



# ESG Report 2023

## **Wipak Group**



# About this report

This Environmental, Social and Governance (ESG) report demonstrates Wipak's performance for the year 2023. The report includes Wipak's approach on its strategy for becoming the most sustainable flexible packaging company in the world, which was launched in 2019.

The information in this report is presented on behalf of Wipak Group including its subsidiaries:

WIPAK OY (FI)

WIPAK WALSRÖDE GMBH (GER)

WIPAK GRYSPEERT S.A.S. (FR)

WIPAK POLSKA SP Z.O.O. (PL)

WIPAK UK (UK)

WIPAK B.V. AND WIPAK B.P. (NL)

WIPAK IBERICA S.L. (ES)

WIPAK BORDI S.R.L. (IT)

WIPAK PACKAGING (CHANGSHU) CO. LTD. (CN)

BIAXIS (FI)

The report includes disclosures following the Global Reporting Initiative (GRI) Standards. In addition to the GRI, this report references the Greenhouse Gas (GHG) Protocol Corporate Standards for carbon accounting.

Wipak's 2023 ESG report is the second report on environment, social and governance for Wipak and shows the development on ESG strategy.

Thank you for your interest in our report. We welcome your questions, comments and feedback. You may contact us at: [sustainability@wipak.com](mailto:sustainability@wipak.com)



Susan Janssen,  
Manager Sustainability &  
Sustainable Products, Wipak Group



Dr. Dorit Nelke-Bruhn,  
Manager Sustainability Processes,  
Wipak Group

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# Wipak is proud to present it's 2nd ESG Report!



Karri Koskela,  
CEO, Wipak Group

The Packaging industry is undergoing a significant transformation driven by global sustainability concerns. Consumers are increasingly worried about the environmental impact of packaging materials and better informed about the ethical and social aspects of sustainability.

As a flexible plastic packaging producer that serves a wide range of food and healthcare industries, we are providing products, that are designed to protect and preserve valuable goods. With a commitment to responsible business practices and a vision to become the most sustainable player in the market, we are improving and transforming our packaging solutions to meet EU legislation requirements, now and in the future, while aiming for a minimized environmental impact.

End of 2022 the revision proposal of a Packaging and Packaging Waste Regulation (PPWR) was published which engaged a lot of discussions and advocacy work throughout 2023, which we followed carefully. With a focus on all kind of packaging materials the PPWR aims to encourage resource-efficient packaging and boost circularity. This regulation will change the packaging landscape and although a lot of details still need clear definitions by secondary legislation in the coming months and years, the targets are set. Our GreenChoice by Wipak sustainable packaging range – as well as our MedForm products

for health segment - are continuously adapted to align with current set targets and definitions. It offers our customers a cutting edge range of products targeting fully recyclable solutions and products that integrate renewable and/or recycled feedstock, and having lower product carbon footprints.

Our 2nd ESG Report is not just a document; it's a testament to Wipak's dedication to creating a future where packaging leaves a minimal footprint on our planet. The second report is our continuous approach in providing transparency and development regarding our sustainability efforts following the guidance of European Corporate Sustainability Reporting Directive (CSRD). The report focuses on material aspects like safety and product safety, circular economy, climate change (e.g. Green-House-Gas (GHG) emissions) as well as well-being and development of our employees.

We are proud on our achievements. Continuous safety awareness raising through trainings, discussions and engagement created a solid safety culture. On the environmental side, we have further improved our carbon emissions. To keep up the good actions and further improve in all ESG related areas we hold several group-wide and cross-functional workshops to discuss our ESG journey and have further developed a profound roadmap.

The roadmap laid out for 2024 and beyond promises to lead the company towards a more sustainable and successful future, benefiting not just the business but also its employees, customers, investors, and the wider community. The anticipation for the outcomes of this transformative phase is high, and it will undoubtedly set a benchmark for others in the industry. As a teaser and a glimpse of the future as we head towards the successful finalisation of our company carbon neutral strategy of 2025, we are already cooking a new recipe. More on that in the 2025 ESG report. Stay tuned!

We hope this report will serve as a transparent and informative tool for all our stakeholders, including customers, investors, employees, and the wider community, to understand our sustainability efforts and to engage with us on this journey towards a more sustainable future. We want this report to serve as a basis for constructive engagement and collaboration.

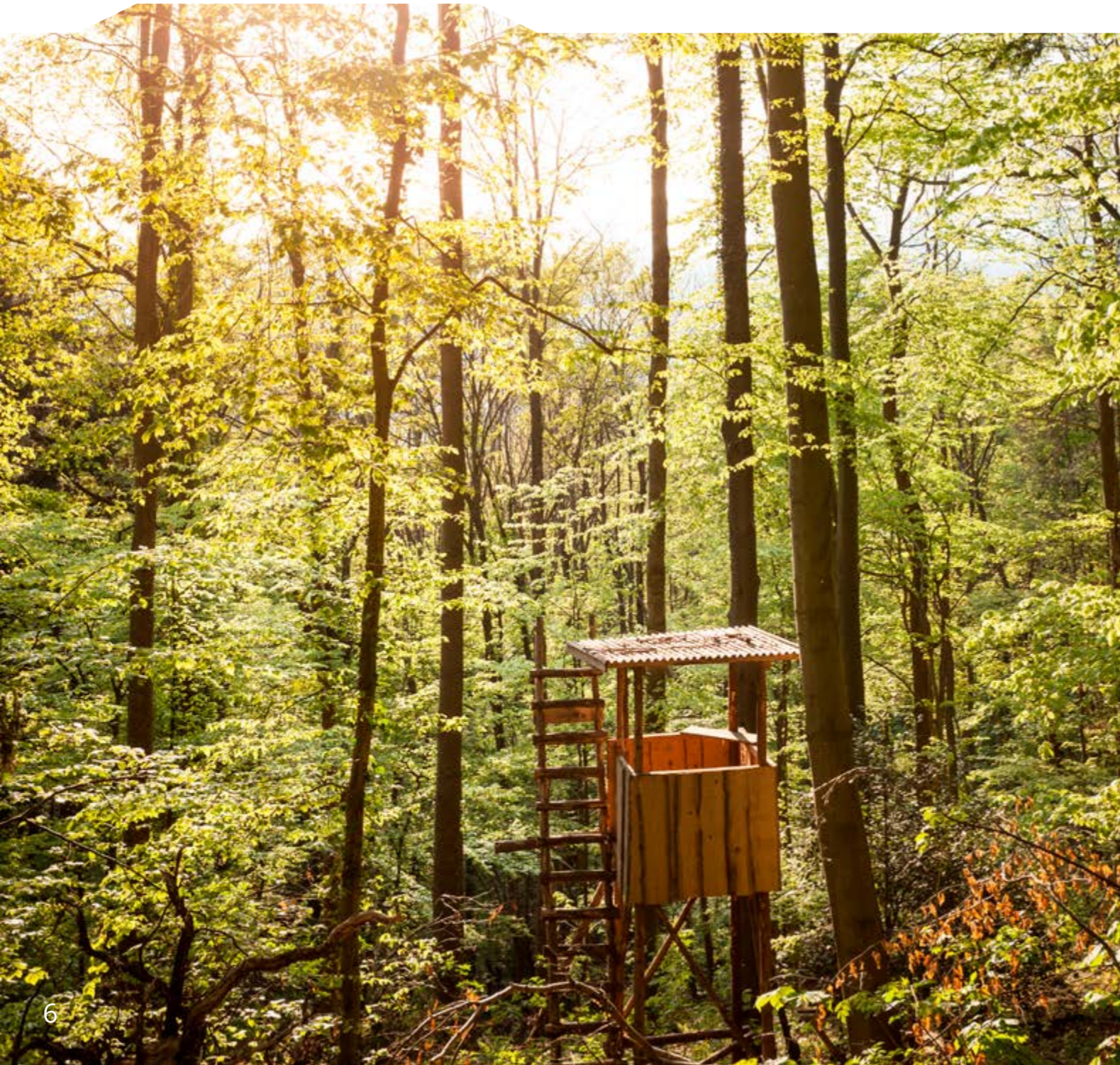
We thank all our stakeholders for their support and feedback, which continue to shape our sustainability strategy.

A handwritten signature in blue ink, appearing to read 'Karri Koskela', located at the bottom right of the page.



# Overview

We are a leading provider of flexible packaging solutions for global markets, with a strong reputation for innovation, quality, and sustainable solutions for food products as well as medical devices and pharmaceutical products. Caring for our employees and the consumer likewise, and taking responsibility for a sustainable future.





## Scope and ESG Development

Our aim is to be the most sustainable flexible packaging company with a promise to reduce our company carbon footprint to ZERO by 2025.

Wipak follows a strategy that highly focuses on environment, safety and people. One of the overarching strategic goals is to reduce the company carbon footprint to zero by 2025. This strategic goal was defined in 2019 and together with the aim for zero harm it is setting the foundation for today's strategic thinking and ambitions.

With the introduction of the BearingPoint EmissionsCalculator in 2019, a global team of CO<sub>2</sub> responsables with members from the different sites was set up, enabling us to manage and control all CO<sub>2</sub> related projects and share best practices.

Our Operational Excellence System manages operational data of all sites in a transparent way. Besides others, safety, efficiency and quality are reported and followed up in common meetings of the production managers of all sites.

Employee performance and development is followed up at least twice a year in personal per-

formance and development discussions, setting personal targets and reviewing the well-being.

Wipak is proud to reflect on the strides we've made in our sustainability journey since 2019, with the first edition of our ESG report launched in the spring of 2023. However, our commitment to sustainability is evolving by further developing and clarifying our ESG strategy we ensure compliance with future mandatory legal requirements.

By 2026, Wipak will be subject to the Corporate Sustainability Reporting Directive (CSRD). We welcome the European approach, and we decided to start at an early stage by following European Sustainability Reporting Standards (ESRS), as far as possible, right from the start.

” Our ESG strategy aims to go beyond numbers, revealing the real impact of our operations on people and the environment. This project involves a multi-level group of our employees, both from the group and sites, reflecting our collective dedication to sustainable practices. ”



Dr. Dorit Nelke-Bruhn,  
Manager Sustainability Processes, Wipak Group

” Our Operational Excellence System manages operational data of all sites in a transparent way. Besides others, safety, efficiency and quality are reported and followed up in common meetings of the production managers of all sites. ”



Alexander Kayser,  
Operations & Supply Chain Director, Wipak Group

” Employee performance and development is followed up at least twice a year in personal performance and development discussions, setting personal targets and reviewing the well-being. ”



Paulina Rannikko,  
General Counsel & Head of Human Resources, Wipak Group



## Stakeholder and Materiality Analysis

### Stakeholder

According to our values, we work **TOGETHER** in a **TRUSTED** manner, creating **INNOVATION** for the **FUTURE**.

With regard to ESG reporting, TOGETHER means to work together with our business partners along our supply chain. In addition, we consider and take care of the stakeholder, who might be affected by us or could affect us in some way.

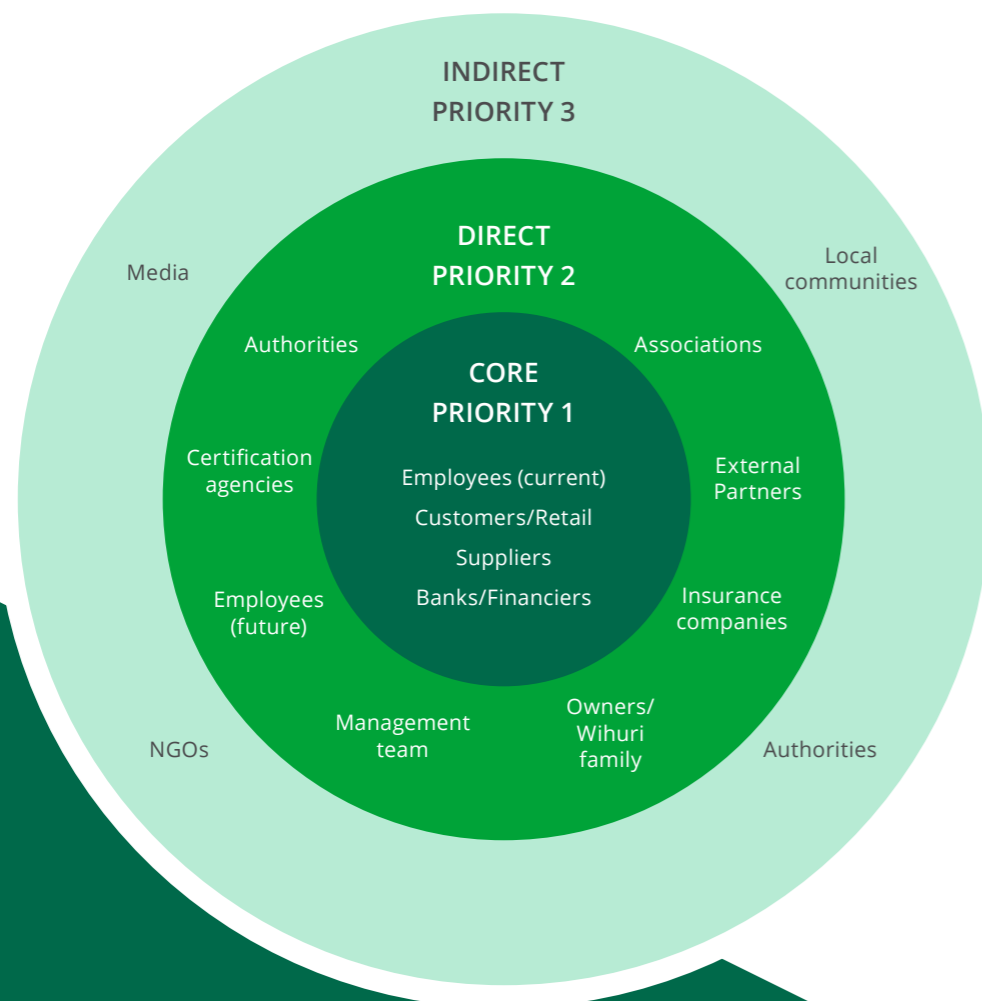
In our stakeholder analysis, we ranked all stakeholders according to their relevance and impact on Wipak. Based on the evaluation, three groups were defined; core, direct, and indirect stakeholders.

The core stakeholders with priority 1 comprise suppliers, current employees, customers (including retail) as well as banks and other investors.

Wipak's priority 2 group of stakeholders includes future employees, the owners (the Wihuri family), the management team, and insurance companies. In addition, the direct stakeholders include external partners and authorities as well as certification agencies.

The indirect stakeholders with priority 3 include associations, local communities, labour unions, NGOs and the media.

In line with their priority for Wipak, the expectations and concerns of the stakeholders are taken into account in the materiality assessment.



### Materiality assessment process



### Materiality Assessment

A materiality analysis was performed to identify and prioritize the issues that are most important to Wipak and its core stakeholders.

The materiality analysis was performed using a process, which has been established within the area of sustainability reporting in accordance with common frameworks. Taking the context of the organisation into account, actual and potential impacts were identified. Afterwards the impacts were assessed according to their significance. The most significant impacts were prioritized.

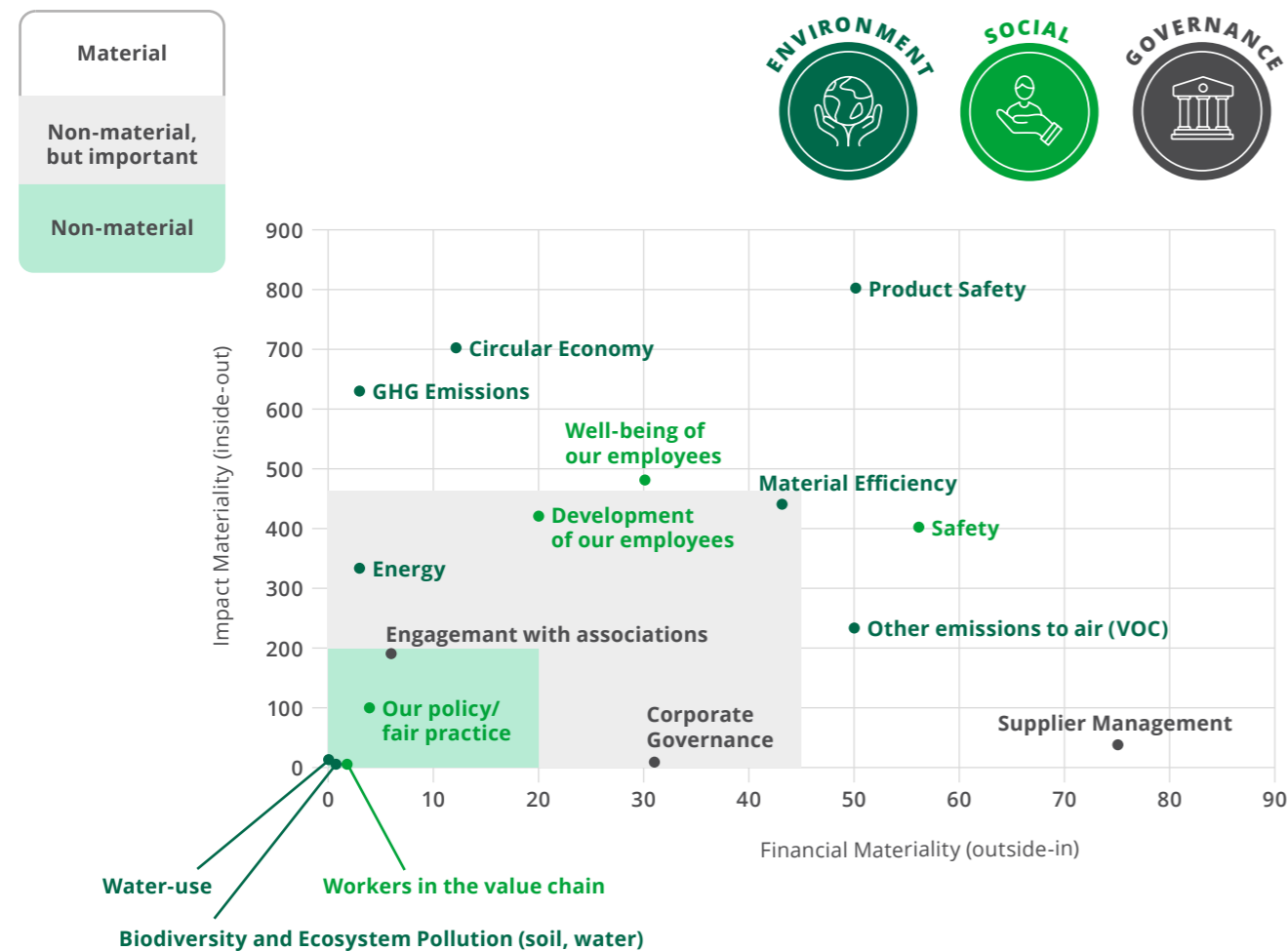


### Double Materiality

Topics are considered material, if they represent the organization's most significant impacts on the economy, the environment, and people. The principle of dual materiality, considering both impact materiality (inside-out perspective) and financial materiality (outside-in perspective), was applied to determine material topics.

