	1	1	0	0	<1	<1	0	0	100	100	0	0	0	0
Total	383	387	386	364					83	85	86	92	44	41	43	43

The average age of LC Packaging's workforce is **44**. The majority of the employees is between **30-50** years old. The accompanying tables show the average age of employees, and the percentage of employees per age group.

Average age of employees

	2022	2023	2024	2025
Female	40	41	42	43
Male	44	44	45	45
Total	42	43	44	44

Employees per age group

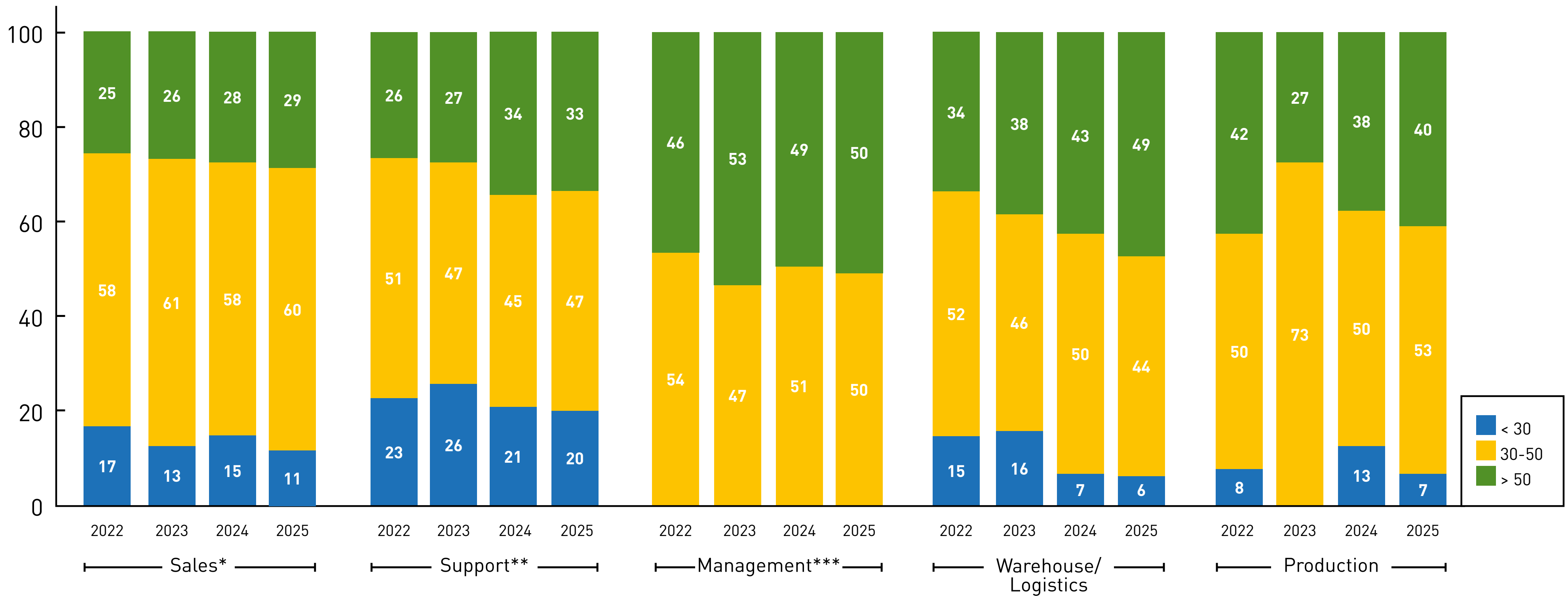
	% of total employees				% female			
Age group	2022	2023	2024	2025	2022	2023	2024	2025
<30	16	14	13	11	59	38	47	42
30-50	54	60	52	52	46	47	48	46
>50	30	26	35	37	32	31	34	35

Job positions in LC Packaging's operations are divided into the categories 'Sales', 'Support', 'Management', 'Warehousing and logistics' and 'Production'. In order to ensure continuity and success, it is important to maintain a healthy balance between these job categories. In 2025, **36%** of positions in middle management and top management were held by women.

The accompanying table provides an overview of the percentage of employees per category. The diagram provides an overview of percentage of employees per age group per category.

Employees per category	% of employees				% female			
	2022	**2023**	**2024**	**2025**	**2022**	**2023**	**2024**	**2025**
Sales*	40	45	43	41	48	51	49	51
Support**	25	19	23	24	70	66	70	65
Management***	12	10	11	13	32	32	30	36
Warehouse/ logistics	19	23	18	19	5	4	5	3
Production	4	3	5	4	50	27	25	20

Employees per age group per category (%)



* Sales: All sales-related positions, such as Sales Managers, Account Managers, Business Development, and Sales Support.
** Support: All staff positions, such as Finance, HR, Supply Chain, MarComa, Sustainability, Business Operations, and Quality.
*** Management: Top and middle management positions, such as Board of Directors, Regional Managers, and Country Managers.

In 2025, **49** new hires were welcomed by LC Packaging, and **62** employees left the company. **37%** of the new hires were female, equal to the share of female employees who left the company. As described in our Discrimination and harassment policy, LC Packaging has a fair and transparent recruitment procedure in place, ensuring equal opportunities for applicants. The main reason given for employee turnover was 'other' **(27%).**

The accompanying tables and diagram provide an overview of employee hires and employee turnover, and the reason given for employee turnover.

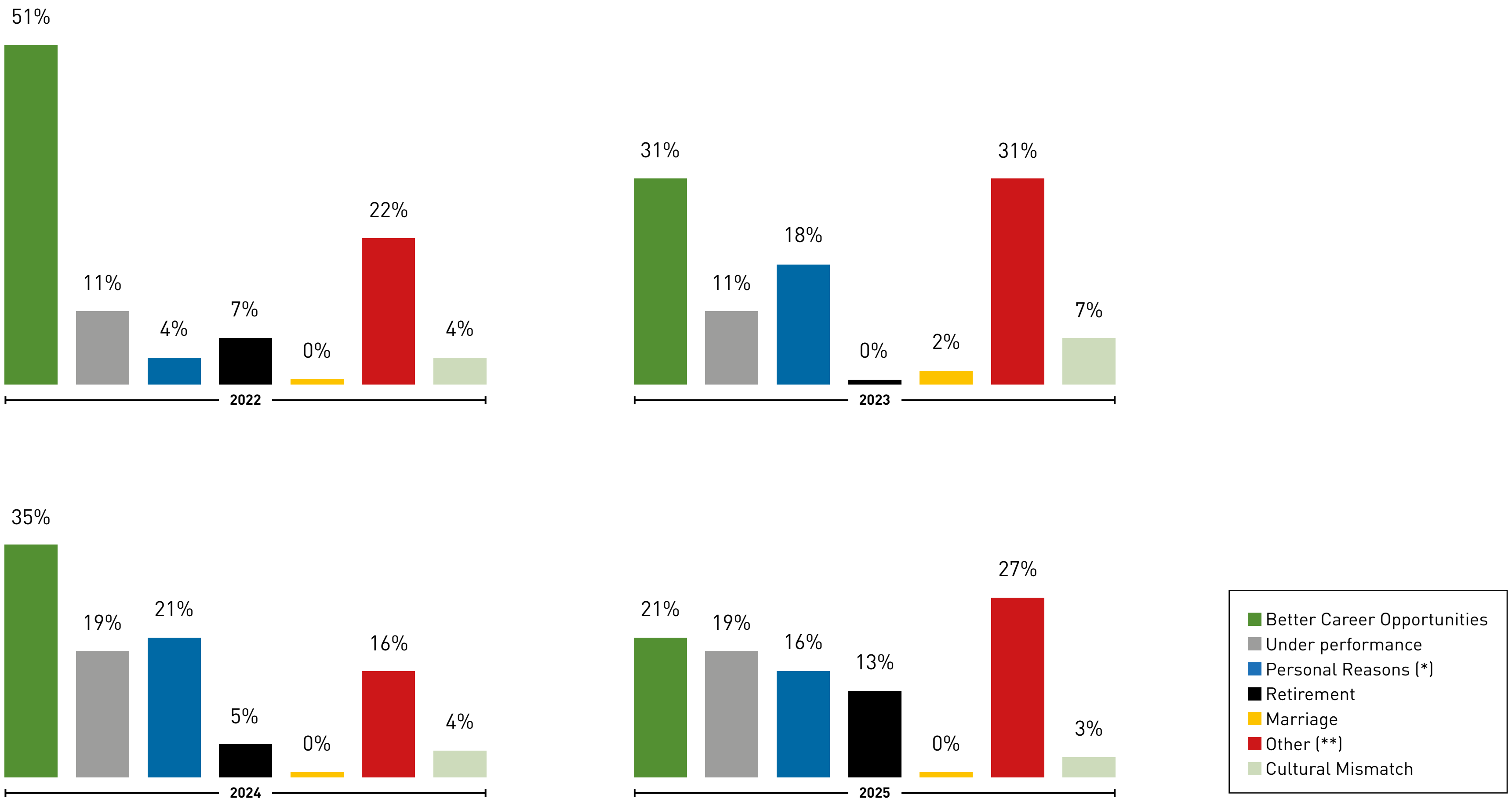
Employee hires

	# of employee hires				% female			
Continent	**2022**	**2023**	**2024**	**2025**	**2022**	**2023**	**2024**	**2025**
Africa	1	7	3	0	100	57	0	0
Europe	44	39	56	49	51	46	41	37
North America	0	0	1	0	0	0	0	0
Total	45	46	60	49	51	48	38	37

Employee turnover

	# of employee turnover				% female			
Continent	**2022**	**2023**	**2024**	**2025**	**2022**	**2023**	**2024**	**2025**
Africa	3	4	2	3	33	50	50	67
Europe	42	51	55	59	45	33	38	36
North America	0	0	0	0	0	0	0	0
Total	45	55	57	62	44	36	39	37

Reason for employee turnover LC Packaging



* Personal reasons: e.g. work closer to home
** Other: temporary contract, employees retrenched, employees dismissed

In 2025, **2%** of employees was promoted, of which **0%** was female. **100%** of our affiliates offer maternity leave and **89%** of our affiliates offer paternity leave. The accompanying table shows information on job promotions granted and indicators related to maternity leave and paternity leave.