### Materiality Matrix

The materiality assessment identified key sustainability matters, such as Product Safety, Circular Economy, Climate Change (e.g. Green-House-Gas (GHG) emissions), Safety, Well-being of our employees and Supplier Management. Additionally to those material aspects, Development of our employees, Energy and Corporate Governance were rated important.



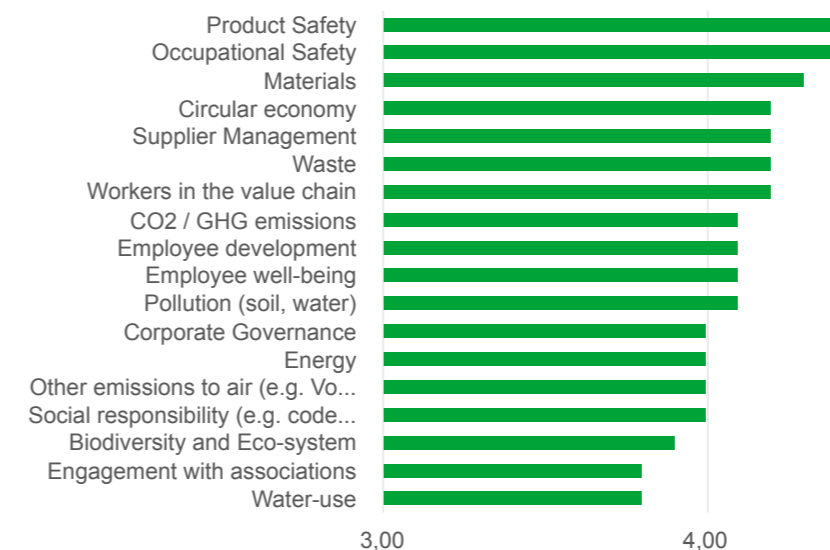
In the process of Wipak's first sustainability report external stakeholders were not involved in the assessment although we acknowledged that this is an important point. To improve our understanding of materiality aspects questions on sustainability matters were included in a customer survey, which was performed in 2023. The Customers were asked to rate a total of 18 sustainability topics from 1-5 (depending on their level of importance). The results show, that highlighted

aspects were similar to what was identified during the internal materiality assessment.

HIGHEST RATING WAS ACHIEVED FOR:

- ▶ Product Safety
- ▶ Occupational Health&Safety
- ▶ Materials

### Customer Rating



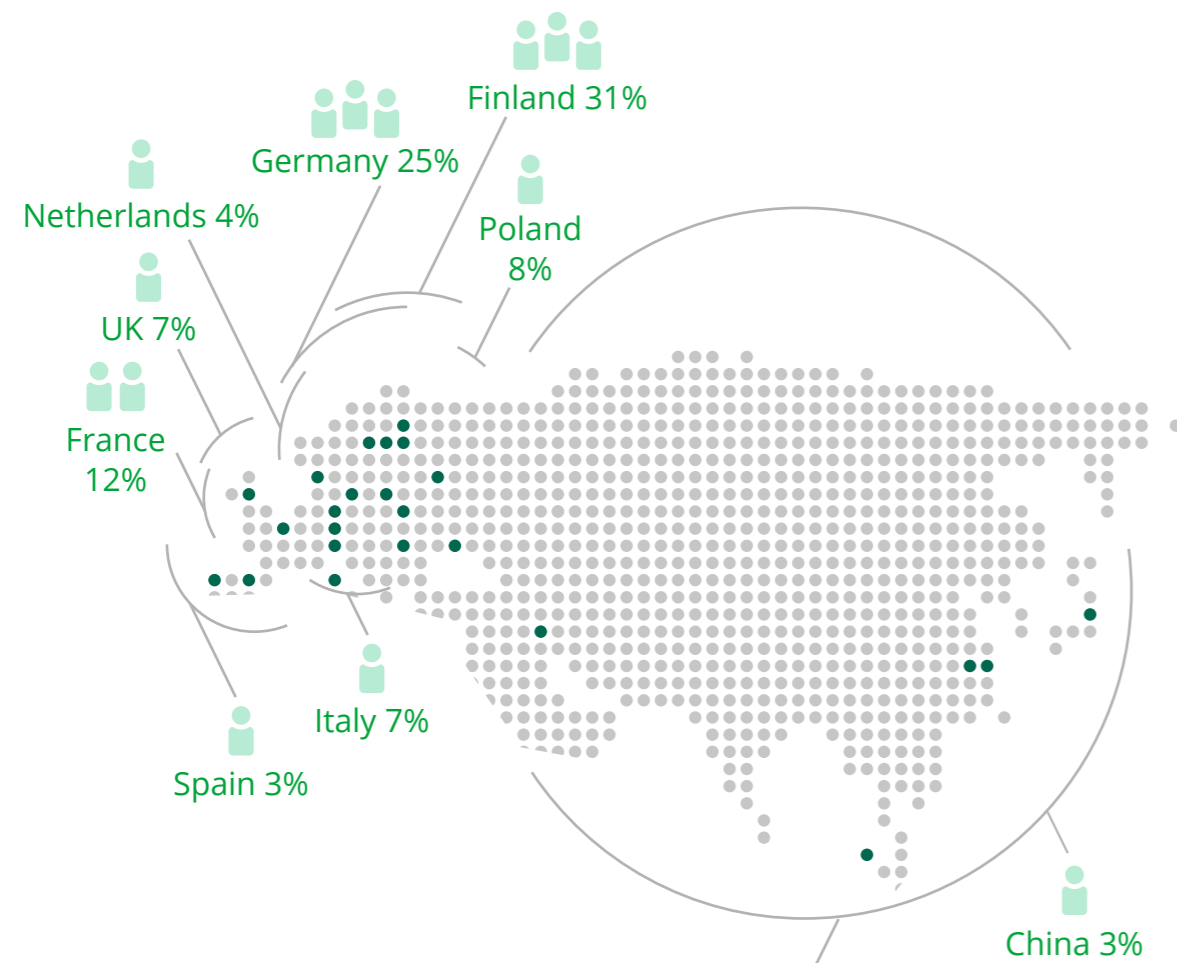


## Company Overview

Wipak Group is a global supplier of packaging solutions and services for food products as well as for medical devices and pharmaceutical products. We work in close partnership with our customers to innovate on our path to becoming the world's most sustainable packaging company.

Wipak is part of the family-owned Wihuri Group, tracing its origins back to over 120 years. Since the 1960s, Wihuri's packaging industry has grown into a major player in both Europe and North America. The packaging industry consists of two strong players: WIPAK in Europe and Asia, and WINPAK in North America.

Wipak operates 11 production facilities, 10 in Europe and one in China. The biggest production sites are located in Germany, Finland and France, having extrusion and converting capabilities. Converting sites in UK, Poland, Spain and China are performing lamination and printing processes. Pouch production capabilities related to our Health business are located in Finland, China and the Netherlands. From Italy, we offer one of the industry's widest ranges of pre-made bags and pouches in a variety of shapes and sizes, with an assortment of optional features.



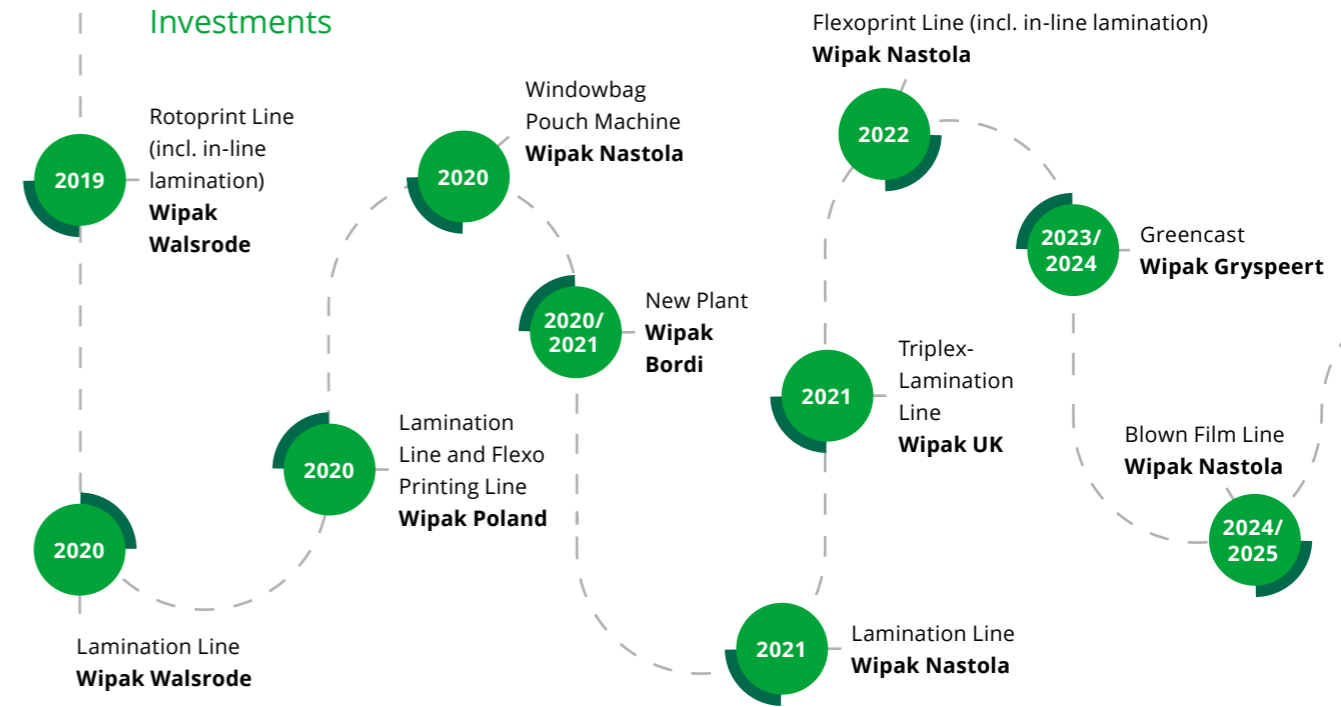
### Production sites

- China
- Finland (3)
- France
- Germany
- Italy
- Netherlands
- Poland
- Spain
- United Kingdom

### Sales offices

- Czech Republic
- Hungary
- Japan
- Norway
- China
- Singapore
- Sweden
- Switzerland
- Turkey

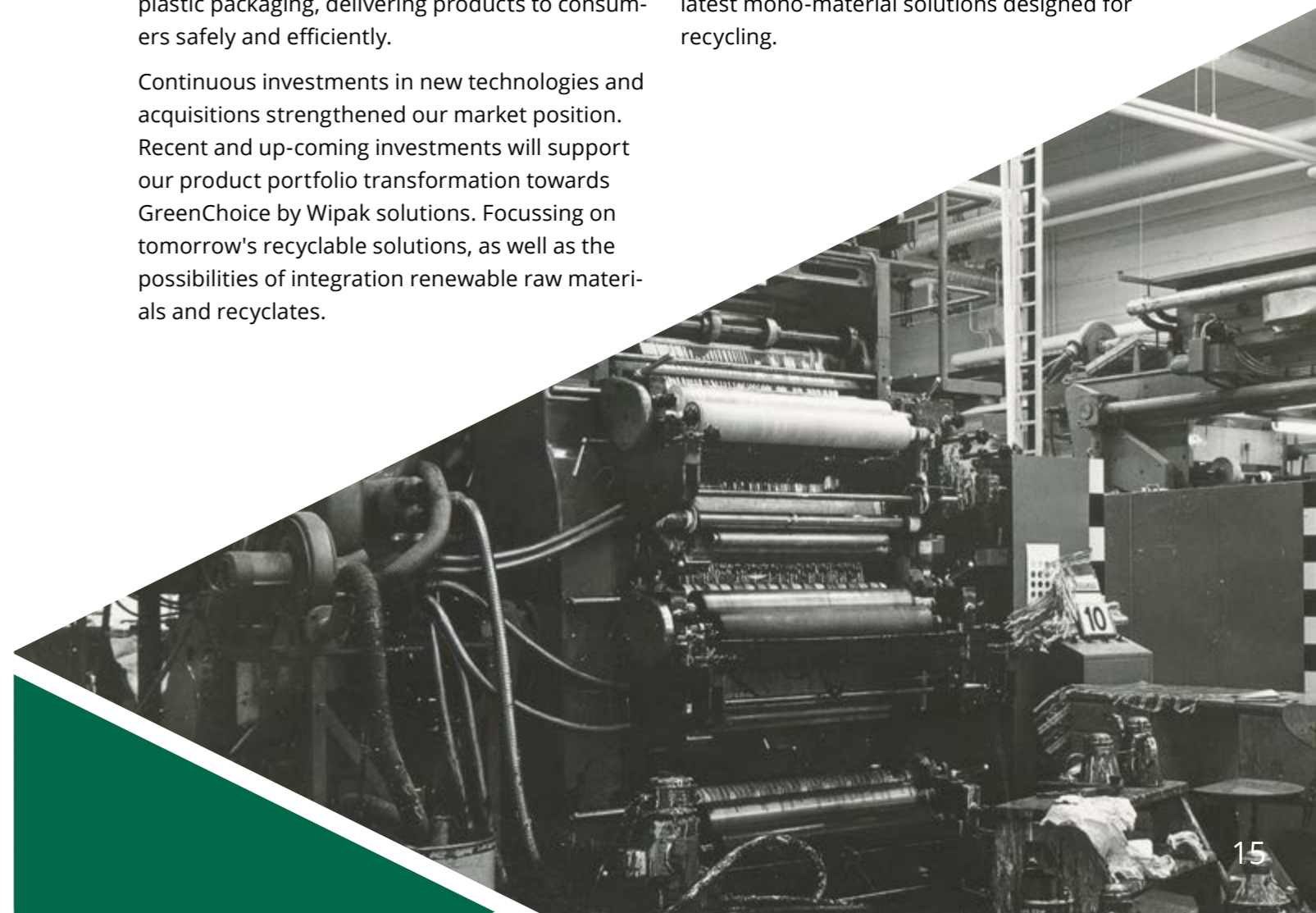
## Investments



Wipak has more than 50 years of experience in manufacturing, specialising in multilayer barrier films for food packaging and medical products. All our packaging serves a purpose. At Wipak, we understand the importance and value of quality plastic packaging, delivering products to consumers safely and efficiently.

Continuous investments in new technologies and acquisitions strengthened our market position. Recent and up-coming investments will support our product portfolio transformation towards GreenChoice by Wipak solutions. Focussing on tomorrow's recyclable solutions, as well as the possibilities of integration renewable raw materials and recyclates.

In 2023 Wipak invested into a new cast line (our so called "Greencast") in France, which will start production in 2024. The new line provides best capabilities to serve the market for co-extruded thermoformable films, and ready to produce latest mono-material solutions designed for recycling.







## Food Business

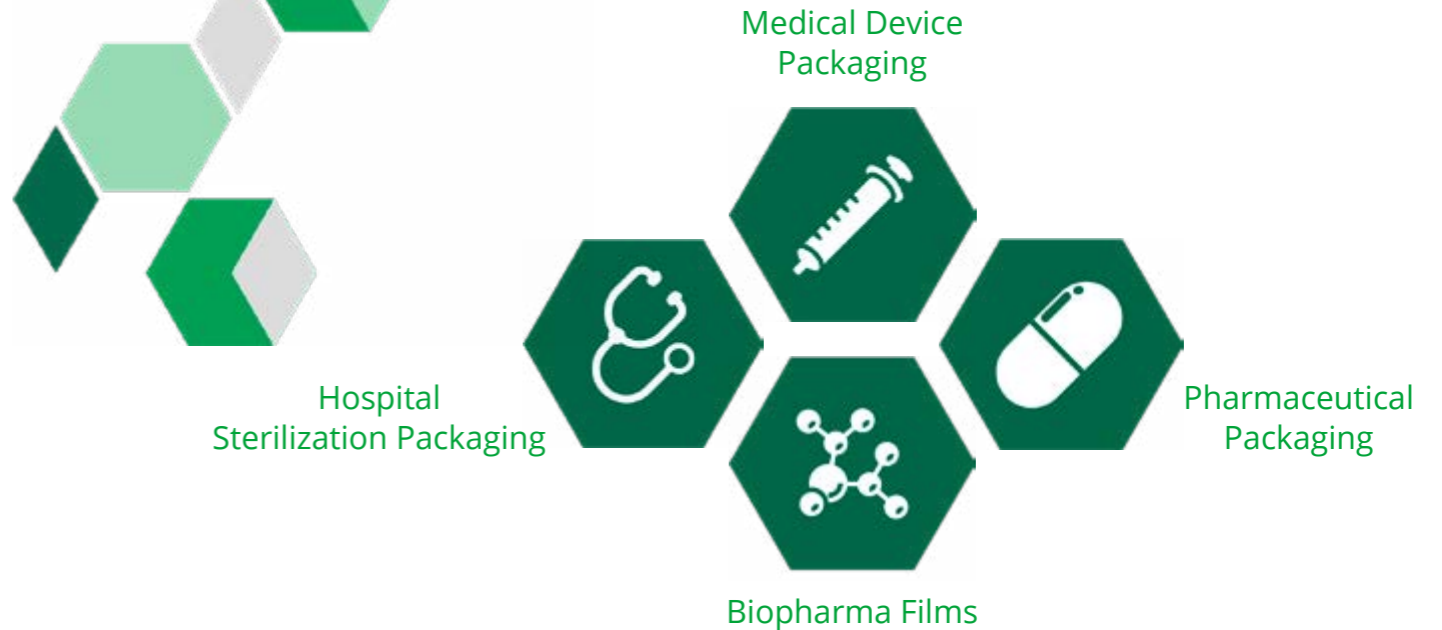


Our range of premium films and paper composites are the quality choice for protecting food products and ensuring they always reach the customer in perfect condition.