Promotion, maternity leave and paternity leave

		2022	2023	2024	2025
Promotion	% employees promoted	2	5	2	2
	% female employees promoted	67	37	56	0
Maternity leave	% of affiliates offering paid maternity leave	100	100	100	100
	Retention rate*	67	67	82	38
Paternity leave	% of affiliates offering paid paternity leave	89	84	84	89
	Retention rate**	100	100	100	91

* (total number of employees who returned to work in the reporting period after maternity leave ended/total number of employees that took maternity leave)*100
** (total number of employees who returned to work in the reporting period after paternity leave ended/total number of employees that took paternity leave)*100

Working conditions and human rights

LC Packaging constantly strives to improve working conditions and support an employee's voice. This starts with basic conditions, which are also human rights, such as providing employment contracts, granting paid annual vacation, and paying employees a living wage, instead of a minimum wage. These indicators are displayed in the accompanying table. This is extended with conditions that highly contribute to a pleasant working environment and positively impact the mental and physical health of our employees. This includes measures such as beneficial pension schemes, flexible working conditions, sports facilities, free medical checks, and external personal coaching.

Working conditions and human rights indicators

	2022	2023	2024	2025
% Employees who received an employment contract	100	100	100	100
% Employees who are granted paid annual vacation	100	100	100	100
% Employees who earn at least a living wage	100	100	100	100
# High-quality full-time jobs in developing countries	22	23	24	21
% Operations covered by a human rights risk assessment*	100	100	100	100
% LC Packaging operations included in UN Global Compact advanced reporting	100	100	100	100
% LC Packaging operations included in EcoVadis Rating**	100	100	100	100
% LC Packaging operations included in Sedex Membership	100	100	100	100

* Global Labour Risk Assessment
** In 2019, LC Packaging was awarded a Gold EcoVadis CSR Rating and in 2020, 2021, 2023, 2024 and 2025, a Platinum EcoVadis CSR Rating (top 1% score)

Global labour risk assessment

In 2025, LC Packaging conducted a Global Labour Risk Assessment based on the Global Labour Risk Index. The assessment measures (potential) labour risks related to the countries/regions where our offices and warehouses are located*.

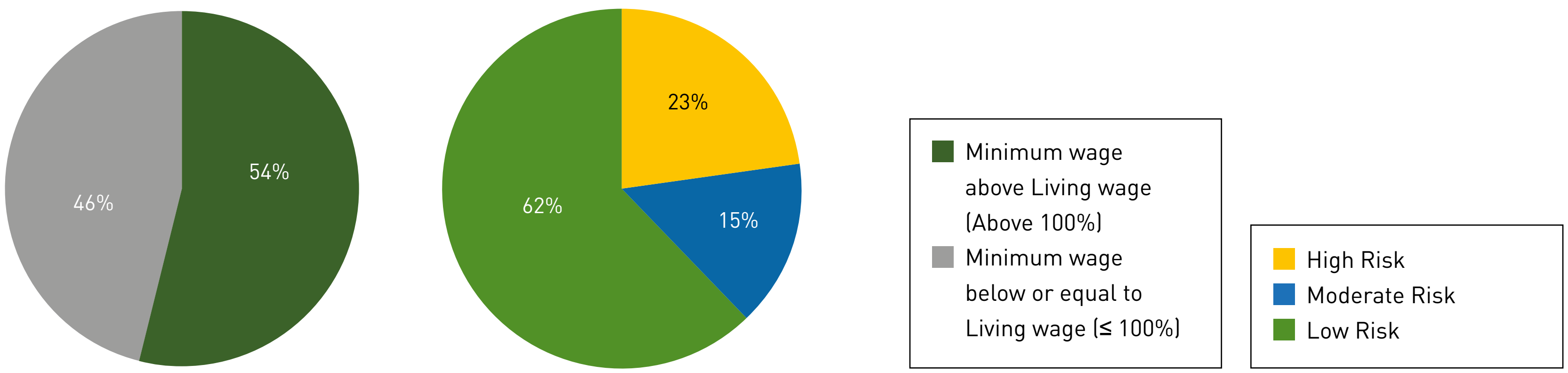
The assessment is based on the following key factors that influence the stability and fairness of labour conditions:

- **Minimum wage vs living wage gap**
  Measures whether the statutory minimum wages are sufficient to cover basic living wage costs
- **Labour rights**
  Evaluates the strengths and enforcement of labour laws
- **Inflation**
  Examines how changes in prices impact our employees' purchasing power
- **Freedom House Score**
  Reflects the level of civil and political freedom in each area.

As visualised in the accompanying diagrams:

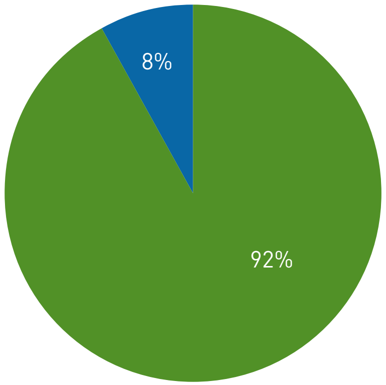
- **46%** of the countries/regions where LC Packaging is located, minimum wages are either equal to or below the living wage threshold.
- **62%** of the locations have a low-risk level in terms of living wage coverage.
- **92%** of the locations are categorised as low risk in terms of labour rights, with only **8%** falling into the moderate risk category.
- **92%** of the locations are experiencing moderate inflation risk, while **8%** are classified as high risk. This reflects relatively stable inflation conditions across the majority of locations.
- **85%** of the locations are categorised as low risk according to Freedom House scores, with the remaining **15%** falling into the moderate risk category.

- Minimum wages vs living wages

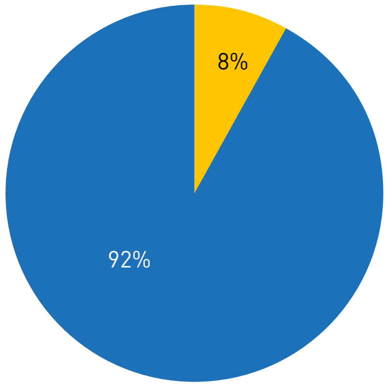


* The Global Labour Rights Index has not included Nordic countries, therefore LC Packaging Nordics (Sweden) and Bluepack (Denmark) are not included in this analysis. Updated 2025 data for inflation rates and Freedom House classifications is not available in the Global Labour Rights Index, therefore, the most recent 2024 data has been used for these indicators to ensure consistency and completeness of the assessment.

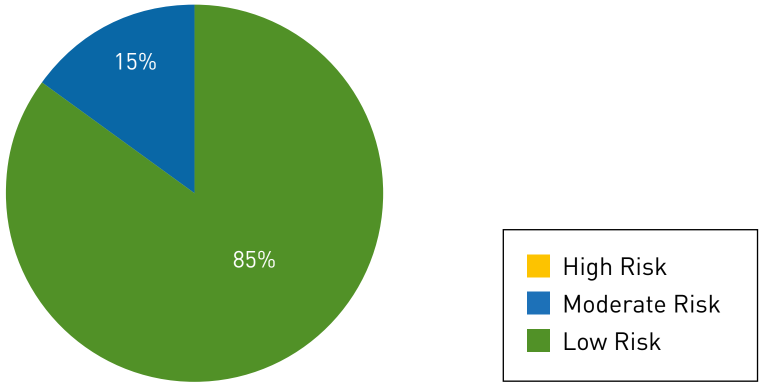
Labour Rights Risk level



Inflation Risk Level



Freedom house risk level



Health and safety

LC Packaging considers employee health and safety a material pillar towards successful organisational growth. The responsibility for health and safety is shared throughout our operations. This helps to protect employees from danger and work-related health risks and reduces the likelihood of accidents at work. LC Packaging's Employee occupational health & safety policy outlines our commitment to providing a safe and healthy working environment for our employees, including related objectives and extensive measures. The likelihood of severe health & safety accidents happening is low, but the impact of such incidents could be high as it can affect our employees' physical and mental well-being. In 2025, **83.6%** of employees completed the internal occupational health & safety training.

The accompanying table provides an overview of health & safety indicators.

Health & safety indicators

	2022	2023	2024	2025
% employees covered by H&S management procedure that is internally audited*	100	100	100	100
Average hours of annual occupational health & safety training per employee	3.0	2.0	1.8	2.6
% of sick hours female	48	39	55	46
Total # of health & safety incidents	4	8	10	11
% women involved in health & safety incidents	0	38	60	9
# sick leave hours due to injury	202	725	2,330	881
% of sick leave hours due to injury female	0	8	89	19
Lost time rate**	3.04	4.54	3.95	3.03
Lost time injury rate***	7	16	17	19
Lost time severity rate****	0.04	0.14	0.40	0.43

* Employees working in operations with internally audited H&S management procedures.
** (Total sick hours/total hours worked) *100
*** (Total injury events/total hours worked) * 1,000,000
**** (Total number of days lost due to injuries/total hours worked) *100

Training and skills development

LC Packaging believes in the development of its workforce, both to enhance employee engagement and commitment, and to ensure the continued excellence of the organisation. The goal of the company's HR strategy is to offer the best workplace in the packaging industry. Regarding performance and career development, we aim to create an environment where learning and development is the standard. LC Packaging's motto when it comes to the development and preservation of our employees is: Don't waste talent!

LC Packaging's Performance and career development policy seeks to balance the needs of employees for professional development, and the needs of the company for properly qualified staff. The purpose of this policy is to encourage and support employees in their professional and career development as part of their employment with the organisation.

Our training and skills development measures, including our Leadership programme and Young LC Programme, have a positive impact on employees, as they provide fair opportunities to develop skills and realise full potential. Furthermore, equal participation for women in our leadership programme ensures more women in management positions in the near future.

The accompanying table provides an overview of training and skills development indicators, including the percentage of employees who have received a series of mandatory ESG awareness training courses.

Training and skills development indicators (%)

	2022	2023	2024	2025
Employees receiving regular performance and career development reviews	100	100	100	100
Employees who have access to training	100	100	100	100
Employees who receive skills development related training	100	100	100	100
Employees who received training on LC Packaging values, principles, standards, and norms of behaviour	100	100	100	100
Employees satisfied with the current development opportunities*		72	75	
Completion rate ESG awareness courses:				
Sustainable consumption	87.4	81.9	82.3	83.4
Information Security	83.2	77.7	77.3	79.7
Child Labour and Forced Labour	86.8	81.8	81.5	82.9
Discrimination and Harassment	86.7	81.1	83.2	84.4
Sustainable Procurement	86.2	81.3	82.7	84.3
Business ethics	88.5	83.8	83.5	83.6
Occupational Health & Safety	85.6	82.1	82.1	83.6

* As part of LC Packaging' Flow programme, employee satisfaction related to current development opportunities is measured and discussed at least every other year.

Own workforce data joint ventures

LC Packaging has two joint venture FIBC production locations in Bangladesh (Dutch-Bangla Pack Ltd.) and in South Africa (LC Shankar PTY), of which we hold 50% ownership. General workforce data and health & safety data of these joint ventures are included separately in this report, and are displayed in the accompanying tables.

General workforce indicators	Dutch-Bangla Pack Ltd.				LC Shankar PTY			
	2022	2023	2024	2025	2022	2023	2024	2025
# of employees (1 Jan 2025)	1,182	1,183	1,103	1,388	208	88	93	70
% permanent employees	100	98	100	100	92	100	92	100
% women in management	9	8	9	8	14	0	0	17
% promotions	22	27	46	0	6	0	0	0
% female promotions	48	44	52	0	36	0	0	0
# of employee hires	1,106	1,045	935	1,823	30	5	1	1
% female hires	54	52	51	41	47	40	0	100
# of employee turnover	1,289	1,104	985	1,522	22	93	3	31
% female turnover	46	47	49	44	23	49	33	45

Health & safety indicators	Dutch-Bangla Pack Ltd.				LC Shankar PTY			
	2022	2023	2024	2025	2022	2023	2024	2025
Total # of health and safety incidents	3	3	4	5	5	3	5	7
% women involved in health & safety incidents	33	33	0	40	40	67	60	100
% of sick hours female	28	34	29	39	56	51	55	57
# of sick leave hours due to injury	40	48	56	72	108	108	99	603
% of sick leave hours due to injury female	20	33	43	44	42	75	82	100
Lost time rate (LTR)*	1	1	1	<1	2	2	3	3
Lost time injury rate (LTIR)**	1	1	1	1	10	9	26	36
lost time severity rate (LTSR)***	0	0	0	<1	0.02	0.03	0.05	0.31
# of discrimination & harassment incidents reported	0	0	0	0	0	0	0	0

** (Total sick hours/total hours worked) *100
*** (Total injury events/total hours worked) * 1,000,000
**** (Total number of days lost due to injuries/total hours worked) *100

Information security

LC Packaging's information security values are supported by three main principles: confidentiality, integrity and availability. LC Packaging strives to ensure strong and rigid information security measures to protect its information and guarantee business continuity. One of the central topics within our Information Security Management System Policy is the protection of individual rights and freedoms. This is supported by compliance with the General Data Protection

Regulation (GDPR) as well as internal processes. We aim to protect all data within our operations and guarantee the highest information security standards.

The accompanying table shows the number of spam emails received and participation rate of awareness training courses introduced to reduce the risk of breaches of sensitive information. The increase in reported spam emails is due to a new Outlook feature that enables employees to report phishing emails directly via a "report phishing" button.

	2022	2023	2024	2025
# of spam emails received*	44	77	111	705
% of employees that had internal spam and phishing training	64.5	54.8	49.7	66.5
% of employees that has received internal 'meet the hacker' training	43.3	39.9	37.8	48.9

* Based on the number of Topdesk tickets (notifications) related to this topic and cases reported via the new feature in outlook (report phising)

DR GOV-4, S1-17, S2-1, S2-2, S2-4, S2-5

Workers in the value chain

(ESRS 2, S1, S2)

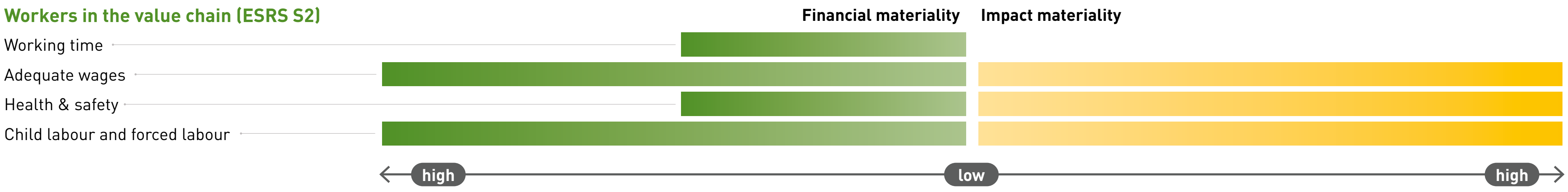
RoyaL LC Packaging's (LC Packaging) most significant impact on the environment, society, and economy occurs in its supply chain. We feel responsible for the social, ethical, and environmental practices of our suppliers (production partners). LC Packaging has 16 strategic production partners (key partners), together representing over 80% of our annual procurement spend. The relationship with these partners is long-term and in some cases, even dates back 60 years.

Two out of these sixteen key partners are joint ventures, of which LC Packaging is 50% owner: FIBC production Dutch-Bangla Pack in Bangladesh, and LC Shankar in South Africa. Although details of their workforce are included in the sub chapter 'Own workforce data joint ventures', in terms of social impacts, risks, opportunities and due diligence, the joint ventures are considered production partners and therefore included in this chapter.

This chapter covers information related to the workers in our value chain. This includes information on our due diligence process, risk assessment and actions taken around material social topics in our upstream value chain.

As a result of our double materiality assessment, the sub-topics working time, adequate wages, health & safety and child labour and forced labour have been identified material.

Workers in the value chain (ESRS S2)



Related impacts, risks and opportunities are explained in the Materiality chapter. Objectives and measures related to the material topics are outlined in LC Packaging's 'Sustainable supply chain policy', and 'Human rights policy'.

The chapter 'Workers in the value chain' is divided into the following sub-chapters:

- Due diligence process
- Risk assessment
- Living wage and working hours
- Health & safety
- Child labour and forced labour

To ensure data quality and comparability, data is reported from 2022 or 2023 onwards.