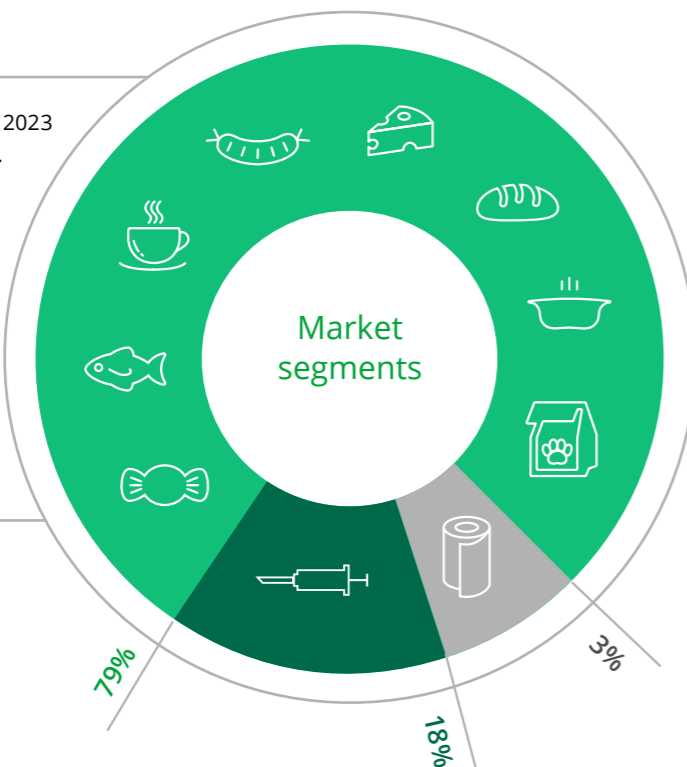
Our high-quality flexible packaging solutions comprise a broad range of thermoformable flexible films, high-quality printed films for lidding, flow pack and pouch applications. The high-performing barrier films are well suited for long

shelf life as well as heat treatment applications, enabling easy open or reclose functions while never compromising on product protection. We serve customers in all food related segments, ranging from Meat & Protein, Cheese & Dairy and Bakery & Baking Ingredient markets to Ready Meal and Baby Food, not to forget Sweets & Confectionary and high-premium pouch solutions, to name a few.

## Health Business



Wipak Group turnover in 2023 were about 483 Million €. 80,3% of Wipak sales are related to the Food business, whereof approx. 6,4% is accounted to pouches. The Health business accounts to 18,0%, and a minor part of 1,7% is obtained by our Converting business.



In 2021, the Healthcare business of Wipak and Wipak joined forces to form a new global brand for healthcare packaging, **Wiicare**. Under the new **Wiicare** brand, Wipak and Wipak **TOGETHER** will ensure that customers receive enhanced performance through a jointly designed, identical global product portfolio of sterile barrier systems wherever sourced globally.



## Our Strategy

The better products are protected, or in the case of food, the longer it can be stored, the more effectively resources can be preserved. It is why we develop innovative packaging solutions and work with our customers to create sustainable concepts.

Sustainability is more to us than looking out for future generations by working on sustainable packaging solutions. It includes our deeply rooted family values of making transparent, long-term decisions that sustainably benefit all our stakeholders and the wider society. It

also incorporates our 'zero harm' philosophy of ensuring the safety of our workforce. Besides it shows itself in our commitment by ensuring our customers that our films are the right choice for protecting fragile products with exceptional Food and Medical Packaging.

### Our Mission

We enable our customers to deliver their products to people in safe and sustainable packaging.

Becoming the most sustainable flexible packaging company - we promise to reduce the company's CO<sub>2</sub> footprint to ZERO.

### Our Vision

## Values and strategic targets towards 2025:

Wipak as a family-owned company, has clear perceptions on how we want to run our business and how to interact with our stakeholders. This is reflected in our values: TOGETHER, TRUST, WINNOVATION and FUTURE, which are also acknowledged in the development process of our strategic targets.

WINNOVATION for a sustainable FUTURE will only be achieved as a team, TOGETHER with our employees, supplier, customer and other stakeholders, with a strong relationship that is built on TRUST.

#### WINNOVATION

We are curious and open-minded. We have the courage to try the new and we learn from our mistakes. We partner with our customers to (w)innovate new solutions.



#### TOGETHER

We are open and transparent in our communication. We respect and help each other. We encourage, we challenge each other and we laugh together. We prioritize the well-being and safety of each individual.



#### TRUST

We trust each other and take ownership of our work. We keep our promises and rely on our Code of Conduct and other guidelines. We do the right thing.



#### FUTURE

We work today for a more sustainable planet tomorrow. We target long-term success for our business and our customers' business. We are with our customers and employees now and in the future.



To be prepared for the future, we focus our activities on people and sustainability, creating a healthy and satisfying working environment at Wipak. Having this base in place, a solid and profitable growth in our key business segments will be reached.



Our strategic pillars have been defined as follows

### Sustainability and People

- ▶ Improved safety awareness and performance (Total Recordable Case Rate (TRCR), reduced by more than 15% until 2025)
- ▶ Company Carbon Footprint reduced to Zero by 2025
- ▶ Improved employee experience and well-being



### Business segments

- ▶ GreenChoice by Wipak transformation: all our solutions for food products should be designed for recycling and available with a proportion of recycled and/or renewable feedstock.
- ▶ Being the ambassador for sustainable packaging in the Healthcare sector. Wiicare provides packaging solutions for Medical Device Industries (MDI), Health Care Facilities (HCF) and Pharma applications.
- ▶ Building a total global pouch business together with our business partners.

### Growth and profitability

- ▶ Turnover of 650 Million € by the end of 2025
- ▶ Continuous volume growth of 3% every year and 8% EBIT margin, on a constant profitability level
- ▶ Strong positive cash flow



We believe that TOGETHER, we are able to reach these challenging targets for a better FUTURE. That is why safety improvement and CO<sub>2</sub> reduction targets are part of TRUSTful “green financing” agreements with our banks to support

WINNOVATIVE investments. Throughout the last year we entered into a continuous process to develop our ESG strategy. The double materiality assessment was one of the corner stones for it, leading to the below material aspects.

ENVIRONMENT	SOCIAL	GOVERNANCE
<p><b>CIRCULAR ECONOMY/ MATERIAL EFFICIENCY:</b></p> <p>Our Products designed for recycling</p> <p>Secured and transparent use of post consumer recycle (PCR)</p> <p>Considering alternative bio-based feedstock</p> <p>Zero Waste</p>	<p><b>SAFETY:</b></p> <p>Zero Harm</p>	<p><b>SUPPLIER MANAGEMENT:</b></p> <p>Strengthening responsible Supplier Management System</p>
<p><b>GHG EMISSIONS:</b></p> <p>Company Carbon neutral by 2025</p> <p>Continuous reduction of all CO<sub>2</sub>e emissions</p>	<p><b>WELL-BEING OF EMPLOYEES:</b></p> <p>Fostering employee satisfaction</p>	<p><b>CORPORATE GOVERNANCE:</b></p> <p>Implement and execute ESG process</p>
<p><b>PRODUCT SAFETY:</b></p> <p>Ensuring constantly high quality of our products</p>	<p><b>DEVELOPMENT OF OUR PEOPLE:</b></p> <p>Empowering through Performance Development Review (PDR)</p> <p>Investing in employee training</p>	
<p><b>ENERGY:</b></p> <p>Energy efficiency improvement</p> <p>Increase sustainable energy use</p>	<p><b>FAIR PEOPLE PRACTICE:</b></p> <p>Driving Diversity, Equality &amp; Inclusion (DE&amp;I)</p>	



# Winnovation

We are curious and open-minded. We have the courage to try the new and we learn from our mistakes. We partner with our customers to winnovate new solutions.

Winnovation as a synonym for „Wipak Innovation“ stands for open-mindedness and curiosity, discovering and developing new things together with our partners. Winnovation does not only stand for product innovation, but for innovative developments throughout all our strategic targets.

To constantly drive improvement and innovation, we keep on asking ourselves the following questions:

**HOW CAN WE IMPROVE OUR EMISSIONS USING INNOVATIVE IDEAS OR NEW INNOVATIVE TECHNOLOGIES?**

HOW DO INNOVATIVE BUSINESS AND OPERATIONAL MODELS FIT TO OUR BUSINESS?

**HOW WILL WE IMPROVE PERFORMANCE AND DEVELOPMENT OF PEOPLE?**

HOW CAN WE INTRODUCE INNOVATIVE WAYS OF WORKING AND EDUCATION ENABLING OUR PEOPLE A SATISFYING WORKLIFE BALANCE?

**HOW CAN WE IMPROVE THE WELL-BEING OF OUR PEOPLE?**

HOW CAN INNOVATIVE ACTIONS SUPPORT US IN ACHIEVING ZERO HARM FOR OUR PEOPLE?



**AS A FAMILY-OWNED COMPANY, WE ARE ALWAYS LOOKING FOR INNOVATIVE CHANGES, LEARNING FROM THE EXPERIENCES OF THE ELDER COLLEAGUES AND INTRODUCING NEW IDEAS FROM THE YOUNGER.**



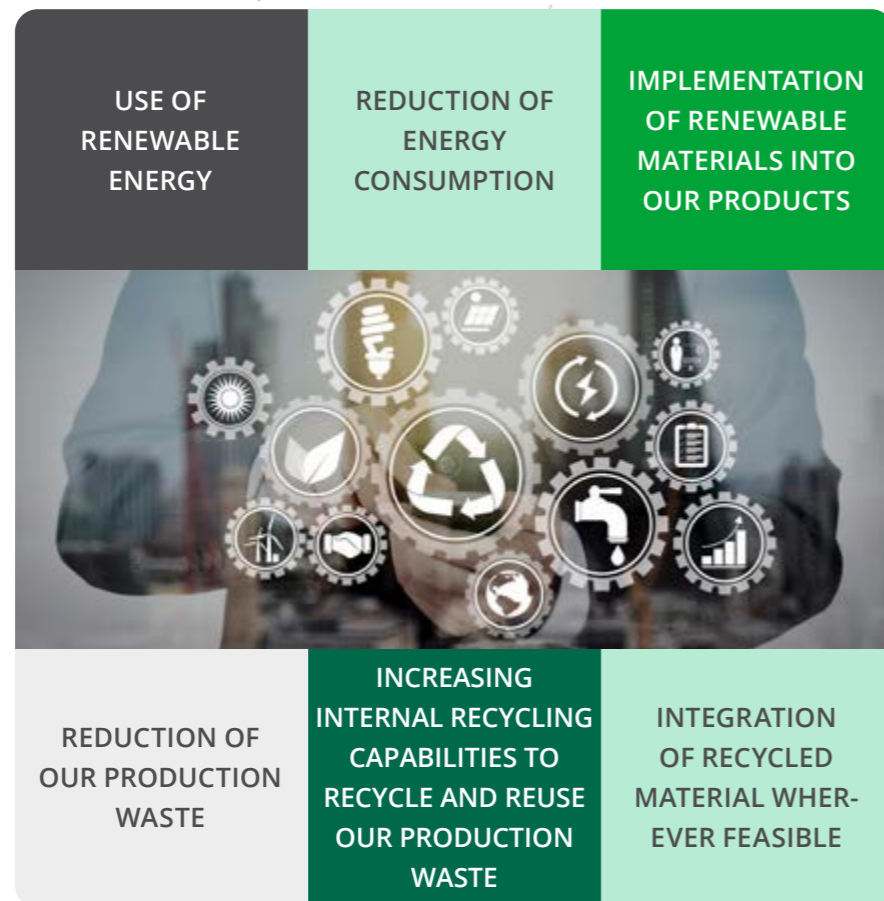
## Winnovation for the Environment

Our aim is to be the most sustainable flexible packaging company with a promise to reduce our Company Carbon Footprint to ZERO by 2025.

The protection of finite fossil resources and the reduction of emissions from all our company's

activities to the strict minimum, including those related to our products, determines all our activities. Innovations in our products and technologies enable us to reduce raw material and energy consumptions, as well as our emissions.

### Exemplary activities



In 2019, we started our CO<sub>2</sub> journey and set ourselves an ambitious goal, reaching Company Carbon Neutrality in 5 years. The implementation of a customised calculation tool for accounting and monitoring our Greenhouse Gas Emissions (GHG emissions) was the first step, ensuring full transparency and enabling us to measure and analyse our Corporate Carbon Footprint as well as reporting on our improvements.

The Corporate Carbon Footprint (CCF) is calculated and verified by an external partner on a yearly basis. The calculations consider all CO<sub>2</sub>-equivalent (CO<sub>2</sub>e) emissions from cradle to gate (customer), and are performed following the Green House Gas Protocol rules.

Following our reduction strategy, we are focusing on two different parts of Wipak's Corporate Carbon Footprint.

” Our strategic target is to reduce all these company carbon footprint related emissions to zero by 2025. ”



Karri Koskela,  
CEO, Wipak Group

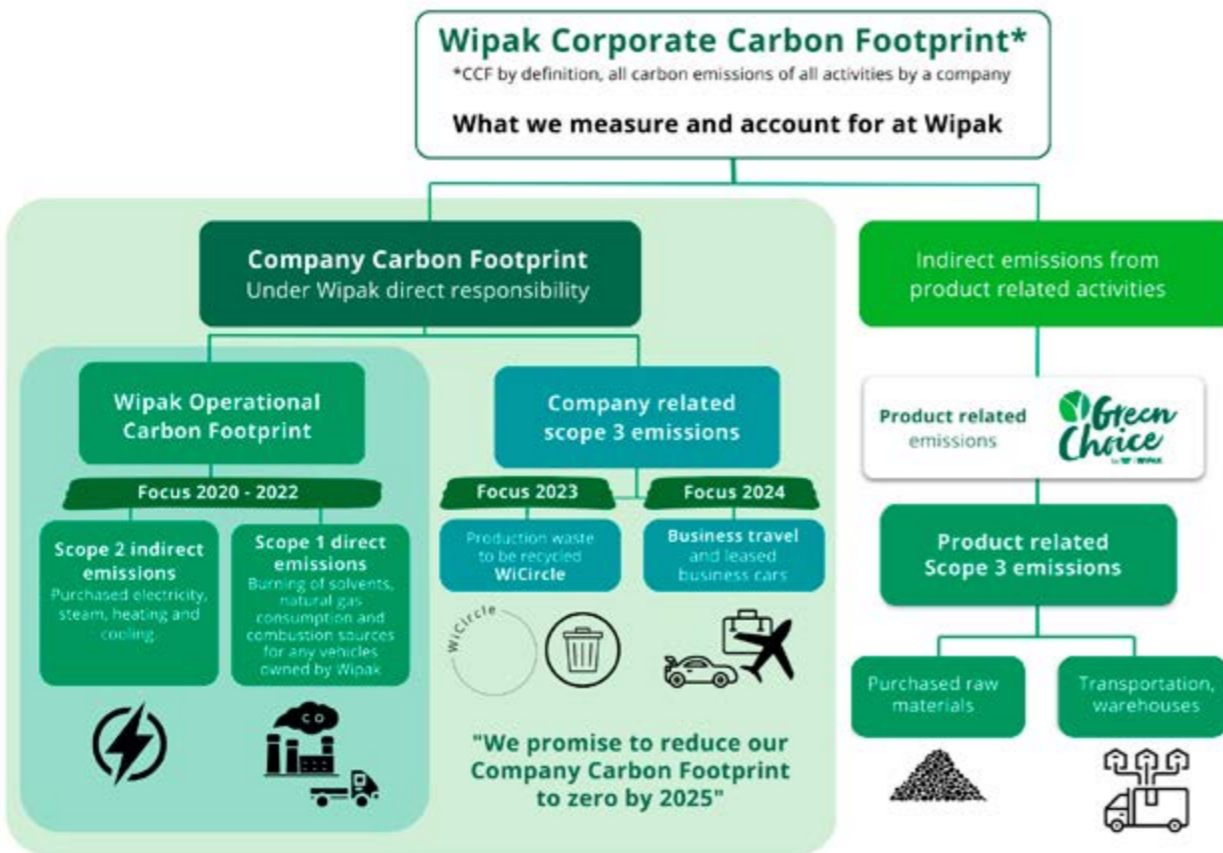
On one side, we concentrate on the emissions, which are under immediate Wipak authority. These are defined as **Wipak's Company Carbon Footprint**, and include all Scope 1 and Scope 2 emissions (**Wipak's Operational Carbon Footprint**) as well as further company related Scope 3 emissions, like production waste or business travel.

On the other side we are accounting all **product-related emissions** belonging to Scope 3, like emissions from raw materials and transportation. We are working closely with our partners along the supply chain to achieve reductions. We aim to reduce product-related emissions whenever possible. To do so, close cooperation with our customers and suppliers is essential. When developing new recyclable packaging solutions or packaging film materials with renewable and/or recycled content, we strive to calculate product carbon footprint emissions at an early stage during the process. All product-related strategic actions are brought together under the umbrella of our brand „GreenChoice by Wipak” product range.



” Our pledge is becoming Company Carbon neutral by 2025 but our infinite goal as a responsible company is to minimize emissions from all our activities (accounted as Corporate Carbon Footprint) to the strict minimum. ”

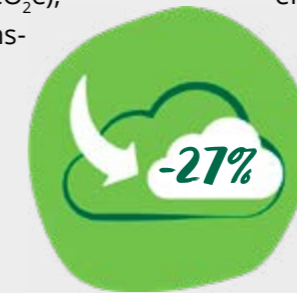
Dr. Dorit Nelke-Bruhn,  
Manager Sustainability Processes,  
Wipak Group



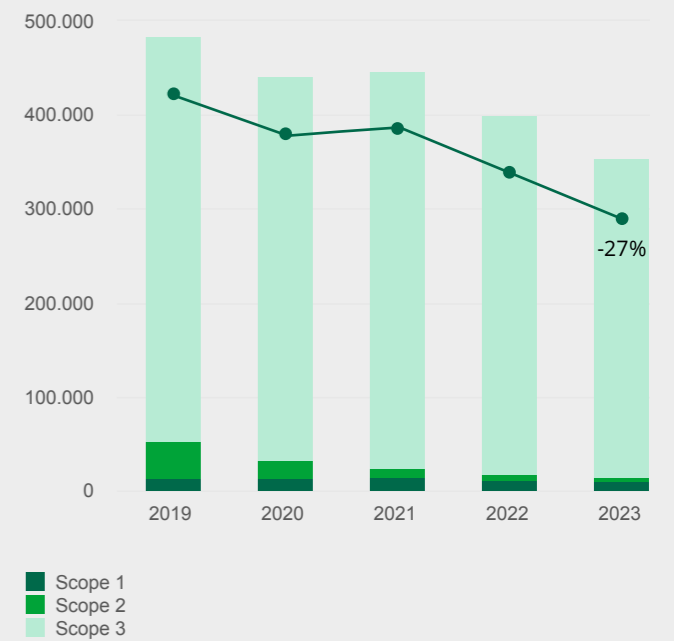
## Our Corporate Carbon Footprint emissions accounted in 2023

For 2023, CO<sub>2</sub>e emissions of 354.001 t were determined. The biggest impact was related to the Scope 3 emissions (338.244 t CO<sub>2</sub>e), with raw materials and freight transportations having the biggest impact. Scope 1 (11.441 t CO<sub>2</sub>e) and market-based Scope 2 emissions (4.315 t CO<sub>2</sub>e) were minor. Using a location based approach for Scope 2 emissions, the emissions would result in 53.172 t CO<sub>2</sub>e.

For further improvements we are assessing possibilities for green transportations together with our logistic partners.



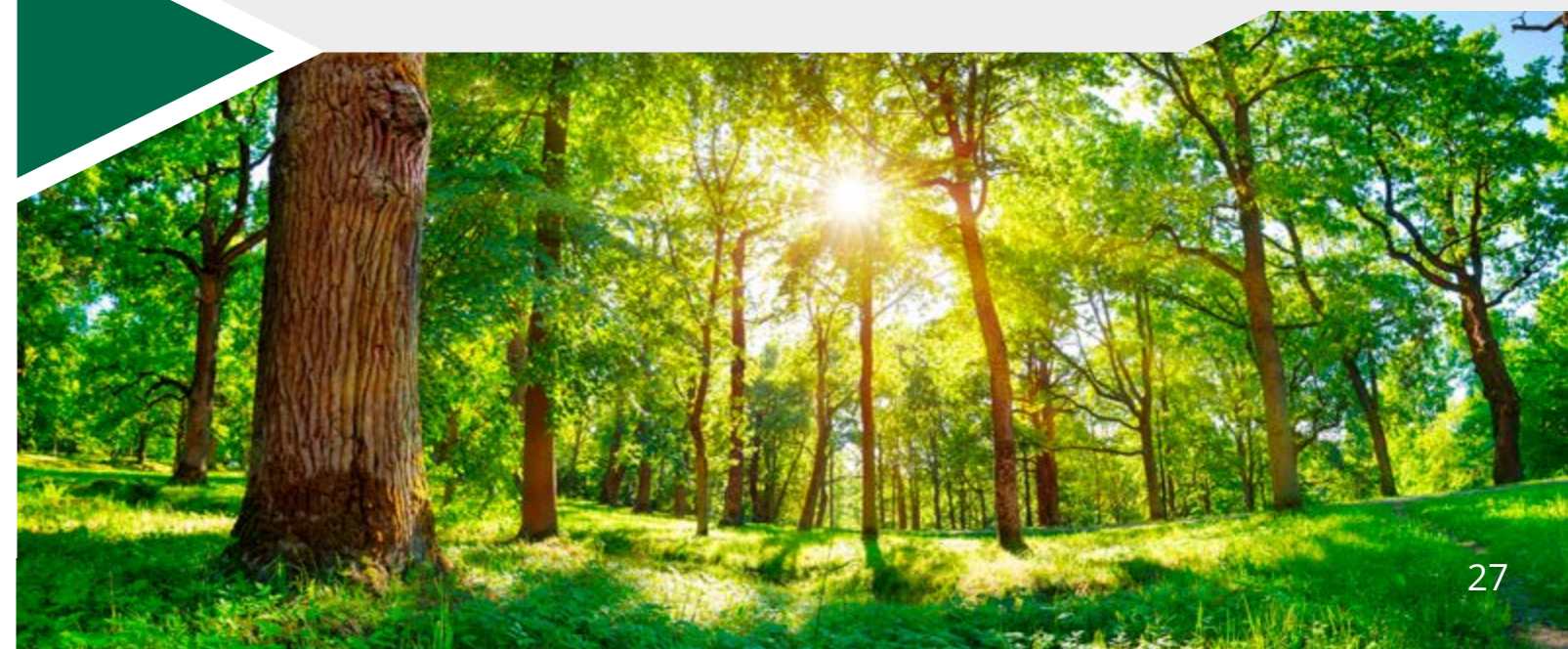
Development in CO<sub>2</sub>e emissions per scope (t CO<sub>2</sub>e emissions)



Compared to the base year 2019, we reduced our total carbon emissions by more than 27%.

High reductions in scope 3 emissions are mainly related to the raw material impact. Our increasing offer of carbon reduced products and customers stepping over to our Green-Choice solutions are one of the reasons. On the other hand challenges related to decreasing volumes in the fresh produce markets in 2023 directly impacted on flexible packaging material volumes.

Next to this achievement, the implementation of a loading calendar shows a reduction in freight transportation. Several single deliveries are bundled to defined and combined deliveries and thus reduce the emissions related to outbound freight transportation.

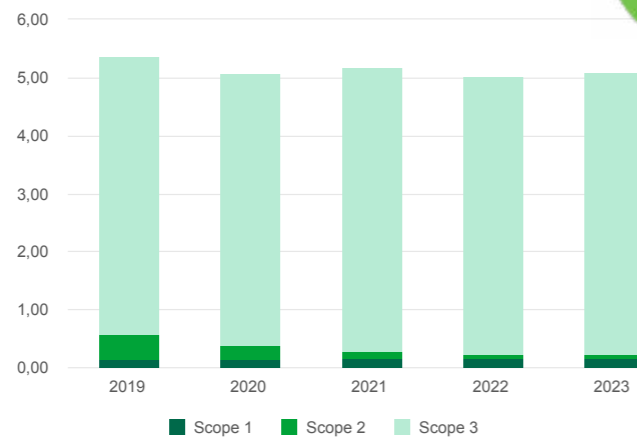




In order to visualize efficiency measures for reducing emissions, a strategic Wipak group key figure is determined: kpi = kg CO<sub>2</sub>e emissions/kg output finished product.

The CO<sub>2</sub>e kpi figures are also showing a clear downwards trend. Although we can see a slight increase of 1,3% compared to the previous year, a clear reduction of 5,3% is reached compared to 2019.

CO<sub>2</sub> kpi  
(kg CO<sub>2</sub>e emissions per kg finished product output)



## Our way to Company Carbon Neutrality

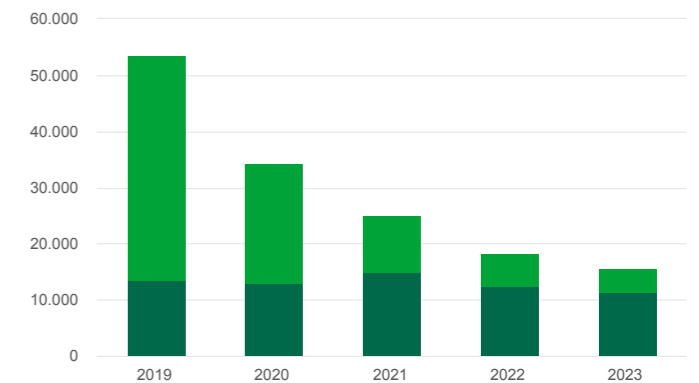


Wipak's Company Carbon Footprint includes all emissions under immediate Wipak authority. Besides Scope 1 and Scope 2 emissions (Operational Carbon Footprint) further company related Scope 3 emissions, like production waste and business travel are accounted.

On our carbon zero journey, we reached the first milestone of becoming Operational Carbon neutral (Scope 1 and 2 emissions) by the end of 2022 (including an off-setting of a minimum of unavoidable emissions by supporting certified carbon reduction projects).

In 2023 we further reduced our Operational Carbon Footprint resulting in 14% less unavoidable emissions to be off-set. Compared to 2019, Scope 1 and 2 emissions were reduced by more than 70%.

70% reduction from 2019 to 2023  
Wipak's Operational Carbon Footprint  
(Scope 1 and 2 emissions in t CO<sub>2</sub>e)





Where renewable energy was not available on the market we partly asked our energy supplier for off-setting their emissions. Taking this into account, the reduction for our Operational Carbon Footprint is even more than 80% compared to 2019.

The remaining unavoidable emissions were off-set by founding certified carbon reduction projects in cooperation with ClimatePartner (details about the projects can be found on ClimatePartner webpage\* by entering our ClimateID: 12374-2304-1001).

The following projects were founded:



**1.**  
AN INTERNATIONAL CARBON OFFSET PROJECT COMBINED WITH ADDITIONAL PLASTIC COLLECTION (10 KG OF PLASTIC COLLECTED FOR EVERY TONNE OF CO<sub>2</sub> OFFSET)



**2.**  
BIOMASS REPLACES FOSSIL FUEL GENERATED ELECTRICITY



**3.**  
AN INTERNATIONAL CARBON OFFSET PROJECT COMBINED WITH ADDITIONAL REGIONAL COMMITMENT: ONE TREE FOR EVERY TONNE OF CO<sub>2</sub> OFFSET.

\*www.climatepartner.com

How did we achieve this improvement?

Most of our production facilities are running on carbon-neutral electricity, either from renewable or nuclear sources.

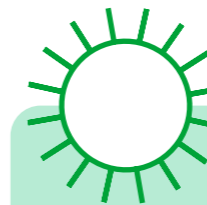
Several energy reduction programs were successfully implemented e.g. solar panel installation, technology improvements or LED lights.



Energy reduction programs

At Wipak, the main energy source is electricity. Natural gas, heat and steam are further energy sources used in production and for heating. We are continuously improving the energy consumption of our production sites. The overall consumption of energy has been slightly decreasing over the last years, underlining the great efforts at all sites to continuously reduce the energy consumption.

A total reduction of 31.032 MWh (-18,7% compared to 2019) was achieved.



Carbon-neutral electricity

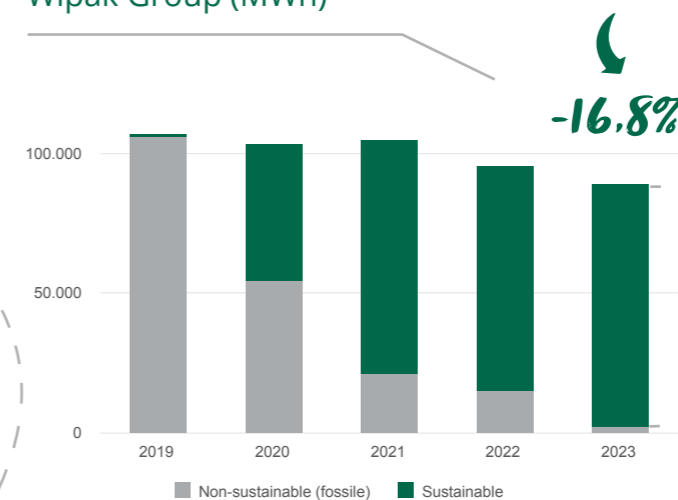
Most of Wipak's electricity is carbon neutral, coming from sustainable sources, either renewable (energy attribute certificate) or nuclear. The ratio of sustainable energy was continuously increased over the last years.

In 2023, only our production site in France (accounting for app. 16% of the total consumption) is running on standard grid electricity mix, which is mainly nuclear power.

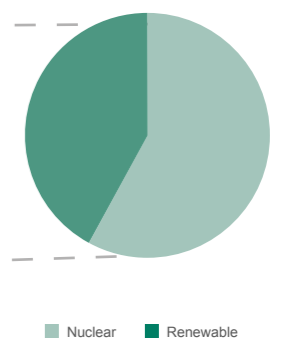
Wipak also started to implement solar panels in its factories in Italy and Poland to further increase the use of electricity produced from renewable resources.



Electricity consumption Wipak Group (MWh)



Sustainable Electricity in 2023





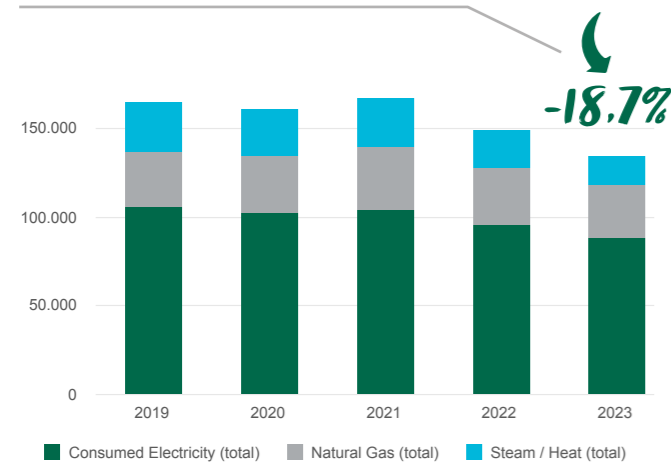


### Energy Consumption of Wipak Group

In cross-functional teams, we work close together to analyse our energy hot-spots and identify potential improvements. Actions are defined, executed and reported, and best practices are shared with the other sites or teams. The improvement process also includes the evaluation of new technologies and respected investments. As energy saving is a general topic for all of us, we engage our employees in the implementation and submission of suggestions for improvements to save energy.

The implementation of counter metres at defined/main energy consumption points and the continuous reporting on consumption via an IT tool allows our energy team to identify hot-spots, define corrective actions and verify their effectiveness.

### Energy consumption per source (MWh)



” Careful monitoring of heating in offices and production, paired with consequent practices regarding turn off heating during nights or days out of office and discipline for ventilation lead to a reduction in steam use of 23% compared to 2022.”



Jörg Valentin  
Senior Project Manager Engineering,  
Wipak Walsrode

In an effort to engage employees more in energy-saving topics, Wipak Walsrode announced an ongoing rewarded competition on „suggestion for improvement on energy-related topics“. Besides the existing reward system on „suggestion for improvement“, extra prizes were announced related to energy improvements. The winners are decided by drawing lots.

### Raw Materials meet the highest quality standards

As a manufacturer of high-quality flexible packaging material for the Food and Health business, all our raw materials used in production meet the highest quality standards as well as comply with the food and health regulations.

Following our promise to become the most sustainable flexible packaging company, we constantly strive to integrate new materials with a lower carbon footprint into our packaging solutions, while not compromising on product safety. We are in close contact with our suppliers to identify new innovative materials that fit to our requirements for a sustainable packaging solution, namely our GreenChoice products.

Share of Materials	
Raw Materials (total)	100,00 %
Non-renewable (total)	93,3 %
Renewable (total)	5,03 %
Recycled (total)	1,66 %

### Some of the requirements that we defined for GreenChoice products are:

- ▶ Protection of the product packed (avoid food spoilage and ensure patient health)
- ▶ Carbon-reduced packaging material
- ▶ Recyclable packaging material
- ▶ Packaging material containing renewable feedstock
- ▶ Packaging material containing recycled feedstock

So far, the main raw materials purchased are from fossil sources. With the implementation of our GreenChoice by Wipak product range, we will promote the use of alternative materials. Details on the share of materials purchased in 2023 are displayed in the green box.



### Raw materials purchased in 2023

Materials that are considered “Renewable” are

- ▶ FSC® certified paper  
(We only use responsible sourced paper and most of our sites are FSC® certified:  
FSC® C-175406 Wipak B.V.  
FSC® C-155437 Wipak Iberica S.L.  
FSC® C-131756 Wipak Polska Sp. z. o. o.  
FSC® C-172196 Wipak UK Limited  
FSC® C-130525 Wipak Walsrode GmbH & Co. KG)
- ▶ ISCC+ certified renewable feedstock

Recycled materials in use are all related to post consumer waste. The main material in use is mechanical recycled R-PET from certified PET bottle streams, as this is the only available material which is in compliance with the food law regulations. Regarding chemical recycled materials, only ISCC+ certified materials will be used.



## Further Steps towards Company Carbon Neutrality

Scope 1 and 2 related reduction programs are ongoing, but our main focus in the up-coming years is related to our production waste. Besides all scope 1 and 2 emissions (Wipak's Operational Carbon Footprint), emissions related to production waste and business travel are taken into account as well and will be reduced to zero by 2025.

Scope 1 and 2 related reduction programs are ongoing, but our main focus in the up-coming years is related to our production waste. Besides continuously reducing our waste, we aim to recirculate our production waste, supporting the circular economy approach.

### Production waste reduction projects

As a manufacturer of flexible plastic packaging, Wipak takes its responsibility to save fossil-based resources and to support the circular economy. Waste prevention is therefore high on our agenda. Production processes and technologies are continuously improved to reduce our waste.

Continuous improvement projects as well as investments in new technologies, or technology upgrades will further reduce our waste.

”

We have been able to significantly reduce material waste during width changes, also waste reduction during product family changes is evident. The investment in new technology is clearly paying off.

”

### Case example Wipak Valkeakoski

Investment in new technology as the gauge control for an extrusion line in Valkeakoski show excellent waste reduction results. To establish these good results Valkeakoski employees have been guided to carry out production line changes in a way that minimizes raw material waste while ensuring quality and safety.



Kasper Iku  
Production Manager,  
Wipak Valkeakoski

”

The update for the cast film line was not a routine procedure, as such extensive updates are rarely performed. The effects of the die and gauge control unit updates are quickly visible in production, so we are pleased to have successfully completed the project.