Due diligence process

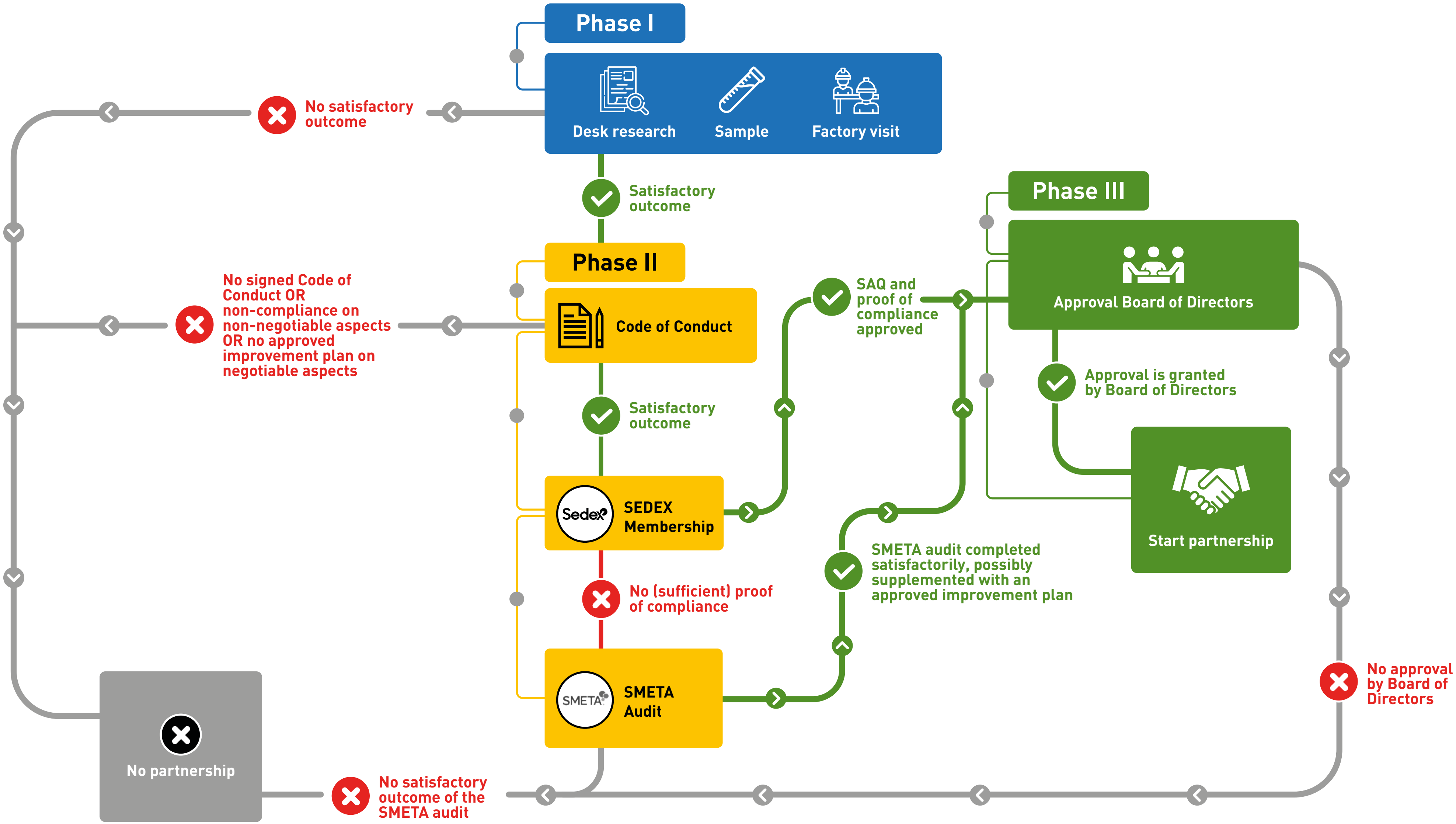
Although LC Packaging is out of scope for the EU Corporate Sustainability Due Diligence Directive (CSDDD), we made a conscious decision to align with the directive and follow OECD guidelines for Multinational Entreprises on Responsible Business Conduct. Meaning LC Packaging has a 'Sustainable Supply chain policy' in place, identifies and assesses adverse impacts in its supply chain, and takes action to cease, prevent or mitigate these impacts. We have been rewarded with an EcoVadis Platinum rating for four consecutive years, in which we score and **83/100 of sustainable procuremen**t.

Supplier selection and assessment

Due diligence is ensured through LC Packaging's **supplier selection and assessment process**. This process is implemented with the aim to ensure compliance with (local) regulation in the short-term, and raise social and environmental standards in the medium- to long-term. All (new) production partners are expected to sign the Code of Conduct for Production Partners for compliance or non-compliance, become a member of Sedex, complete the **self-assessment questionnaire** (SAQ) and provide **proof of compliance** for sustainable business practices in the form of policies, certifications and audit reports. In case of a lack of sufficient proof the production partner is requested to conduct an **on-site** (SMETA) **audit** on a regular basis. In addition, we visit our partners at least on an annual basis, and track and discuss progress.

A Code of Conduct was introduced for LC Packaging's logistics suppliers in 2024.

Supplier selection and assessment process



Targets, guidance and support

In addition, LC Packaging's key production partners are expected to commit to our 2030 Ambition, and sign and comply with the appropriate Code of Conduct for Key Production Partners. This commitment includes ambitious targets, mandatory data sharing and reporting on progress, on topics such as living wages, circular economy (product innovation and infrastructure investments) and greenhouse gas emission reduction.

As we believe responsible business conduct means that LC Packaging is jointly responsible for the development of our production partners, we **guide and support** our partners to meet social and environmental standards, beyond legislation. This way we ensure our partners stay relevant to serve the European market. For example, we support them in calculating CO_2e emissions and have introduced a living wage programme, in which we offer tools and support to calculate living wage gaps and to overcome these gaps.

The accompanying table provides indicators related to screening, risk assessment and identification of social or environmental impacts.

Workers' voice

In addition to having a strong, transparent and long-term relationship with our production partners, we value the voice of the workers, through connecting with unions, and hold a dialogue with individual workers and worker representatives (works councils) during site visits. This provides us with valuable insights into labour conditions, and benefits and challenges for our workers in the value chain, defining material topics and shaping social standards in our Code of Conduct. LC Packaging urges its stakeholders to voice concerns and (anonymously) report malpractices, among others through our online malpractices reporting form.

Video on meaningful stakeholder dialogue in collaboration with the Social and Economic Council (SER).

Due diligence indicators

Due diligence indicators	2022	2023	2024	2025
% New production partners screened using environmental criteria	100	100	100	100
% New production partners screened using social criteria	100	100	100	100
% Production partners' operations covered by social risk assessment	100	100	100	100
% Key production partners who signed the Code of Conduct for Key Production Partners	100	100	100	100
Production partners identified as having a significant actual negative social impact	0	0	0	0
Production partners identified as having a significant actual negative environmental impact	0	0	0	0
% of total production partner database identified as having a significant negative social impact	0	0	0	0
Suppliers with whom relationships were terminated based on negative social impact	0	0	0	0

Risk assessment

The goal of LC Packaging's upstream supply chain risk assessment is to identify the most critical risks and issues material to our direct production partners. It teaches us more about the context and environment in which our partners operate. Our risk assessment includes:

- **inherent risks** related the 23 sourcing countries in which our production partners operate;
- **global labour risks** related to the countries in which our 16 strategic partners (key partners) operate, and;
- **site characteristic risks**, related to our (key) partners based on self-assessment questionnaires, proof of compliance and on-site ESG audit results.

Material impacts, risks and opportunities identified through risk assessment, are explained in the Materiality chapter.

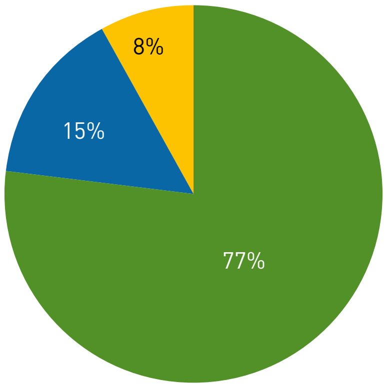
Inherent risks

LC Packaging sources products from approximately 80 production partners, spread over 24 countries. A basic inherent risk assessment is conducted for all sourcing locations. This includes:

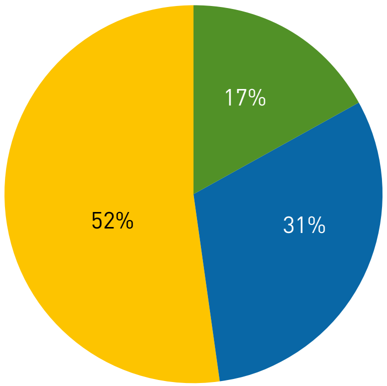
- **Social political risks**, based on the Amfori ESG Risk Compass, determining the level of risks related to governance in sourcing countries, including risks on voice and accountability, political stability and control of corruption.
- **Geo location risks**, based on the World Risk Report, assesses the disaster risk for sourcing countries.
- **Child Labour risks**, based on the Child Labour: Global estimates 2024, trends and the road forward Report. This report was published jointly by the ILO and UNICEF, and takes stock of where we stand in the global effort to end child labour by region.
- **Global Rights risks**, based on the ITUC Global Rights Index, rating countries depending on their compliance with collective labour rights and document violations by government and employers of internationally recognised rights.

The accompanying diagrams visualise of 24 sourcing countries the low, medium and high risk percentage.