”



Mikko Aarti,  
Maintenance Manager,  
Wipak Oy

### Case example Wipak Nastola

Wipak Oy's Maintenance Team completed an exceptional project at the Nastola factory, where updates to the cast film line's die and gauge control unit were carried out. The project, executed through strong collaboration, aimed to minimize process waste and improve production efficiency and quality.

Wipak conducts SMED\* workshops to reduce set-up times and waste by discussing possible improvements in a team of different shift members or even colleagues from different plants. The suggestions are examined and incorporated into a continuous process.

A SMED workshop at Wipak Walsrode on the polyester cast-extrusion line resulted in a 40% improvement in set-up time and demonstrated a notable reduction in waste.



**-40%**

At our Dutch production site (Wipak B.V.), a team of operational employees from various Wipak locations run a SMED workshop in the pouch department. Through the experience of various locations, the set-up time on the pouch making machine was reduced by almost 30%.

**-30%**



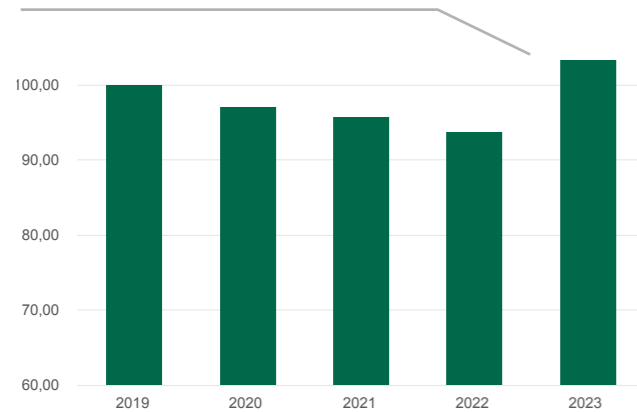
These results demonstrate the success of inter-company and interdisciplinary workshops and underline that working **together** across borders in a **trustful** and open manner, reveals **winnovative** improvements for the **future**.

\*SMED: Single Minute Exchange of Die – improvements in set-up times (LEAN)



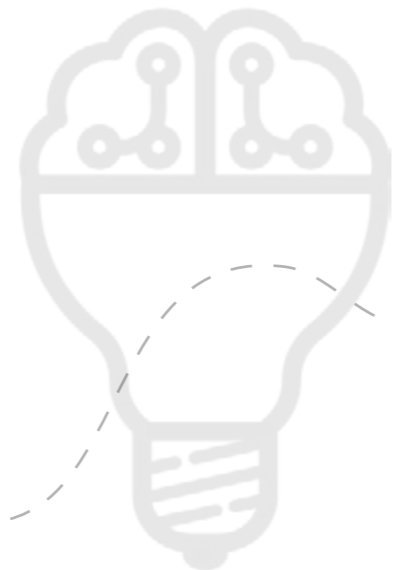
2023 was a challenging year. Declining market volumes in fresh produce application led to a decline in order intake and shorter production runs, resulting in more frequent material changes. Production efficiency was impacted by these challenges, reflected in increased production waste ratios. It was even higher than compared to 2019.

Waste ratio (2019 = 100%)



At each of our production sites, the unavoidable production waste is sorted into different waste fractions, ensuring proper disposal of each fraction. Since 2021, we have been further contributing to a circular economy, as our recyclable PE waste is mainly recycled internally and the produced re-granulate is either used for internal production or sold externally to produce other products. This so-called re-use rate should be improved by establishing further recycling possibilities at our sites.

As a consequence, a deep assessment of current production processes was carried out under the project name WiLeap. We analysed what kind of company Wipak will be in the future and what kind of changes or even transformation we need to carry out in our business. During the pre-assessment project, the project team conducted customer and expert interviews, workshops, and site visits to analyse our current state and to identify areas for improvement and define a roadmap for transformation. In 2024 the implementation and transformation phase will start.

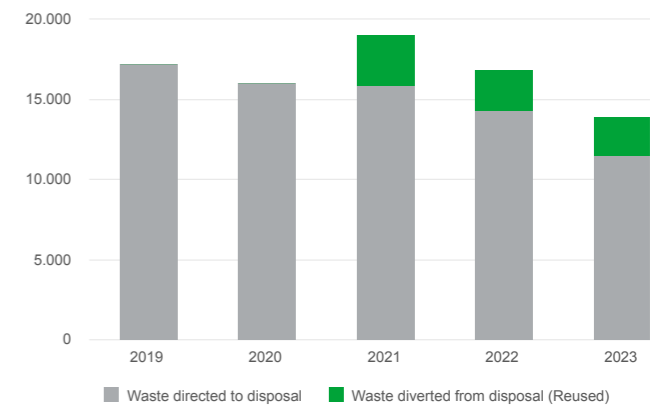


The total waste figures reflect to some extent the reduced production output. A significant amount of waste was recycled internally and diverted from disposal (in green in the graph below). The waste "directed to disposal" is waste that is delivered to our external recycling partners for material or energy recycling. Only a little amount of our waste is directed to landfill.

We also investigate new technologies, like advanced (or chemical) recycling to contribute to real closed loop recycling. In our WiCircle project, we are evaluating cooperation possibilities along the value chain to keep our production waste in a closed loop.

The Finnish cooperation project UrbanMill, targets advanced recycling in collaboration with academics. The project, Wipak is participating in, is hosted by packaging and waste management businesses. The project will investigate and upscale pyrolysis technology to boost Finland's recycling rates and circularize the plastics economy. The key actors co-develop technologies that utilise highly mixed plastic waste as feedstock for chemical recycling, turning it to new high-quality plastic materials.

Total waste [t] development



WiCircle





## Winnovation in Products

With a long history in developing high-performance barrier films for flexible packaging, we have decades of industry leading experience in reducing material consumption, film thickness and thereby securing precious resources.

**WINNOVATION** in our products are leading to a transformation of our product portfolio for the **FUTURE** of sustainable flexible packaging. In cross-functional teams inside and outside of Wipak, we work **TOGETHER** to build and strengthen **TRUST** in plastic packaging.



### Products & Solutions for our FOOD Business

Back in 2019, Wipak committed to becoming the first climate-neutral flexible packaging company by 2025! This ambitious promise began with the carbon neutral electricity supply for our production sites and continues to drive us to a better, more sustainable future.

Contributing to a cleaner environment on the product side of our business and making communication about more sustainable solutions clear and easy, we introduced GreenChoice by Wipak in September 2021.

GreenChoice by Wipak is our promise to bring our values and our pledge for a sustainable packaging future to life through cutting edge innovation.

GreenChoice by Wipak stands for evolution and swift transformation. The flexible packaging industry is changing – we are helping it to change



faster. With GreenChoice, we are committed to the ambition of a circular economy in flexible packaging. Striving for continuous material and CO<sub>2</sub> reduction is a top priority for us. When developing new packaging solutions not only do we focus on guaranteeing product safety, but also on the following three main areas:



While striving for continuous material and CO<sub>2</sub> reduction is a top priority for us when developing new packaging solutions, just like guaranteeing product safety, we focus on the three main areas:

These three categories are the heart and soul of GreenChoice by Wipak. Each is equally significant as the other and showcases tomorrow's recyclable solutions, as well as the possibility of using renewable raw materials and recyclates.

*"Green Choice by Wipak makes it simple"*

is one of our slogans and what we believe in. Following our aim for transparent and simple communication, we introduced our comic series „Packtown: the Adventures of Ash & Norm“.

Throughout a number of chapters, Ash & Norm explain sustainable packaging in easy words and support our message of trustful and transparent communication.\*

\*Comics can be downloaded from our website: [www.wipak.com/download-centre](http://www.wipak.com/download-centre)



## RENEWABLE SOLUTIONS

Materials such as paper and new plastics made from renewable feedstock can help achieving independence from fossil resources. The use of such renewable raw materials in our packaging solutions helps to reduce dependency on finite resources. With this, the release of additional carbon into the atmosphere, which is stored in earth's fossil resources over thousands of years, can be avoided. A GreenChoice towards Carbon Zero.

When it comes to solutions that are based on renewable resource we differentiate in 3 areas\*



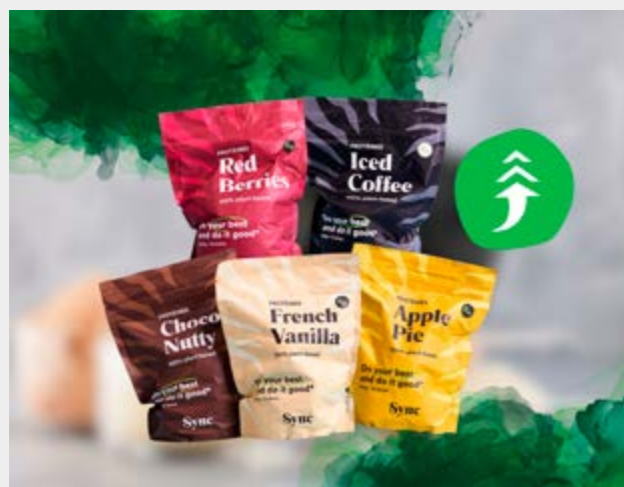
\*[www.climatepartner.com](http://www.climatepartner.com)  
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12374-2107-1001



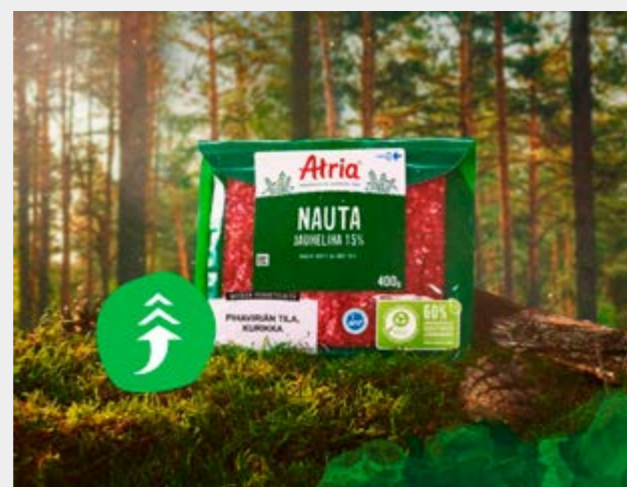
### PAPER TOP® PD

PAPER TOP® PD – Paper composites printed on our ProDirect® digital inkjet printing line are not just renewables-based. Since July 2021, the composites are a fully climate-neutral solution. We offset the small, remaining carbon emissions through certified climate protection projects\*. Before that, the production of those composites was optimized and CO<sub>2</sub> emissions reduced to a minimum possible at that stage.

## Customer Case Studies



- Sync Ventures: The PAPER TOP® PD doypack for protein powders uses 78% less plastic, compared to the previous packaging.



- Atria: The vacuum packaging for minced meat is using less material than standard tray solutions and supports responsible sourcing by accounting 60% of bio-based feedstock to the packaging by following the ISCC+ mass balancing approach.



- Conditte Oy: Powdered spices in paper-based solution, the various and small formats are printed on ProDirect® digital inkjet line.



## RECYCLABLE SOLUTIONS

Recyclable solutions are the key to circularity. Our GreenChoice solutions are recyclable – aligned with the latest Design for Recycling Guidelines (for example from Ceflex or RecyClass) but also considering national differences. In future they will align with the harmonized EU rules enforced by the Packaging and Packaging Waste Regulation (PPWR).

Our recyclable packaging solutions meet accepted design for recycling guidelines and many are already certified as recyclable. While that does not mean all packaging is recyclable everywhere, it shows that full recyclability is possible to achieve. The certification underlines that packaging can be collected, sorted and recycled where the infrastructure exists.



### What does recyclable mean?

Recyclable means that packaging is designed for recycling and has a realistic chance to be collected, sorted and recycled (at scale) into a new (secondary) raw material of sufficient quality, in a given country or market. Furthermore, the recycled material will, to a degree, substitute primary raw material in a viable end-market application.



## Customer Case Studies



► Chelsies: Cereals and granola in a quadro-seal packaging designed for recycling.



► Payson Breton: Grated cheese packaged in PE-based recyclable pillow bag. The solution won an Oscar de L'Emballage in 2022.



► Noraid: Ispose Ice-Pack using recyclable film solution for first aid cooling packs.



► Nice-Pak: Recyclable solution for wet wipes.



## RECYCLED CONTENT

The integration of recycled raw materials in our packaging brings us one step closer to a closed loop system for plastics. Although there are still restrictions and hurdles to overcome for flexible packaging in Food and Healthcare applications, we are already incorporating recycled material where technically possible and when requested by our customers. Exchanging virgin raw materials for recycled alternatives decreases the consumption of fossil fuels to produce plastics and reduces our product related carbon emissions.

A circular economy for flexible packaging requires all recycling technologies. Today, mechanical recycling is the primary process utilised. Chemical recycling solutions are complementary but will be necessary to recycle the complete range of flexible packaging of the future.

The integration of post-consumer recycled materials (PCR) for food contact applications is established and approved for mechanically recycled PET. To increase the amount of recycled content and to comply with raising legislative requirements, we cooperate with our stakeholders to integrate chemically recycled materials according to ISCC Plus certification schemes.

Although quantities are still limited, the future will enable the incorporation of chemically recycled PE, PP and PA at scale.



## Customer Case Study



- Sigma - Introduced the next generation of its mechanically reclosable semi-rigid packaging.

The latest MULTIPET solutions contains 60% of mechanically recycled PET. The MAP (modified atmosphere packaging) packaging is used for cold cuts and has a lower product carbon footprint.

Our product range of GreenChoice by Wipak has grown from single concepts back in 2019 to a big range of product families, including solutions for pasteurisation and sterilisation processes, easy open or reclose films, offering a wide range of thicknesses for flow pack, lidding and thermoform applications as well as pouch solutions.

We do not stop developing new solutions and improving and transforming our existing ones. We do not stop thinking about more sustainable solutions, not only related to materials, but also processes and business models of tomorrow. That is why we started working on more sustainable way of printing, introducing GreenChoice Printing.



### GreenChoice Printing:

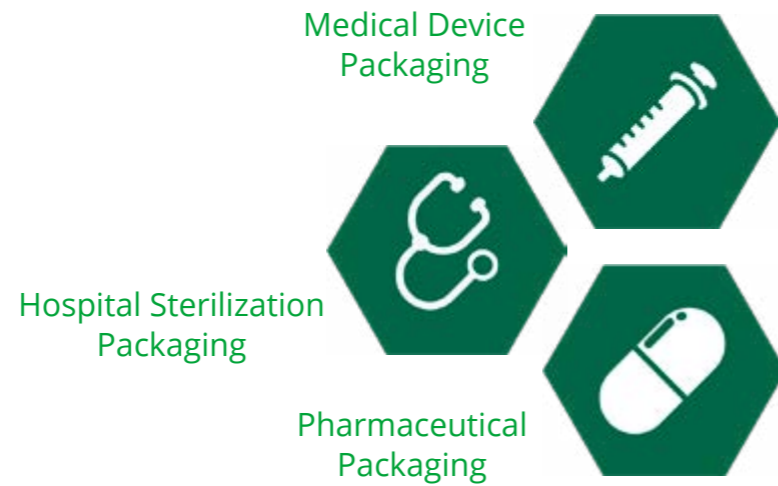
- The production of high quality market standard designs with up to 7 colours.
- Saving potential in regard to cylinder and sleeve costs, as well as the reduction of material usage
- Changes only take place digitally in pre-press – approved proof = print result
- By determining the colours used and the irrevocable colour sequence, high quality of the print run stability of the design is guaranteed – even across suppliers.
- Together with our customers, we are taking responsibility for a better tomorrow.

This is just another example of our full commitment to change and evolution towards a more sustainable future.



## Products for our HEALTH Business

Packaging for Healthcare products prevents the spread of infectious diseases and improves patient safety. In treatment of patients, careful attention shall be paid to the cleanness and sterility of all instruments and devices.

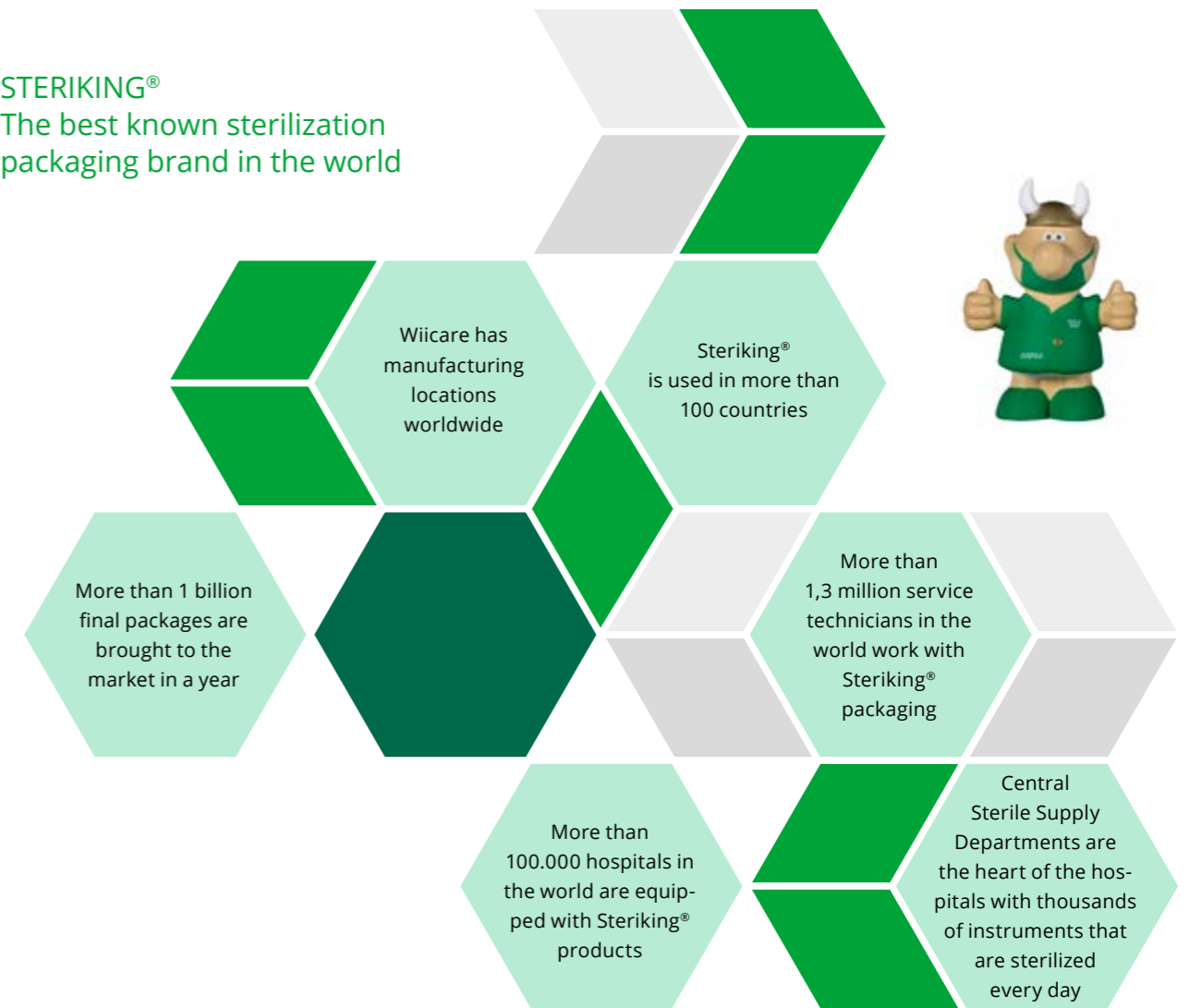


Global healthcare manufacturers have long had a very strong focus on sustainability, along with patient safety, which has always been and always will be a top priority. Recently, the focus has also been placed on sustainability within the framework of the regulation on healthcare packaging. This challenges our customers and us to develop

materials that are more suitable for recycling and could eventually even contain recycled materials. Prevention and reduction of material usage is the highest level in the waste hierarchy, and down-gauging has always been one of the core priorities in our development of multilayer films. Recyclable PA-free and PE-based films are increasing in popularity, also in the development of our medical films. Identifying bio-based materials that could be utilised in highly regulated medical packaging applications is high on our research and development agenda.



## STERIKING® The best known sterilization packaging brand in the world



### Hospital Sterilization Packaging

Wiacare's reliable Steriking® sterile barrier systems provide solutions for infection prevention. The Steriking® product range offers a wide variety of packaging types for all common sterilization processes.

Steriking® is a registered trademark of Wipak for the Wiacare hospital sterilization packaging solutions. It is the premium choice for hospitals, healthcare facilities, dental clinics, laundries and laboratories, when reliable quality and efficient performance of the products matters.

### Steriking® high quality product offering includes

- ▶ Sterilization peel pouches and rolls
- ▶ Cover bags
- ▶ Sterilization wraps
- ▶ Reinforced rolls and bonded wraps
- ... and furthermore providing
- ▶ Sealing machines
- ▶ Indicators
- ▶ Other medical packaging solutions





### Medical device industry

Wiicare® product range for the medical device industry is designed specifically for the packaging of single-use medical instruments such as syringes, needles, catheters, tubings, wound care, drapes, gowns, gloves, procedural kits and renal therapy products.

Global Wiicare® product portfolio consists of flexible forming films (e.g. Fitform® or Medform recyclable solution), and a selection of direct seal papers. In addition, we offer our customers a wide variety of regional packaging solutions from Wipak and Winpak, which include forming and non-forming films, porous webs and medical pouches, as well as solutions for steam, ethylene oxide (EO) and/or irradiation sterilization.

Wiicare also provides sophisticated solutions for use also as components in the manufacture of infusion liquid, urine and drainage bags. Common to all these diverse applications is the special care and barrier they demand.

In the wide portfolio also speciality products with special properties unique to their end application are included:

- ▶ Non-PVC urine bag materials (EcoKing)
- ▶ Solutions for moisture or gas sensitive products (Alumed (BOPET/AL/PE))
- ▶ Wide variety of pouches and bags for EO, steam and irradiation sterilization (Windowbags)

Nowadays, hospitals started focusing on waste reduction and recycling in a similar way that consumers do. This led to increasing requests to design for recycling in healthcare packaging applications. Besides solutions which have been already recyclable in the past, we introduce a new range of MedForm films for thermoform applications that is designed for recycling while meeting ever high Health and Medical standards.

### Pharmaceutical Packaging

Wiicare offers a full line of pharmaceutical packaging that includes push-through and child-resistant lidding, die-cut lidding, pouch laminates and cold form blister films, mainly offered by Winpak.



## Pouch Solutions

Wipak is a leading global manufacturer with over 40 years of expertise in developing and manufacturing efficient pouch solutions of premium-quality flexible packaging solutions, offering one of the industry's widest ranges of customisable pre-made bags and pouches – available in a variety of shapes and sizes.

Our portfolio includes lightweight, flexible packaging solutions with a range of sustainability benefits such as reduced plastic content and lowered logistical costs.

Pouches offer a wide variety of benefits to businesses and end consumers, while having a lower overall environmental impact than rigid alternatives. According to a recent study by Flexible Packaging Europe and conducted by the ifeu institute in Germany\*, the use of flexible pouch-

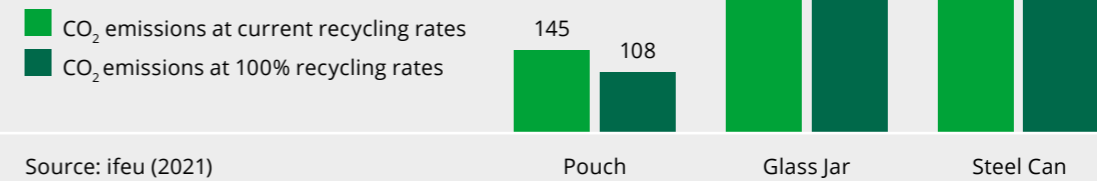
es for common food products in the European market – pasta sauce and olives – were found to offer clear advantages over alternative packaging systems.

Using a life cycle assessment (LCA) approach, flexible pouches showed a more than 60% lower impact in the category of Climate Change (carbon footprint) than glass jars and steel cans – the most commonly used rigid alternatives in the EU.

\* More detailed information in the executive summary at [pouch.flexible-europe.org](http://pouch.flexible-europe.org)

## Different Packaging Solutions and their Impact on Climate Change

CO<sub>2</sub> EMISSIONS OF PACKAGING FOR  
400 GRAMM PASTA SAUCE  
(IN KG CO<sub>2</sub> EQ PER 1,000KG FOOD)



Source: ifeu (2021)



### From idea to market: How we help our customers

- ▶ Conception, development, and design of packaging ideas
- ▶ Design consultation
- ▶ Consulting and project management
- ▶ Feasibility check of package designs
- ▶ Selection and sourcing of materials
- ▶ Market surveys and trend scouting
- ▶ Production of package and print samples
- ▶ Machine tests and sample series done under real-life condition





**BABY FOOD & DAIRY PRODUCTS**



**BEVERAGES**

### Customisable pouches & bags for every application

Pouch solutions are part of our lives in all areas today and are used for example for on the go, ready meals or beverages when it comes to food applications. In Pet Food markets, pouches have been used for a long time and range from small to big sizes. The Home & Personal Care market is evolving heavily, even more driven by material reduction and strong sustainability commitments than other segments.

GreenChoice by Wipak solutions for pouches are part of our growing portfolio and are high performance materials. PP-based solutions for Baby Food are introduced into different markets during the last years, and latest solutions for retort applications are positively received and tested, even for products with a shelf life of up to 24 months.



**RETORT & FOOD SERVICE**



**DRY PET FOOD**



**HOME & PERSONAL CARE**



## Technologies

As producer of flexible plastic packaging materials, we carefully select and develop the best suitable production technologies that fulfil our requirements.

Wipak has production capabilities in all major processes needed to produce high quality flexible packaging materials. We continuously invest in innovative new technologies to maintain our pioneering role in technologies used.

### RAW MATERIALS

Used in different stages of the production process, starting from plastic resins (either from fossil, renewable or recycled feedstock) and purchased films or paper, to adhesives, inks and other processing aids, they allow us to achieve different film properties and functionalities.



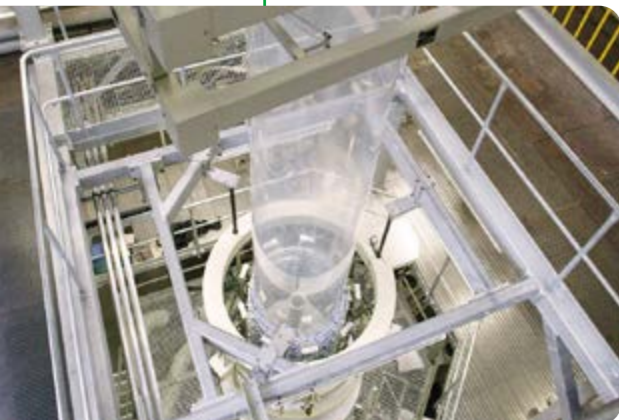
### PRINTING

Flexographic, rotogravure (incl. our own cylinder production at the plant in Germany) and digital inkjet printing, we offer the full package. In specialised sites we also apply thin coating to paper or film substrates.



### EXTRUSION

Our 3 main sites operate blown and cast film extrusion lines, some of the blown film lines are water cooled to improve the film properties.



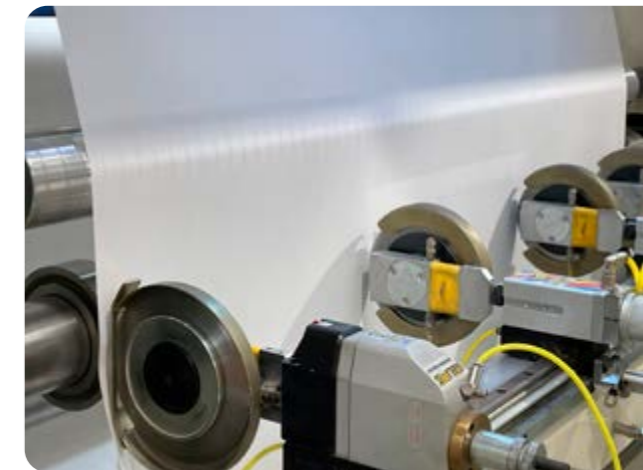
### POUCH MAKING

for some applications we convert the film material to pouches in our Bordi facility in Italy. A variety of shapes and sizes, with an assortment of features can be produced.



### SLITTING

the final step to slit big mother reels into customer reels. At some sites we operate automated slitting lines that have packing robots to help with the handling and final packing of the reels.



### LAMINATION

state of the art processes for packaging are solvent-free (either inline with the printing or offline) and solvent based lamination.





## Services

Through our in-house expertise and the development of strategic partnerships with external solution providers, our clients benefit from the comprehensive range of value adding services that we offer. From design consultation, application support and training, to practical lab analyses, our modular services provide an all-encompassing service for Wipak customers.

## We...

- ▶ Calculate and help reduce your Carbon Footprint
- ▶ Support your development activities
- ▶ Assist with the technical implementation of packaging ideas
- ▶ Support you with material selection
- ▶ Provide a print and package consultation service
- ▶ Develop and test sample packages
- ▶ Optimize packaging processes



## Digimarc®

Digimarc is a pioneer and leader in digital watermarking solutions and the automatic identification of media, including packaging, commercial print and digital images. Digimarc watermarks are driving the next generation of digital identification and detection-based solutions that help customers drive efficiency, accuracy and security across physical and digital supply chains.

Wipak has been affiliated with Digimarc since 2014 and became an official partner in 2018,

leading the development of innovative solutions and packaging applications that utilise digital watermarks to help our customers contribute to a circular economy and meet their sustainability pledges. With experience of more than 8000 Digimarc-enhanced packaging concepts in the retail sector.

Digimarc Watermarks are imperceptible codes printed onto the entire surface – 360° – of a package.

LOOKS LIKE THIS



PERFORMS LIKE THIS



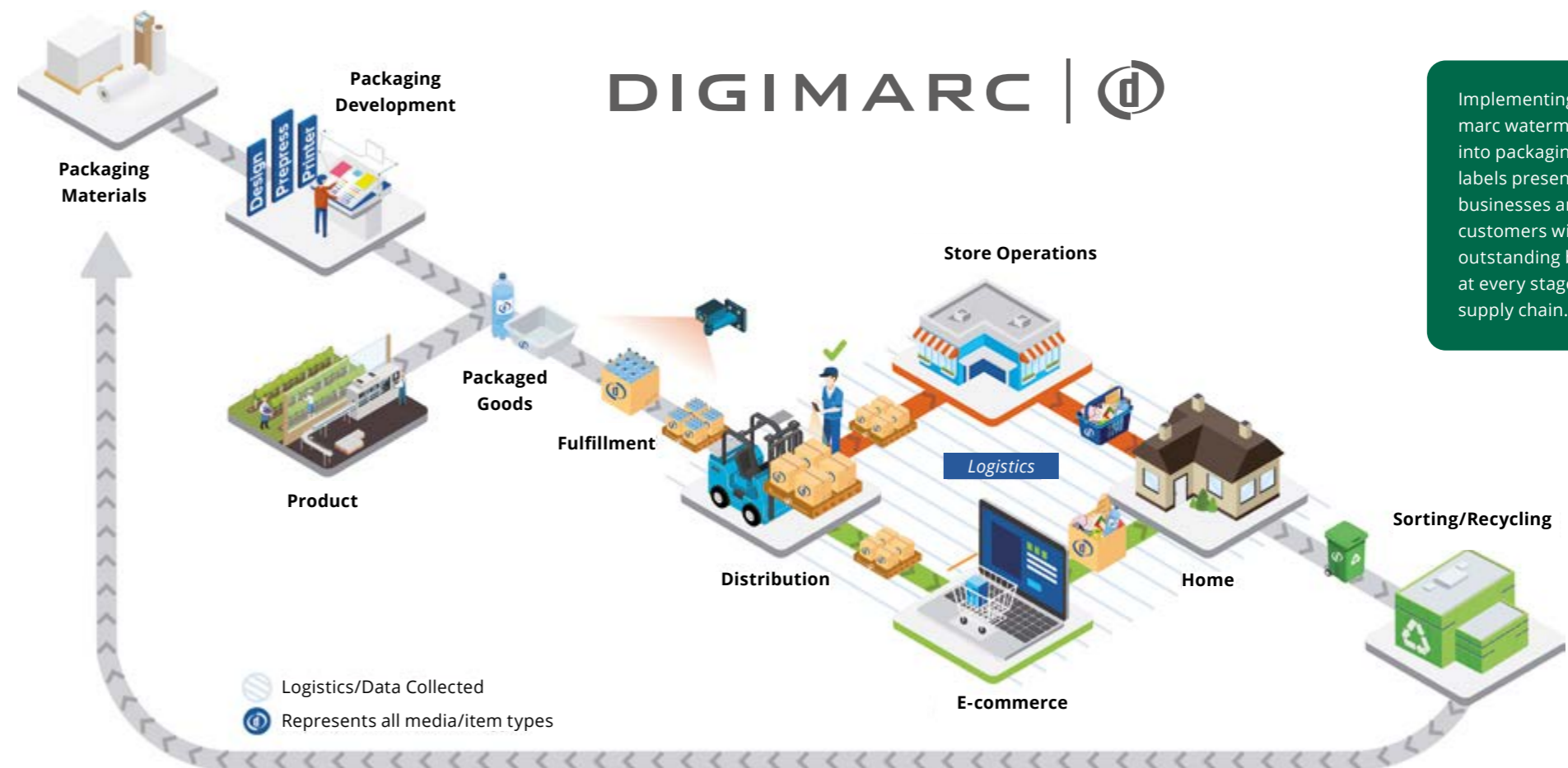
The Digimarc® Barcode is an imperceptible barcode that can be embedded into the printed design of the packet enabling users within the value chain to quickly scan large portions of the package and access product information via a smartphone or tablet.





These digital watermarks ensure unrivalled scanning accuracy compared to more commonly used QR codes and provide value at every single stage of the package journey – from manufacturing and production, to supply chain efficiency and recycling – becoming the solution for sustainable smart packaging in the EU.

To integrate Digimarc® Barcode into your packs, Wipak generates the required codes and embeds them into the packaging as part of the printing process. Digimarc® Barcodes can be printed using either gravure, flexo or Wipak's ProDirect® digital inkjet technology.



Implementing Digimarc watermarks into packaging and labels presents businesses and their customers with outstanding benefits at every stage of the supply chain.



# WE ARE ► N.E.X.T.

## The Wipak Innovation Center

In our N.E.X.T. Innovation Center, we design and optimize tomorrow's packaging together with our customers and partners.



Innovative workshops, training courses and seminars are used to design, develop and prototype packaging solutions of the future. Together with our internal and external experts, the perfect environment for innovation processes helps us in designing the packaging of tomorrow.

In the **N.E.X.T. innovation workshops**, clear work phases guarantee the maximum output. In the preparation phase, customer requirements are analysed and defined, so that different ideas can be created and discussed during the workshop. The results can afterwards be presented in a prototype product, followed by the testing phase under real production conditions.