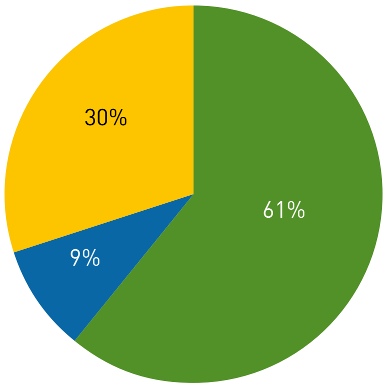
Social political risk (%)



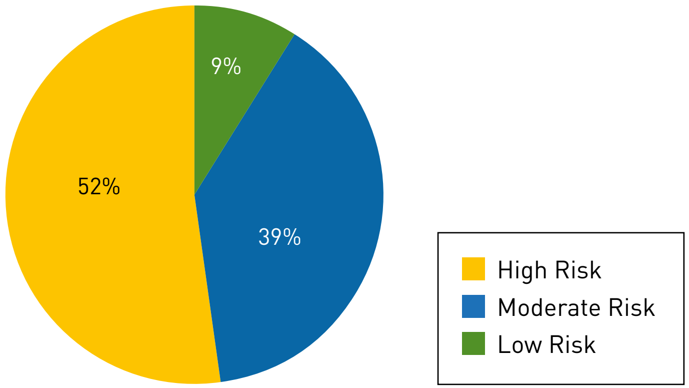
Geo location risk (%)



Child labour Risk (%)



Global rights risk (%)



Global labour risks

In 2025, a Global Labour Risk Assessment was conducted based on the Global Labour Risk Index. The assessment includes LC Packaging's 17 strategic production partners and measures (potential) labour risks related to the countries in which they are located*. The assessment is based on the following key factors that influence the stability and fairness of labour conditions:

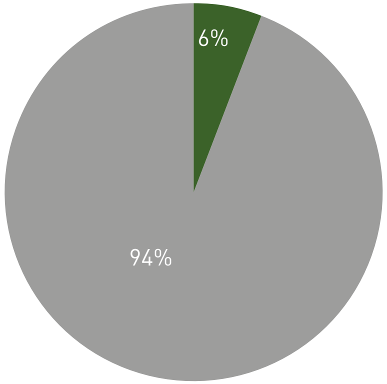
- **Minimum wage vs living wage gap**
  Measures whether the statutory minimum wages are sufficient to cover basic living wage costs
- **Labour rights**
  Evaluates the strengths and enforcement of labour laws
- **Inflation**
  Examines how changes in prices impact our employees' purchasing power
- **Freedom House Score**
  Reflects the level of civil and political freedom in each area.

As visualised in the accompanying diagrams:

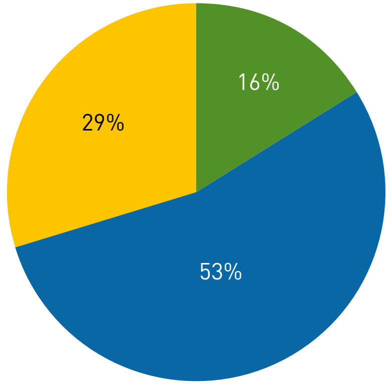
- In **94%** of the countries in which key partners are located, minimum wages are either equal to or below the living wage threshold. This indicates a risk of inadequate wages paid in the supply chain. **18%** of the locations have a low-risk level in terms of living wage coverage.
- **41%** of the locations are categorised as low risk in terms of labour rights, with another **35%** falling into the moderate risk and **24%** in the high risk category. In some countries, labour laws are inadequately enforced, posing a risk of low standards of labour and working conditions.
- **82%** of the locations are experiencing moderate inflation risk, while **18%** are classified as high risk. Moderate and high inflation could lead to an increase in costs for a decent standard of living, and potential livelihoods being impacted when wages are not increased in line with inflation rates.
- **35%** of the locations are categorised as low risk according to Freedom House scores, with the remaining **65%** falling into the moderate risk category.

* In this year's report, The Global Labour Rights Index has included Sri Lanka) and Czech Republic, therefore two production partners, based in these countries are included in the supplier assessment for the first time. Updated 2025 data for inflation rates and Freedom House classifications is not available in the Global Labour Rights Index, therefore, the most recent 2024 data has been used for these indicators to ensure consistency and completeness of the assessment. *

Minimum wages vs living wages



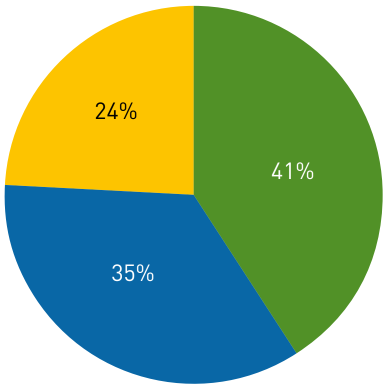
Living Wage Risk Level



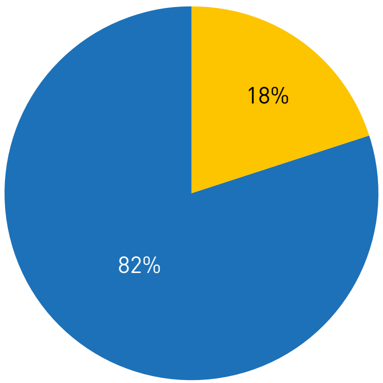
Minimum wage above Living wage (Above 100%)
Minimum wage below or equal to Living wage (≤ 100%)

High Risk
Moderate Risk
Low Risk

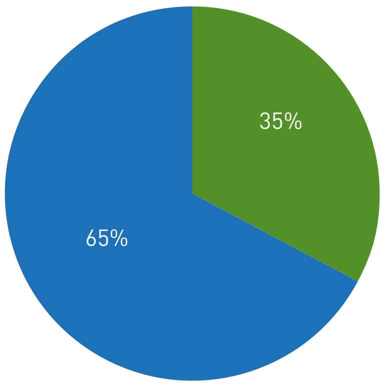
Labour Rights Risk level



Inflation Risk Level



Freedom house risk level



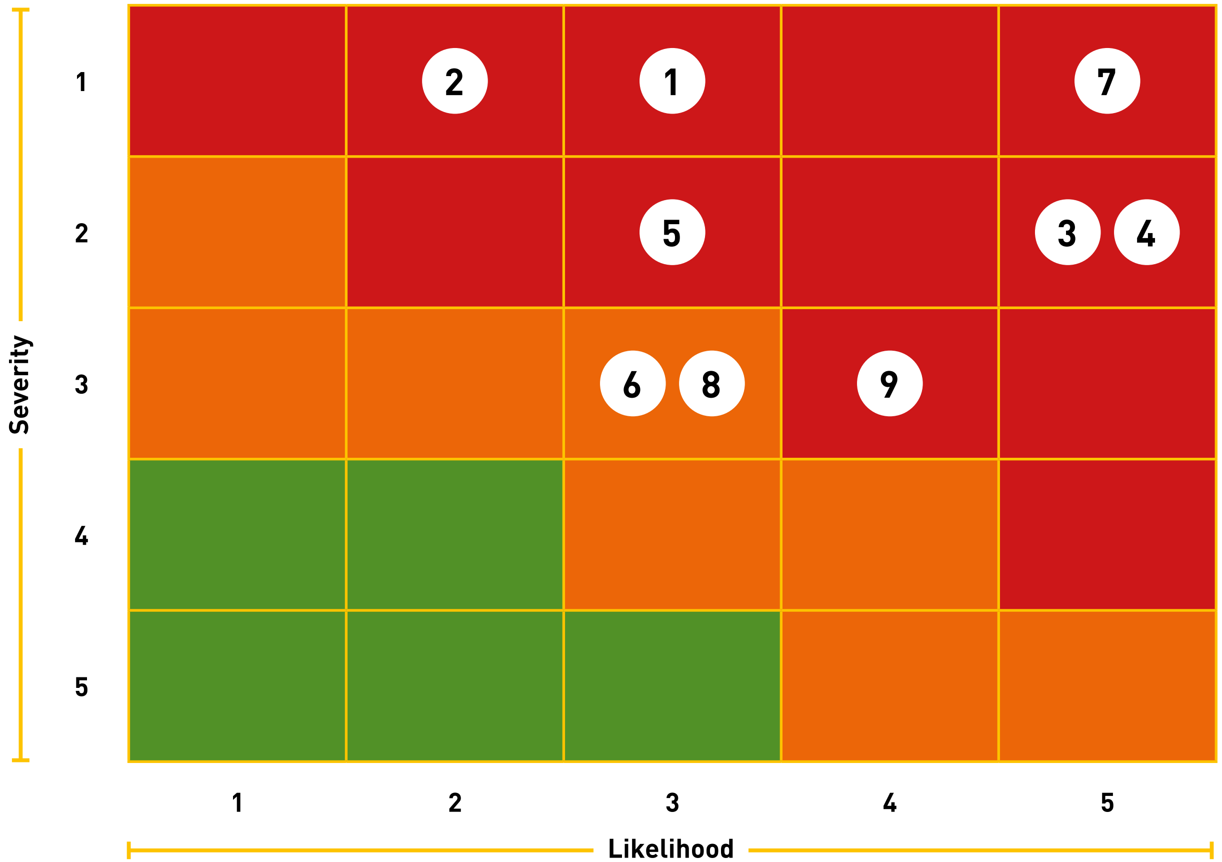
Site characteristic risks

Over the past years, LC Packaging has collected detailed information related to social and environmental impacts and measures taken by our (key) partners. As we use Sedex as our supplier management and assessment tool, all our key partners and a significant portion of our non-key partners are members of Sedex, have filled out the self-assessment questionnaire, uploaded relevant policies, certificates, audit reports and other relevant documentation, and have conducted either SMETA audits or BSCI audits. Additionally, we visit our partners at least on an annual basis, and track and discuss progress. Furthermore, our key partners participate in LC Packaging's living wage programme, in which potential living wage gaps are calculated.

Based on this information, and with help of the Sedex Radar Risk tool, material social topics have been identified in our value chain, through scoring on 'severity' and 'likelihood'. The topics 'health & safety', 'living wages' and 'working hours' score highest on severity and likelihood. Child and forced labour are less likely to occur in our Tier 1 supply chain, but should it occur, the severity of the impact would be high.