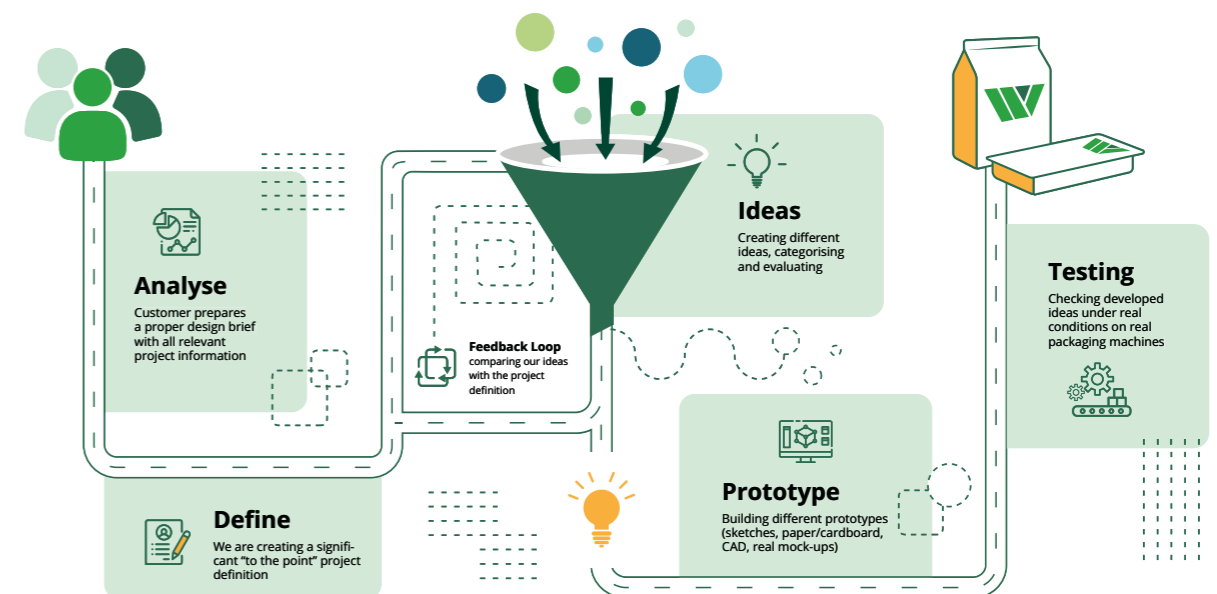
Our **N.E.X.T. seminars** are designed to inspire, stimulate and share the latest innovation and know-how. Tailored to customer needs and with the possibility to access our extensive network of internal and external experts, our seminars and trainings are guaranteed to provide a great experience to our customers! Typical seminars and trainings include:

- Product training
- Understanding CO<sub>2</sub> footprint, Recycling and Circular Economy
- Designing a sustainability value proposition for our customers and/or the customers of our customers

” Our design thinking process is made up of clear, concise work phases. This enables us to drive innovations in a focused and rapid manner. ”



Katharina Machner,  
Product and Packaging Designer,  
Wipak Group





## Workshops and Seminars

Our workshops and seminars are always individually tailored to the needs of our customers and partners. The contents may vary from short, topic-specific sessions to multi-day innovation sessions.

### Basic Seminar – Food Packaging

Wipak's cross functional experts train on relevant topics to understand flexible packaging solutions. In our Basic Seminars, we explain typical packaging properties and requirements, which are bagged with insights on raw material properties and production technologies. Customers and partners get the chance to experience the difference of typical flexible packaging materials, at one moment standing next to a blown film line and at the next moment holding the final packaging in their hands at our Packaging Test Center (PTC).

### Health Seminars

Our famous sterilization packaging brand STERIKING® is sold to the hospitals via our worldwide distributors network. These distributors are well trained on our Steriking sterilization packagings, its use, as well as regulatory affairs related topics to make them familiar with our Steriking products to finally offer the best support to the hospitals and Healthcare facilities - our end customers. Also for these end customers, we directly offer webinars concentrating on added value, how to use, and clinical matters. External speakers complete the trainings to share knowledge with our customers.

## Technical Field Service

Wipak's field service engineers and technicians ensure our customers are supported throughout the deployment and production process. Offering packaging trials and a comprehensive processing consultation service, Wipak engineers help clients in increasing the operational efficiency of their production facilities.

Using a process-based approach and solid working relationships with a wide range of machine manufacturers, we can systematically improve processing conditions and identify the perfect match between processing systems and films.

### Wipak's Technical Services Include:

- ▶ Application support
- ▶ Analysis and optimization of packaging processes
- ▶ Simulation of packaging processes at the Wipak Packaging Test Center
- ▶ Technical support for the introduction of new or modified films
- ▶ Analysis and rectification of any problems
- ▶ Adaptation of machine tools (if required)

### We Aim to Deliver...

- ▶ A lower carbon footprint of customer production lines
- ▶ Higher performance and utilization of machines
- ▶ Smooth processing with existing systems
- ▶ Higher efficiency rates
- ▶ Lower reject rates
- ▶ Short downtimes, thanks to quick and flexible on-site servicing







## Laboratory Services

At Wipak, we pride ourselves in delivering high quality solutions that add real value to our customers. Through the emphasis we place on innovation and sustainability, we continuously analyse our products and optimise our solutions to ensure we maintain and enhance the quality of our products.

Our experienced and knowledgeable laboratory professionals can deliver a range of value-added services for Wipak customers, from testing puncture resistance and seal strength, to assessing the layer structure of films.

### Wipak's Laboratory and Pilot Plant Services Include:

- ▶ Mechanical tests
- ▶ Microbiological tests
- ▶ Material analysis
- ▶ Migration measurements
- ▶ Permeation measurements
- ▶ IR spectroscopy
- ▶ Sensor-based measurements
- ▶ Amine determination
- ▶ Determination of solvent residues and layer thickness
- ▶ Material and raw-material tests
- ▶ Sample rolls for packaging trials
- ▶ Validation of the final pack's sealing process
- ▶ Extrusion of small quantities (for cast and blow films)

## Food Contact and Medical Compliance

With manufacturing sites located throughout Europe and in Asia, Wipak is accustomed to the stringent laws of the food industry and the legal specifications of the healthcare sector. Our customers choose Wipak because of the support we are able to provide, supplying films and packaging solutions that comply with international standards.



## Sustainability Consultancy

In recent years, customer consultation with regards to sustainability-related matters is getting an evermore area of support. Back in 2009, we started with Product Carbon Footprint calculations, most often in relation to new development projects. Today, Product Carbon Footprints are increasingly becoming part of our customers strategic targets.

Consultancy on sustainable packaging solutions is nowadays part of our daily lives. If customers are in need of concrete advice with regards to

packaging legislation and labelling, or recyclability evaluations considering national and regional differences, our sustainability experts assist and support them to make transparent and trustful decisions. When it comes to advising on recyclability, we follow the latest rules and guideline developments, use the Recyda online platform, or evaluate and certify films and solutions with the help of known institutes (e.g. Cyclos-HTP, Interse-roh, OPRL, RecyClass, etc.).



# TOGETHER

We are open and transparent in our communication. We respect and help each other. We encourage, we challenge each other and we laugh together. We prioritize the well-being and safety of each individual.



## Together with our Stakeholders

We work together with all our stakeholders to create value for all. Our core stakeholders are employees, customers, suppliers and financiers. Our employees support us in implementing our strategy. We also involve our suppliers and customers directly in the future development of products, technologies and processes.

We promote an open and trustworthy working environment, facilitating cross-functional and group-wide teamwork. Together with our colleagues from our own or different teams, we work to find innovative solutions for a better future.

With decades of trusted partnerships with suppliers and customers alike, we are in a great position to innovate cutting-edge solutions. We have a great cooperation network for innovation that represents the whole value chain. This allows us to innovate at speed to meet market needs as well as prepare for the legislative changes of tomorrow.

To ensure that we meet all requirements for our present and future business, we work closely with our stakeholders, who may be directly or indirectly involved. Through collaborative efforts with all stakeholders, we can successfully implement changes that support a circular economy approach.





## Our People

People are the key to our ambitious strategy. We wish to improve the employee experience and well-being of our employees. We aim to foster a culture of safety, belonging, collaboration, and performance.

### Improving employee experience

Our common target is to create an engaging and motivating working environment that enables us to perform and enjoy our work everyday. We strongly believe in equal opportunities and rights for all, regardless of culture, nationality, gender, religion, sexual orientation, or age.

We support our employees to develop and encourage them to apply their experiences to everyday life. The employee experience is subjective. It is the experience of each Wipak employee. Many factors affect this experience, like the work itself, the colleagues, managers, our premises, systems, our practices, well-being and possibilities to learn and develop.

To improve the employee experience, we have three focus areas: Performance, Development, and Well-being. Under these focus areas, we have our annual processes, development projects and initiatives, and training programs.

### Improving employee experience



# PERFORMANCE

### Performance and development

Our Performance focus area aims to enhance the employee experience by identifying and implementing measures that simplify their tasks and enable them to perform efficiently. This could mean investing in lifting devices in production, or starting to use artificial intelligence or robots to carry out certain repetitive tasks, like retrieving data for reports or the automation of invoicing. Our annual performance and development review process is also playing a role in making work easier. When the expectations and priorities are clear, it is naturally easier to carry out the work. The purpose of the discussions is to agree on the individual goals for the respective year based on Wipak strategy.

One of the key elements in improving the employee experience is the opportunity to learn and grow. We are committed to giving our employees opportunities to build skills, gain experiences and have support from managers as part of the development journey.

Career, performance, and developmental conversations are expected to take place at least twice a year between managers and employees. This process applies to all Wipak white-collar employees, and in some Wipak companies, blue-collar employees also engage in these discussions with their managers.

\*White-collar employees, in some sites also for blue-collar employees

\*\*Program starts in early 2024



”

Investing in the development of our employees is a cornerstone of our HR strategy. It was great to hear the positive feedback from the participants of our first coaching program. The coaching program can indeed have a positive impact on the performance and engagement of a coachee and with the ripple effect even on the performance and engagement of the team members of the coachee. With all our development programs we wish to promote continuous learning, which will become increasingly important when work changes e.g. as a result of AI.”

”

### Mentoring, Coaching and training Programs

In early 2023, we ended our first mentoring program called WiMatch. WiMatch mentoring program aims to support the professional growth and individual development of participants. It is an eight month process where an experienced Wipak professional acts as a mentor for a mentee. The program is designed to empower and support Wipak people to connect internally for success and new perspectives, build skills and perspective and inspire excellence and future growth. WiMatch will continue with the start of a new group during 2024.

In 2023 we started a six-month coaching program with an external partner who offers modern, digital coaching platform that connects our employees with certified business coaches. Coaching helps individuals to improve their performance, overcome challenges, and achieve their goals through self-discovery and guidance from a trained professional. The positive feedback from the pilot group confirmed our decision to continue to offer coaching for our employees also in 2024.

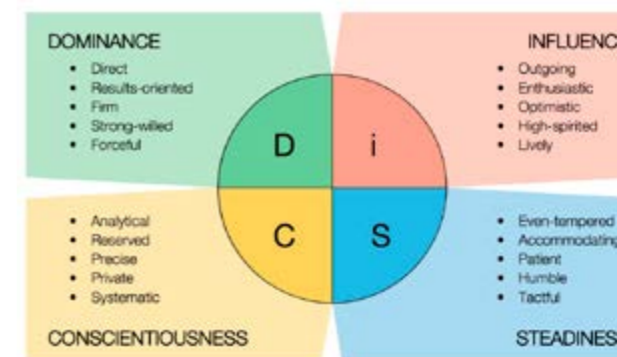


Paulina Rannikko,  
General Counsel & Head of  
Human Resources, Wipak Group

We recognize the value that our managers bring to our business and the unique contribution that each Wipak manager makes. Leading people is a great responsibility, and we wish to support our managers in this role and provide them with opportunities to grow. One of our development programs is Wipak LEAD, which is a leadership program for all our employees who have a team to lead including our top management.

We aim to organize Wipak LEAD training on an annual basis. In 2023 Wipak LEAD training took a deep dive into self-leadership which is the foundation for a great leader. The starting point for self-leadership is to understand what kind of a person I am, how I interact with other people and how my communication preferences are perceived by other people. During the training, we

also discussed how to lead a team in an effective way. One of the tasks that became the most praised part of the training was the DiSC analysis, which each participant did to help to explore their own preferences and to improve their ability to interact with their team members and colleagues.



# DEVELOPMENT



### Case Study Wipak Walsrode

Professional qualification is more than a commitment and a Social Partner Project. Wipak Walsrode started to actively design and identify skills needs together with the employees. For external support a network was established, including participation in consultations how to secure skilled workers. Managing Director Tom Wetzel and Works Council Member Jörg Valentin participated in such consultations and gave presentations in Federal Ministry of Labour in Berlin and during a social partner event from Employer's Association and Trade Union in Hannover, where also Authorities, Science, Associations and Managers participated.



TRUST. TOGETHER. FUTURE. WINNOVATION.

# WELL-BEING

## Well-being

At Wipak, we prioritize individual well-being and safety, aligning with our value of 'Together.' We recognize that workplace well-being extends beyond physical safety to encompass overall health, including mental well-being and engagement of employees. Implementing and offering local programs tailored to address specific health concerns and lifestyle factors, alongside providing occupational health services in compliance with local regulations, demonstrates Wipak's holistic commitment to employee well-being.



Teija Ikäheimonen, HR Manager  
Wipak Oy

## Wipak employees participate in making our company culture stronger

We measure employee experience via the annual and global "Wipak Spirit" engagement survey. We have been conducting the survey annually since 2019. Instead of launching the survey in late 2023 we conducted the survey in the beginning of 2024 with the help of new People Success Platform. Wipak Spirit survey offers our employees an opportunity to give feedback on a range of topics to help the management understand how the employees feel about Wipak as a workplace. The feedback is used to develop the work in the teams as well as the company culture.

Based on the Wipak Spirit 2022 survey several actions plans were created to help us to build a better workplace.

” In addition to our comprehensive occupational health services, we are offering a low-threshold, easy-access mental health service designed to support our employees in building resilience and strength. The external service offers a range of online mental health exercises, readings, and confidential one-to-one sessions with qualified professionals, tailored to address common life challenges, and improve overall well-being. ”

## Wipak Spirit Actions – Inspiring Success Story from Wipak Changshu

” Through these training sessions and team activities, our team members have gained a better understanding of the supply chain framework, expanded knowledge beyond each other's individual roles, and fostered good team spirit. I would say that cooperation has reached an excellent level, transforming us into not only colleagues but also supportive friends who genuinely care for each other's success. ”



Lucy Lv, Supply Chain Manager  
Wipak Changshu

## How Wipak Spirit Actions Improve the Teamwork & Well-being of Employees

In Wipak Changshu Wipak Spirit survey revealed key insights into the Supply Chain team's dynamics, pinpointing both strengths and areas for development. The feedback indicated satisfaction with workload and internal communication, yet a need for enhanced motivation and training was evident.

In response, Lucy Lv the Supply Chain Manager in Changshu organized a team meeting to discuss the survey outcomes and develop an action plan. The team's consensus led to the implementation of two primary initiatives such as Training and Team Building activities.

Acknowledging the necessity for skill and knowledge advancement, Lucy gathered specific training requirements from the team. Subsequently, a series of training sessions were arranged, focusing on supply chain management, material requirement planning, and cross-functional collaboration, facilitated by industry experts. Recognizing the value of team cohesion, the group engaged in outdoor activities, including a day at an amusement park and a hiking trip, which also involved their children.



## Health & Safety

Healthy employees are a prerequisite for our success, and a safe work environment is the starting point for well-being at work. Safety is a priority in all our operations, and even a single accident at work is too much, and our goal is to prevent them. Besides offering local occupational health services according to the local laws, we have local programs and events that address specific health challenges or cover different lifestyle issues.

### World Day for Safety and Health at Work 2023

All Wipak sites participated in 2023 at the World day for Safety and Health at work 2023, either on that day or at a later date. The purpose of the Health Day was to provide information to the employees on healthy lifestyle and to encourage them to improve their health behaviours.

Naturally, the key is to maintain healthy behaviours for years. In order to support this, we have some sports clubs in our production sites and we offer some well-being benefits.

Encouraging our employees to come to work by bike instead of car, several Wipak sites started or plan projects for bike leasing. This is not only good for Health, but also for the environment, reducing carbon emissions released to the environment compared to driving a car.

We see that it is our responsibility to provide support to our employees in case of mental concerns. In Finland, we provide to our employees with a mental well-being service. Professionals provide preventative support, helping employees handle challenges related to stress, motivation, difficult life situation or sleep before they become overwhelming. Employees can sign up to the service anonymously which lowers the threshold to seek help at an early stage.

#### Wipak Walsrode

We take safety seriously, but we also make it exciting! The Health and Safety Day was packed with activities for both body and mind. Employees had the opportunity to check their health metrics, test their balance, and brainstorm ideas for safer work practices.



#### Wipak Poland

Wipak Poland performed different workshops on health and safety during the World Day for Safety and Health. So the employees could test different personal protection equipment (PPE), learn a conscious handling of loads or perform a Health&Safety Quiz.

## Safety strategy

We aim to achieve zero harm, believing that every safety incident is preventable. We ensure the well-being of our entire workforce and our partners.

Every day should be a safe day. Our aim is even more ambitious: every day shows a safety improvement. This is reported with the **Wipak Safety Blue Cross**, a safety calendar that provides a daily up-date on the safety situation

(blue: improvement, green: incident-free, yellow: near miss, red: incident). Easily recognizable in the daily business, these colours are assigned in our daily operational MDI meetings (operational MDI means "Managing for Daily Improvement"), focusing not only on improvements in safety, but also on efficiency and quality improvements.

A strong safety focus was not only put to internal practices. Safe driving courses are offered to our employees, especially to those travelling a lot by car.

# Health

#### Wipak Changshu

Last year Wipak Changshu celebrated 365 safety days. All employees contributed to this achievement and the implementation of the Blue Cross was one key element to sharpen the awareness of the employees and finally reach this good result.

On-site first-aid training was given to foster the knowledge to help in emergency cases.

But not only Changshu also Biaxis, Wipak Bordi, Wipak Produktie BV, and Wipak Valkeakoski achieved an accident free year 2023.





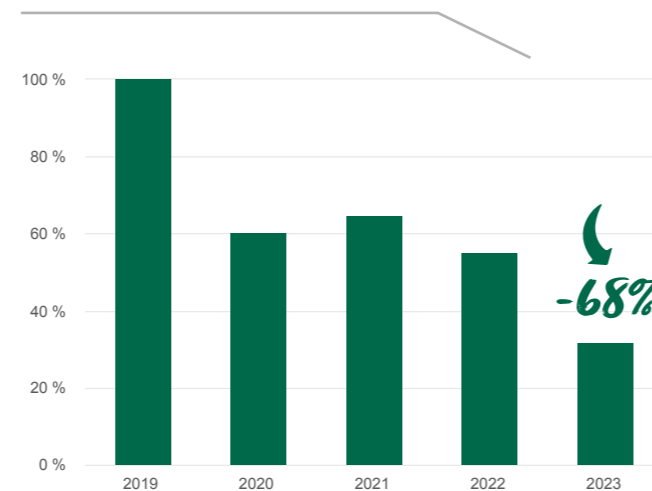
Reporting tools are used to report on safety issues, define actions and follow-ups. These tools are used, for example, to carry out safety audits on a regular basis or to perform risk assessments using easily manageable templates.