In the remainder of this chapter, we elaborate on these material topics. Related impacts, risks and opportunities are explained in the Materiality chapter.

Priorisation social topics



Social topics

1. Child labour and young workers
2. Forced labour
3. Living wages
4. Working hours
5. Feedom association
6. Regular employment
7. Health, safety and hygene
8. Discrimination
9. Gender inequality

Living wage and working hours

Low wages and excessive working hours, both are material social issues in LC Packaging's upstream value chain. Even though minimum wages are paid, living wages are generally higher than locally set minimum wages. A living wage is a level of pay that gives workers and their families a decent standard of living. This includes being able to afford basic needs such as food, housing, healthcare, education, transport and clothing (ILO). When basic wages for a standard workweek do not meet living wage standards, workers need to work excessive hours to make ends meet.

Working hours

In terms of working hours and documents, we ask our production partners to ensure that employees work in compliance with all applicable national laws, and mandatory industry standards pertaining to the number of working hours and public holidays. The regular workweek, overtime not included, should be defined by local or other laws, but shall not exceed 48 hours a week. Overtime shall be on a voluntary basis and be incentivised through the payment of a premium rate of compensation.

More information in our Code of Conduct

Living wages

LC Packaging has set itself the goal to have **100% of its key production partners' employees earn at least a living wage by 2030**, with the aim to improve the standard of living for the workers in our value chain, by ensuring a fair compensation for decent working hours. In 2023, we launched our living wage programme, in which our key production partners participated. With this programme, supported by IDH – Sustainable Trade Initiative, we support our partners in calculating the living wage gap and to achieve and maintain a living wage.

In 2025, **100%** of LC Packaging's key production partners committed to paying at least a living wage by 2030. Based on the data available during the publication of this report, we can state that of the **19,663** employees employed by our key production partners in 2025, **46.6%** earned at least a living wage, **17.8%** earned less than a living wage and **35.6%** were at risk of not earning a living wage. For this last group, the living wage gap has not been calculated yet.

The accompanying table shows living wage indicators related to the workers in our value chain.

Living wage indicators	2023	2024	2025
% of key production partners committed to paying at least a living wage by 2030	100	100	100
# of workers employed by key production partners	29,979	20,309	19,663
% of key production partners pay their employees at least a living wage	59	52.9	53.3
% of key production partners' employees earn at least a living wage*	**42.7**	**57.2**	**46.6**
% of key production partners' employees earn less than a living wage**	2.2	8.4	17.8
% of key production partners' employees are at risk of not earning a living wage***	47.8	34.4	35.6

* Employees working either for an SA8000-certified production partner, or for a production partner for which a living wage gap analysis has been performed
** Employees working for production partners, for which a living wage gap analysis has been performed
*** Employees working for production partners based in high risk locations and/or industries, for which the (potential) living wage gap has not been calculated yet.

Health & safety

As described in the Code of Conduct for Production Partners, LC Packaging expects its production partners to provide employees with safe and healthy working conditions and, where provided, safe housing conditions. This includes, as a minimum, the provision of safe drinking water, adequate sanitation, emergency exits and essential safety equipment, access to emergency medical care, and appropriately lit and equipped working stations. Workplaces, machinery, equipment and processes should be safe and without any risk to physical and mental health. Adequate protection and protective equipment must be provided to prevent risk or accidents with adverse effects on health and wellbeing. All employees should receive adequate training prior to commencing their duties.

47.1% of key production partners (8/17) are ISO 45001 certified, covering **55%** of the total workers employed by these partners (compared to **31%** in 2024). Of our key production partners producing outside Europe (Asia and Africa), 63.6% are ISO 45001 certified. Additionally, LC Packaging's joint ventures Dutch-Bangla Pack in Bangladesh and LC Shankar in South Africa provide employees with health insurance and medical plans, positively impacting the workers' wellbeing. Health and safety indicators for these production facilities are reported under 'Own workforce data joint ventures'.

As not all sites are covered by an ISO 45001 certification and the vast majority of corrective actions flagged in on-site audit reports are related to insufficient health and safety measures, the health & safety topic is considered a material topic for LC Packaging, and additional actions will be defined to support our partners to implement sufficient measures and reduce the risk of health & safety incidents in our upstream value chain.

Child labour and forced labour

As described in the Code of Conduct for Production Partners, the use of child labour – any work performed by any person under 15 years age, unless the minimum wage for work or mandatory schooling is higher by local law – is strictly prohibited. Our production partners may employ young workers – under the age of 18 but over the age of a child – but where such workers are subject to compulsory education laws, they shall only work outside of school hours, not work nights, and not be exposed to any situations that are hazardous or unsafe to their physical and/or mental health and development. Additionally, our partners shall under no circumstances use forced, compulsory or indentured labour or modern slavery in any forms, or be involved in human trafficking. Additionally, employees may never be required to hand over government-issued identification, passports or work permits as a condition of employment. Deliberately breaking these rules results in immediate dismissal.

Inherent risk assessment shows **30%** of the 23 sourcing countries in which our production partners are based, are considered high risk on the 'child labour' topic. On-site audit reports show a low to medium likelihood of child labour and forced labour incidents happening on our Tier 1 key production partners' sites. However, the impact of such a case would be severe. Moreover, not all non-strategic partners have conducted audits, and further down the value chain (Tier 2 and Tier 3), these events are more likely to occur. Therefore, the topic child labour and forced labour is also identified as material.

To reduce the risk of child labour and forced labour occurring in our direct value chain, we currently have the following measures in place:

- annual risk assessment, including risk of child labour;
- extensive assessment/due diligence process for our production partners, including on-site audits (third party) and regular site visits;
- through our living wage programme, adequate wages are implemented, reducing the risk of the children of workers having to work to make ends meet;
- through our LC Supports Foundation, we support a scholarship programme for the children of workers at our joint venture Dutch-Bangla Pack in Bangladesh, aiming to prevent children dropping out of school and starting to work at an early age;
- (suspected) cases of child labour and forced labour can be voiced via the whistleblowing procedure (internal) and the malpractices reporting form.
- **82.9%** of LC Packaging employees has conducted a mandatory internal child labour and forced labour training, to learn more about the definition of child labour and forced labour, and how to recognise signs of this type of labour during site visits.

Our policy on child labour and forced labour is explained in our human rights policy and impacts, risks and opportunities identified for this topic are explained in the Materiality chapter.

Child labour and forced labour incidents

	2022	2023	2024	2025
Confirmed incidents of child labour or forced labour	0	0	0	0

Consumers and end-users

(ESRS S4)

DR S4-1, S4-2, S4-4, S4-5, S4-6

Royal LC Packaging (LC Packaging) feels responsible for the health and safety of its consumers and end-users, and therefore takes actions to ensure access to quality information, and to provide high-quality products, for which health and safety impacts are assessed for improvement. This chapter reports on indicators related to these topics.

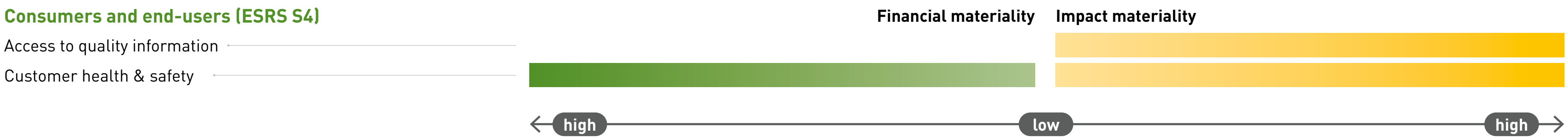
As a result of our double materiality assessment, material sub-topics related to consumers and end-users have been identified and are visualised in the below graphic.

Related impacts, risks and opportunities are explained in the Materiality chapter. Objectives and measures related to the material topics are outlined in LC Packaging's 'Customer health & safety policy', 'Marketing and Labelling policy', and 'Anti-greenwashing policy'.

The chapter 'Consumers and end-users is divided into the following sub-chapters:

- Access to quality information
- Customer health & safety

To ensure data quality and comparability, data is reported from 2022 or 2023 onwards.



Access to quality information

Access to quality information is, in many ways, of great importance for LC Packaging's customers. This includes clear information on the safe use of the product, but also information related to the social and ecological impact of the product, including the bill of materials and circular criteria, such as reusability, recyclability and compostability. To prevent the risk of conveying a false impression or providing misleading information about the sustainability of LC Packaging's products and value chain, we introduced the Anti-Greenwashing Policy in 2022. This policy seeks to define and recognise greenwashing in its online and offline communication. This policy is a stand-alone policy, but also a supplement to the Marketing and Labelling Policy, aiming to position and promote the LC brand in a reliable and transparent way, and to provide information that helps our customers make informed purchasing decisions.

This policy is a stand-alone policy, but also a supplement to the Marketing and Labelling Policy, aiming to position and promote the LC brand in a reliable and transparent way, and to provide information that helps our customers make informed purchasing decisions.

We aim to maintain a level of **zero incidents** of non-compliance with regulations and/or voluntary codes concerning marketing communications and product and service information labelling, as reported in the accompanying table.

A mandatory online anti-greenwashing training has been introduced for customer-facing employees and contractors, of which at least **80%** should have conducted the training by 2025.

Incidents of non-compliance	2022	2023	2024	2025
Incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling	0	0	0	0
Incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications	0	0	0	0
Filed claims for greenwashing	0	0	0	0

An online anti-greenwashing training has been introduced for employees and contractors, of which **20.2%** has completed the training by 31 December 2025.

Customer health & safety

To protect the health and safety of our customers and end-users, LC Packaging ensures all packaging supplied meets minimum legal requirements. Our objective is to have **100%** of distributed products contain health and safety information.

More information on objectives and measures related to customer health & safety can be found in LC Packaging's Customer health & safety policy.

The accompanying tables show general customer health and safety indicators and the number of complaints, customer complaint rate (CCR) and order rejection rate (ORR) per product category. It is noteworthy that – compared to other product categories – there are more complaints per 100,000 sold products for FIBCs (big bags). An FIBC is regularly used for transporting heavy and sensitive products, which is why these types of bags are more likely to be rejected.

Customer health & safety indicators	2023	2024	2025
% product and service categories for which health and safety impacts are assessed for improvement	100	100	100
% of distributed products that contain health and safety information	100	100	100
Total number of customer complaints	409	324	424
Incidents of non-compliance concerning the health and safety impacts of products and services	0	0	0

Customer complaints	2023			2024			2025		
Product category	**# Complaints**	**Customer complaint rate (CCR)***	**Order rejection rate(ORR)****	**# Complaints**	**Customer complaint rate (CCR)***	**Order rejection rate(ORR)****	**# Complaints**	**Customer complaint rate (CCR)***	**Order rejection rate(ORR)****
Net bags	15	0.01	1.6%	10	0.01	0.1%	21	0.02	0.1%
Cardboard packaging	49	0.03	0.3%	65	0.03	1.2%	61	0.04	0.1%
FIBCs	233	2.01	1.1%	232	1.96	4.2%	337	2.52	1.1%
Jute bags	7	0.05	3.0%	2	0.01	0.7%	3	0.02	0.3%
WPP bags	17	0.04	3.0%	15	0.03	1.2%	2	0.00	0.1%
Total	321			324			424		

* CCR measures customer complaints per 100,000 packaging products produced.
** ORR defines the percentage of rejected units relative to the total delivered quantity, providing insight into non-compliance with voluntary standards. No regulatory failures or resultant fines have been identified.

Governance

Business conduct

Business conduct

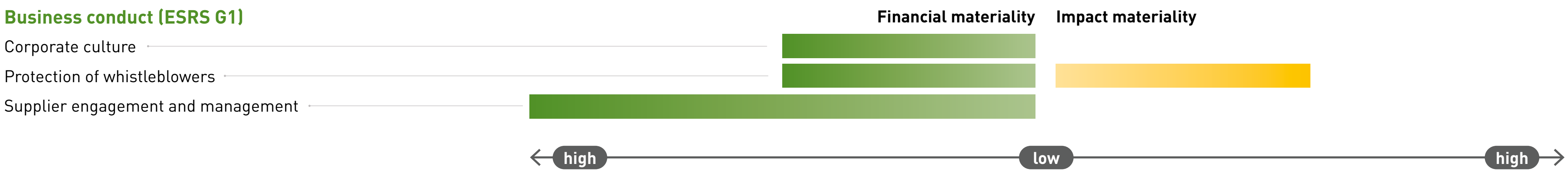
(ESRS 2, S1, S2, S4, G1)

DR GOV-4, GOV-5, S1-3, S1-17, S2-3, S4-3, G1-1, G1-2, G1-3, G1-4, G1-6

Royal LC Packaging (LC Packaging), as one of the leaders in the flexible transport packaging industry, is committed to setting an example of an ethical company. We want to ensure that our staff acts honestly and with integrity to safeguard the resources for which they are responsible at all times. The following policies and codes outline the moral principles that guide our company's conduct:

- LC Packaging's Business ethics policy is in place to set objectives and related measures for ethical conduct within our business operations, and includes topics such as bribery, corruption and fraud, conflicts of interest, money laundry, and anti-competitive practices.
- Our 'Discrimination and harassment policy' provides objectives, measures and guidelines to ensure a working environment which is free from any form of discrimination, harassment and/or bullying. This applies both in the workplace and outside the workplace in a work-related context, such as on business trips, customer or supplier events, or work-related social events.
- LC Packaging's Internal Code of Conduct describes our core values and rules and guidelines related to expected ethical behaviour towards important stakeholders, such as employees, production partners and customer.

As a result of our double materiality assessment, we identified the following material sub-topics related to business conduct:



Related impacts, risks and opportunities are identified and described in the Materiality chapter.

The chapter 'Business conduct' is divided into the following sub-chapters:

- Corporate culture
- Protection of whistleblowers
- Supplier engagement and management

Corporate culture

LC Packaging has built a strong corporate culture centred around business ethics and sustainability. Since our establishment in 1923, we enjoy a committed, reliable, loyal and motivated workforce, strong stakeholder relationships and accompanying reputation. We believe a strong corporate culture is the base of our success. LC Packaging's employees are part of the LC family, and with both our suppliers (production partners) and customers, we have often established long-term relationships based on loyalty, transparency and trust.

To maintain our culture, rules of conduct are laid down in our Internal Code of Conduct. All employees have read and signed this document. Additionally, both our 'Business ethics policy', and 'Discrimination and harassment policy' have been translated into mandatory online awareness training courses, conducted by **83.6%** and **84.4%** of our employees respectively in 2025.

LC Packaging's management team has the responsibility to steer on ethical conduct and to lead by example. By maintaining an open, transparent environment, unethical behaviour is addressed and discussed. Additionally, we have ethical procedures in place, such as the **whistleblowing procedure, grievance procedure, sensitive transactions procedure,** and **due diligence procedure**.

As LC Packaging has experienced significant growth over the past decade and affiliates are spread over 15 countries, maintaining a strong corporate culture is an important topic on our agenda and in our actions and communications. Meaning, we continuously review our processes and measures, and with the help of our internal Flow Programme, we measure and discuss various HR topics biannually, including a safe and healthy working environment and behaviour.

Protection of whistleblowers

LC Packaging has a whistleblowing procedure in place, through which (suspicions of) malpractices can be reported. Examples of malpractice are criminal offences which breach relevant laws or regulations (fraud, bribery, corruption, anti-competitive practices), miscarriages of justice, damage to the environment, or deliberately endangering the health & safety of other individuals.

A whistleblower can submit a physical report in paper format or in electronic format or can report orally using the direct telephone line. Reports and concerns can be submitted anonymously and are handled appropriately and confidentially.

Both employees and external stakeholder can make use of the online malpractices reporting form, which is available on our website. To ensure awareness, through our code of conduct, our production partners and logistics partners are encouraged to address malpractice through this form. In return, we expect our production partners to implement whistleblowing procedures in their own operations.

The accompanying table provides an overview of ethical incidents reported and legal actions taken.

Voice your concern and report malpractices!

Please report (suspected) violations of laws, Codes of Conduct and internal policies through our malpractices reporting form.

LC Packaging has identified that our current procedure is not accessible enough for all colleagues and external stakeholders, for example, due to language issues, lack of knowledge of the procedure, or potential fear of retaliation. The procedure is therefore under review. Please refer to the Materiality chapter for related impacts, risks and opportunities identified.

Ethical Incidents	2022	2023	2024	2025
Reported incidents of discriminatory and intimidating behaviour	0	0	0	0
Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	0	0	0	0
Confirmed incidents of corruption	0	0	0	0

Supplier engagement and management

LC Packaging's production partners and logistics partners are a critical factor in our success, and therefore, we ensure a strong, long-term relationship based on loyalty, transparency and mutual growth. We choose our partners carefully, ensuring matching quality and social, environmental and ethical standards as outlined in our Code of Conduct for Production Partners and Code of Conduct for Logistics Partners. Once taken on board, we are loyal to these partners and do not 'shop around'. Please refer to the chapter 'workers in the value chain' for more information on our selection and assessment process.

LC Packaging's Internal Code of Conduct describes the rules of behaviour towards our partners, which includes among others that LC Packaging:

- shows loyalty to its partners and does not shop around;
- bases it proposition on both its own and its partners' merits;
- strives for full consistency in its own and its partners' commitment to compliance;
- does not share any confidential information from its partners with others;
- never plays off partners against each other, and;
- pays its production partners promptly, without any delay.

ESG standards

To ensure and maintain business continuity and competitive advantage, and drive innovation through effective supplier engagement and management, we engage with our partners at least on a biannual basis, with the aim of ensuring our long-term partners comply with the ever-increasing social and environmental standards. For this, LC Packaging's provides education, through topical training sessions and presentations, and offers support in improving standards through, for example, our Living Wage Programme. Through this programme, we help our partners to calculate a potential living wage gap and achieve and maintain living wages instead of an insufficient legal minimum wage. Please refer to the chapter 'workers in the value chain' for more information. Furthermore, we provide advice on how to make operations greener, in terms of water consumption, waste production and energy use, and we support in calculating CO_2e emissions related to our partners' operations. Additionally, together with our partners, we operate optimisation and innovation projects to meet circular economy goals and ensure future relevance towards our customers.

In the process, LC Packaging makes a distinction between general partners and strategic partners (key partners). Key partners include approximately 25% of our supplier base and together, represent over 80% of LC Packaging's annual procurement spend. Key partners are expected to move beyond legal requirements, in exchange for extensive support and loyalty. The Code of Conduct for Key Partners outlines social and environmental targets set for key partners related to the implementation of living wages, CO_2e emission reduction and circular economy practices.

Feedback and dialogue

In 2025, we conducted a survey among our key production partners to gather feedback on five key areas: communication; requests, samples, orders and delivery; financial and commercial practices; social and environmental responsibility; and partnership and collaboration. The results show strong appreciation for our approach: **100%** of key partners agree that LC Packaging actively invests in maintaining and developing long-term partnerships and demonstrates respect, appreciation and recognition, while also welcoming feedback and taking appropriate action. In addition, **94%** indicate that LC Packaging contributes to their financial stability and supports their development and growth. At the same time, the survey provided valuable insights for improvement, particularly in ensuring clearer communication, better navigating cultural and time differences, and further strengthening our understanding of supplier operations.

Explanatory notes

Disclosure requirements

Explanatory notes

(ESRS 2)

DR BP-1, BP-2, IRO-2

This sustainability report covers the period from **1 January 2025 to 31 December 2025**, in alignment with the financial reporting calendar of Royal LC Packaging International B.V. (LC Packaging)

The disclosures have been prepared using a consolidation scope consistent with the financial statements, ensuring consistency between financial and non-financial reporting. The report includes all Royal LC Packaging International B.V. affiliates, while joint ventures are reported separately where relevant and material, based on available data and professional judgement. This reporting year marks a transition from sustainability reporting under the Global Reporting Initiative (GRI) Standards – Core Option to the **European Sustainability Reporting Standards (ESRS)**, as required under the Corporate Sustainability Reporting Directive (CSRD). This change reflects our commitment to enhanced transparency and alignment with European regulatory requirements.

In accordance with the **European Sustainability Reporting Standards (ESRS),** under the Corporate Sustainability Reporting Directive (CSRD), the report addresses material impacts, risks, and opportunities across the upstream supply chain, own operations, and downstream activities. Where applicable, estimates and assumptions have been used. These are clearly identified and explained throughout the report to support transparency and accuracy.

In line with the transitional provisions allowed under the ESRS, certain datapoints have been omitted where obtaining reliable data would result in a disproportionate burden. These omissions are clearly disclosed in the relevant sections of the report.

Disclosures in relation to specific circumstances

the following circumstances have influenced the preparation and presentation of this sustainability report:

- Bluepack Aps is included in the sustainability report for the first time, following LC Packaging's acquisition of full ownership in 2025.
- Where applicable, errors identified in prior sustainability disclosures have been corrected. These adjustments are clearly indicated throughout the report.

Lotte Mastwijk
Director Corporate Affairs and Communications
Royal LC Packaging International B.V.
lmastwijk@lcpackaging.com

Disclosure requirements

The following table outlines the ESRS disclosure requirements (DRs) applicable to Royal LC Packaging International, based on its material topics and subtopics, as well as its identified impacts, risks, and opportunities (IROs). It also includes references to the corresponding information and data presented in this report.

ESRS	Disclosure Requirement (DR)	Material (sub)-topics	Location
2 - General disclosures	BP-1 - Basis for preparation of the sustainability statements	General information	p 95 | Explanatory notes
	BP-2 - Disclosures in relation to specific circumstances		p 95 | Explanatory notes
	GOV-1 - Governance structure		p 28 | Good governance
	GOV-2 - Processes and responsibilities		p 28 | Good governance
	GOV-3 - Integration of sustainability in incentive schemes		p 28 | Good governance
	GOV-4 - Due diligence processes		p 74 | Workers in the value chain p 90 | Business conduct
	GOV-5 - Internal controls		p 90 | Business conduct
	SBM-1 - Business model and strategy		p 05 | About Royal LC Packaging p 24 | Sustainability Strategy
	SBM-2 - Stakeholder interests & views		p 22 | Stakeholder engagement
	SBM-3 - Material impacts, risks and opportunities and their interaction with strategy		p 12 | Impacts, risks and opportunities
	IRO-1 - Process to identify and assess material IRO		p 10 | Materiality
	IRO-2 - Disclosure on which ESRS DRs are covered in reporting		p 96 | Disclosure requirements

ESRS	Disclosure Requirement (DR)	Material (sub)-topics	Location
E1 - Climate change*	E1-1 - Transition plan for climate change mitigation	Climate change adaptation Climate change mitigation Energy	p 31 | Climate change
	E1-2 - Policies related to climate change mitigation and adaptation		p 31 | Climate change
	E1-3 - Actions and resources in relation to climate change policies		p 31 | Climate change
	E1-4 - Targets related to climate change mitigation and adaptation		p 12 | Impacts, risks and opportunities p 31 | Climate change
	E1-5 - Energy consumption and energy mix		p 35 | Energy use
	E1-6 - Gross Scope 1, Scope 2, Scope 3 and total GHG emissions		p 32 | Greenhouse gas emissions
	E1-9 - Potential financial effects from material physical and transition risks and related opportunities		p 12 | Impacts, risks and opportunities

ESRS	Disclosure Requirement (DR)	Material (sub)-topics	Location
E5 - Resource use and circular economy	E5-1 - Policies related to resource use and circulair economy	Resource inflows, including resource use Resource outflows related to products and services	p 44 | Resource use and circular economy
	E5-2 - Actions and resources related to resource use and circular economy		p 44 | Resource use and circular economy
	E5-3 - Targets related to resurce use and circular economy		p 12 | Impacts, risks and opportunities p 44 | Resource use and circular economy
	E5-4 - Resource inflows		p 46 | Resource inflows
	E5-5 - Resource outflows		p 49 | Resource outflows
	E5-6 - Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities		p 12 | Impacts, risks and opportunities

* E1-7 (GHG removals financed through carbon credits) and E1-8 (internal carbon pricing) are not applicable to Royal LC Packaging's operations

ESRS	Disclosure Requirement (DR)	Material (sub)-topics	Location
S1 - Own workforce	S1-1 - Policies related to own workforce	Secure employment Working time Adequate wages Work-life balance Health and safety Gender equality/ equal pay Training and skills development	p 59 | Own workforce
	S1-2 - Processes for engaging with own workers and workers' representatives about impacts		p 59 | Own workforce
	S1-3 - Processes to remediate negative impacts and channels for own workers to raise concerns		p 92 | Protection of whistleblowers
	S1-4 - Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions		p 12 | Impacts, risks and opportunities p 59 | Own workforce
	S1-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities		p 12 | Impacts, risks and opportunities p 59 | Own workforce
	S1-6 - Characteristics of the undertaking's employees		p 61 | General information
	S1-7 - Characteristics of non-employee workers in the undertaking's own workforce		p 61 | General information
	S1-9 - Diversity indicators		p 12 | Impacts, risks and opportunities p 61 | General information
	S1-10 - Adequate wages		p 12 | Impacts, risks and opportunities p 67 | Working conditions and human rights p 68 | Global labour risk assessment
	S1-12 - Persons with disabilities		p 60 | Own workforce (Working conditions policy)
	S1-13 - Training and skills development indicators		p 12 | Impacts, risks and opportunities p 71 | Traning and skills development
	S1-14 - Health and safety indicators		p 12 | Impacts, risks and opportunities p 70 | Health and safety

ESRS	Disclosure Requirement (DR)	Material (sub)-topics	Location
	S1-15 - Work-life balance indicators		p 12 | Impacts, risks and opportunities p 60 | Own workforce (Working conditions policy)
	S1-16 - Compensation indicators (pay gap and total compensation ratio)		p 12 | Impacts, risks and opportunities
	S1-17 - Incidents, complaints and severe human rights impacts and incidents		p 70 | Health and safety p 85 | Child and forced labour p 92 | Protection of whistleblowers

S2 - Workers in the value chain	S2-1 - Policies related to value chain workers	Working time Adequate wages Health & safety Child labour and forced labour	p 74 | Workers in the value chain
	S2-2 - Processes for engaging with value chain workers about impacts		p 78 | Due diligence process (workers' voice)
	S2-3 - Processes to remediate negative impacts and channels for value chain workers to raise concerns		p 92 | Protection of whistleblowers
	S2-4 - Taking action on material impacts on value chain workers, and approaches to mitigating material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions and approaches		p 76 | Due diligence process
	S2-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities		p 12 | Impacts, risks and opportunities p 83 | Living wage and working hours

ESRS	Disclosure Requirement (DR)	Material (sub)-topics	Location
G1 - Business conduct	G1-1 - Corporate culture and business conduct policies	Corporate culture Protection of whistleblowers Supplier engagement and management	p 90 | Business conduct
	G1-2 - Management of relationships with suppliers		p 93 | Supplier engagement and management
	G1-3 - Prevention and detection of corruption or bribery		p 90 | Business conduct (Business ethics policy)
	G1-4 - Confirmed incidents of corruption or bribery		p 92 | Protection of whistleblowers
	G1-5 - Political influence and lobbying activities		p 22 | Stakeholder engagement
	G1-6 - Payment practices		p 93 | Supplier engagement and management

PLATINUM Top 1%
ecovadis
Sustainability Rating
OCT 2025

Our sustainability efforts have been rewarded with a Platinum CSR rating. We are among the top 1% assessed companies with the highest score.

Royal LC Packaging International BV
Otto Matseweg 9
2742 JW Waddinxveen
The Netherlands
+31 (0) 180 39 38 37

info@lcpackaging.com
www.lcpackaging.com