In the unfortunate case of an incident, clear rules have to be followed for immediate help, but also to avoid similar incidents and learn and improve from each other. All incidents will be reported in Wipak Intranet. The report includes corrective action plans and follow-ups and is shared within the operations community and Wipak Group Management Team. The reports are accessible for all Wipak employees and are a fixed agenda point on monthly group-wide operations meetings.

We are following our safety behaviour using the Total Recordable Case Rate (TRCR), reporting all medical treatment cases, restricted work cases and lost time injuries compared to 200.000 working hours in departments that have daily shop-floor responsibilities.

The graph below shows the continuous improvement within the last years on safety (TRCR as relative development compared to 2019). In 2023 a new level was reached, showing an improvement of 68%.

Total recordable case rate (TRCR - relative development)



### Wipak BV

Wipak Produktie BV has been awarded with the Kartoflex Arbo Award 2023 for a special and remarkable achievement in the field of Health & Safety (ARBO). The award was provided for years of assurance of a very high level of safety, supported throughout the entire organization.



Translation of the text: "Voor een bijzondere en opmerkelijke prestatie op het gebied van gezondheid & Veiligheid (ARBO)": For a special and remarkable achievement in the field of Health & Safety (ARBO)

” One of the major efforts in 2023 was the group wide 'I Can Make a Difference' training program, bringing all Wipak employees together for a crucial topic: each of us can influence our own and our colleagues' safety at work. The training and trainers received much praise, and it really seems to be paying off. Safety is and will continue to be a key priority also in 2024.



Ilkka Kellokumpu, CI and EHS Manager Wipak Group

### Raising safety awareness of our employees

Wipak continuously raises safety awareness for our employees. Different trainings, with defined focus on the respected working area, are mandatory for all our employees on a regular basis. Everybody is encouraged to address any issues and take corrective actions if they become aware of safety hazards or unsafe behaviour.

On a monthly basis, defined safety topics are communicated to all employees. Different materials like information material for the white boards or presentations and videos for team meetings are offered under the heading "Safety Focus of the Month". The safety videos are non-verbal and demonstrate safe behaviour in a visual form that is easy to understand.

The 'Risk Factor' training program was continued in 2023. This training is mandatory to all employees, to increase awareness of potential risks in the workplace and everyday situations. The program is conducted by internal trainers in an open and relaxed atmosphere, encouraging discussion. Following the slogan "I can make the difference!" the training engages people to practice the learned issues in their daily life:

- ▶ Pause – first think about it and only then start acting
- ▶ Address risks and dangers
- ▶ Ask for help
- ▶ Demonstrate COURAGE, COMPETENCE and/or CHARACTER and approach colleagues in risky situations and thus protect them from accidents and injuries





## Cooperation Partners

To provide customers with an all-encompassing solution for spouted pouches, Wipak has partnered with Italian-based automated machine manufacturer IMA to launch WIIMA®, Wipak's turnkey spouted pouch solution. By partnering with IMA, Wipak customers benefit from the expertise of two leading companies within the stand-up pouch sector, helping ensure they receive great looking pouches that are designed with convenience and sustainability at their heart.

As the packaging machines, their installation, service and repair are included in the solution for the duration of the contractual period, customers no longer need to invest in new machines and can be reassured that all components and films are matched for optimal performance.



# WIIMA



### The WIIMA® solution comprises:

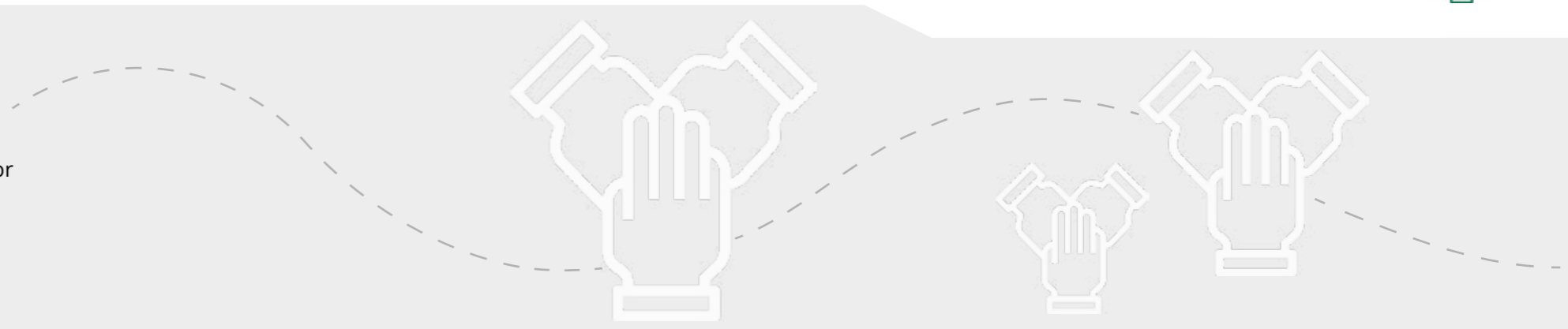
- ▶ Installation, maintenance, repair and on-site technical services.
- ▶ Consulting/application technology
- ▶ Customized packaging concepts  
(including packaging design, 3D rendering, prototyping)
- ▶ Film development and production
- ▶ Real-life machine tests and the production of sample batches
- ▶ Wipak's state of the art printing services  
(rotogravure, flexographic, and ink-jet digital print)





## Associations

To follow developments in our business environment, Wipak sites participate in a range of associations, allowing us to stay ahead of activities that might directly or indirectly influence our field of operation.



### Plastic packaging and national associations (not comprehensive)



### Associations related to Health and Medical business (not comprehensive)





## Development Projects with External Partners

Being a leading producer of flexible packaging solutions with a clear commitment to sustainably developed solutions for immediate and future purposes, Wipak participates in a number of development projects that are led by external organisations.



### SURPASS

The founded European project SURPASS stands for: **S**afe-, **s**ustainable- and **R**ecyclable-by design **P**olymeric systems - **A** guidance toward**S** next generation of plastic**S**

SURPASS is a Research and Innovation project funded by Horizon Europe 2021, with an objective to lead by example the transition towards more Safe, Sustainable, and Recyclable by Design (SSRbD) polymeric materials.

Alternative SSRbD plastic materials will be developed for the Building, Transport, and Packaging sectors. For the new SSRbD systems, the reprocessing technologies will be adapted to support achievement of ambitious recyclability targets. A scoring-based assessment guiding material designers, formulators and recyclers designing SSRbD materials, will be developed and merged together with all relevant methodologies in a digital infrastructure.

### The project involves a consortium of 13 partners consisting of research and technology organizations and industries to:

- ▶ Develop SSRbD alternatives with no potentially hazardous additives through industrially relevant case-studies, targeting the three sectors representing 70% of the European plastic demand: Building, Transport and Packaging.
- ▶ Optimize reprocessing technologies adapted to the new SSRbD systems to support achievement of ambitious recyclability targets.
- ▶ Develop a scoring-based assessment that will guide material designers, formulators and recyclers to design SSRbD polymeric materials, operating over the plastic's entire life cycle, including hazard, health, environmental and economic assessment.
- ▶ Merge all data and relevant methodologies in a digital infrastructure, offering an open-access and user-friendly interface for innovators.

Wipak supports the activities in the packaging sector in developing and investigating MultiNanoLayered (MNL) films to replace multi-layer films for food packaging.

SURPASS will in particular address its results to small and medium sized enterprises (SMEs), representing more than 99% of enterprises, and therefore has an outstanding potential to contribute to the transition towards green economy.

# RI. SE

### RI.SE – Circpack

Increasing the circularity of high-barrier flexible plastic packaging is what RI.SE targets with its Circpack project. Wipak participates as a representative of flexible packaging materials since the start in 2021.

About 50% of consumer plastic packaging consists of film, but only one third that is sorted out can today be mechanically recycled, while the rest that includes multi-material laminate films, is sent to incineration. This Swedish project will seek recyclable alternatives that hold the potential to increase the sorting rate in the plastic recycling process and will develop guidelines for better recyclability.

### Life Cycle Assessment (LCA) Guidance for flexible packaging

Wipak is engaged in a project, led by industry association FPE (Flexible Packaging Europe) to define LCA Guidance for flexible packaging, which emerged from the former project of PEFCR (Product Environmental Footprint Category Rules) for flexible packaging. The objective of the project is to provide guidance and alignment of methodologies for LCA's of flexible packaging systems and to ensure consistency in approach and quality across the industry.



### “Packaging sustainability SCORE”

“Packaging sustainability SCORE” is part of PlastLIFE EU project led by Finnish Natural Resource Institute LUKE. The aim of SCORE is to develop a sustainability scoring system for food packaging, which enables a comprehensive comparison of the environmental impacts of packaging to make the right choices to reduce environmental burden.

In the development of the SCORE, the essential elements and features are life cycle wide environmental footprints, which are in line with Product Environmental Footprint methodology and ISO standard series. As a new element, the technical performance of the packaging will be taken into account, which means, for example, how packaging can prevent food waste.

The aim of the project is to conduct full life cycle analyses to develop better consumer communication methods and support the Ministry of Environment in designing the Finnish 'Roadmap' for managing plastic usage in packaging



## Initiatives

Next to development projects having a closer focus on material, the participation in initiatives is a cornerstone to get prepared for a sustainable future in our business sectors.

We know consumers hold the industry responsible for the plastic waste problem. We are happy to take on our share of that responsibility.

As we strive for continuous innovation and development, we commit to a number of key initiatives.



### CEFLEX

The Circular Economy for Flexible Packaging (CEFLEX) is a collaborative initiative representing the entire value chain of flexible packaging. CEFLEX's 'Mission Circular' commits to the collection of all flexible packaging and over 80% of the recycled materials channelled into valuable new markets and applications to substitute virgin materials.

Wipak joined Ceflex in 2017, and is now working with companies from the entire value chain towards the common goal of increasing the collection and recycling of flexible packaging by 2025. This will take "end of life" technologies and processes, which deliver the best economic, technical and environmental outcome for a circular economy, into account.

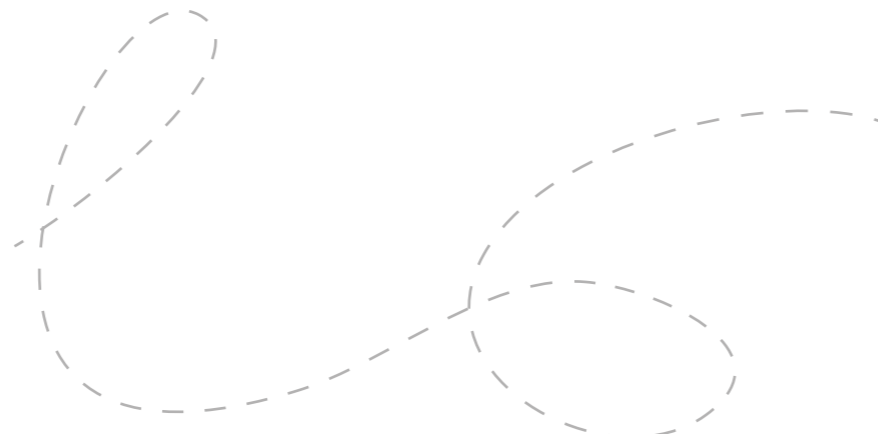
The initiative encourages collaboration across the value chain to find common solutions – from raw material producers, to manufacturers of packaging and consumer products, retailers, as well as waste management and recycling companies. CEFLEX is working towards finding solutions in these areas to make flexible packaging even more relevant to the circular economy.



### HolyGrail 2.0

Wipak is part of the cross-value chain initiative HolyGrail 2.0. Driven by AIM – European Brands Association and powered by the Alliance to End Plastic Waste, over 160 companies and organisations from the complete packaging value chain have joined forces for the Digital Watermarks Initiative HolyGrail 2.0 with the ambitious goal to assess whether a pioneering digital technology can enable better sorting and higher-quality recycling rates for packaging in the EU, driving a truly circular economy.

The objective of the Digital Watermarks Initiative HolyGrail 2.0 is to prove the viability of digital watermarking technologies for accurate sorting and the business case on a large scale.



## R-Cycle



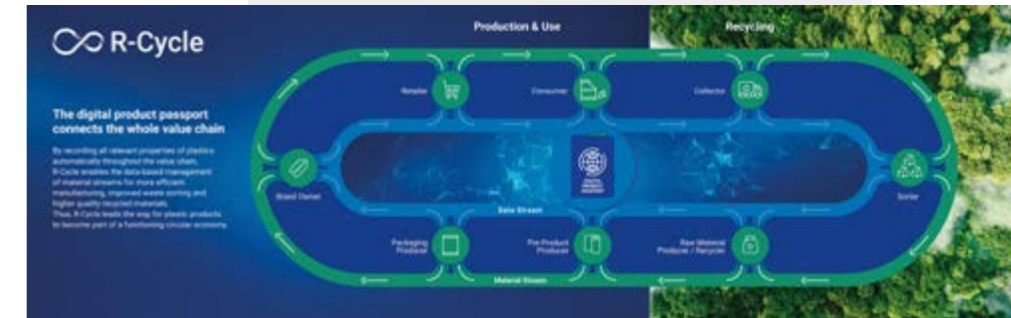
### COTREP

#### COTREP

Created in 2001 by Citeo, Elipso, and Valorplast, the Cotrep – Technical Committee for the Recycling of Plastic Packaging – assists manufacturers in the development of recyclable plastic packaging solutions in France.

The Cotrep reaffirms its central position in France and Europe to build the circular economy of household plastic packaging with industrials.

As member of Elipso Wipak engages with Cotrep to develop packaging suitable for recycling and supporting customer on their journey towards a more circular economy.



### R-cycle

R-Cycle is an association of companies and organizations promoting the global standardization of digital product passports for sustainable plastics. Members of R-Cycle believe that plastic is a valuable material on our common path to climate neutrality. To leverage the full potential, a viable circular economy based on data exchange and transparency along the entire life cycle of plastics is needed. A digital product passport provides an unique "document" providing all specific information of the products, supporting circularity.

R-Cycle aims to implement digital product passports for various products and assess the feasibility throughout the entire supply chain. With expertise in producing sustainable flexible packaging materials and the ability to enhance plastic materials with the Digimarc® digital watermark, Wipak provides valuable support for achieving circularity of plastic materials using digital product passports.



### UK – Plastic Pact

Wipak UK is an associate member of the UK Plastics Pact. The Plastic Pact brings together businesses from across the entire plastics value chain with UK governments and NGOs to tackle the scourge of plastic waste. The aim is to create a circular economy for plastics, capturing their value by keeping them in the economy and out of the natural environment.



# Trust

We trust each other and take ownership of our work. We keep our promises and rely on our Code of Conduct and other guidelines. We do the right thing.

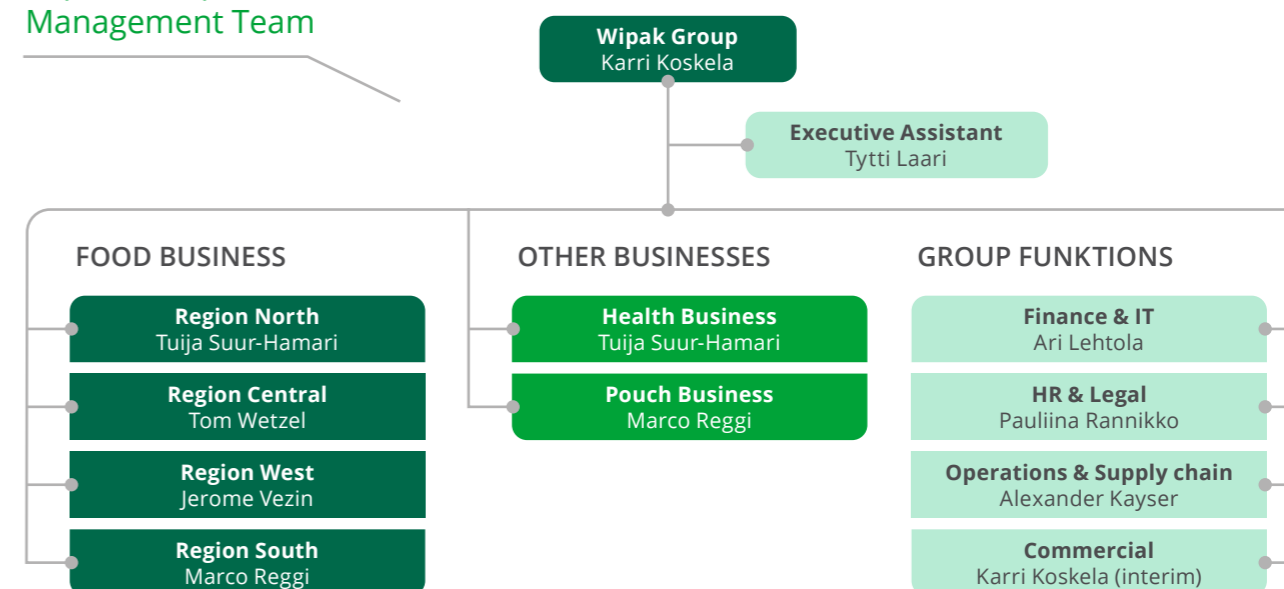
## Governance

The foundation of Wipak's business lies within our vision to become the most sustainable flexible packaging company in the world, and our mission to enable our customers to deliver their products to people in safe and sustainable packaging.

We operate in accordance with responsible business practices, integrity and respect for others. We always comply with applicable laws and regulations, our value-based Code of Conduct and Wipak's policies.

The Wipak Group Management Team manages the business. Company-specific targets are set during the budgeting process and achievements are followed up. Targets are based on Wipak's strategy. Each Wipak site is responsible for fulfilling the targets and implementing the strategy. Belonging to the Wihuri Group, all strategic decisions are approved by the Board of Directors of Wihuri Packaging Oy.

## Wipak Group Management Team



## Risk assessment

Risk management is a daily practice of normal business management. Besides the Financial risks, all business activities inherently need to take and manage other risks like strategic, operational and hazard risks.

Strategic risks refer to the assumptions and acts concerning the changes in technology, customers, competition, markets and regulations. The company top management is accountable for strategic risks.

Operational risks relate to the good business execution and strategy implementation and the business unit management is accountable for those risks.

Hazard risks include those possibly negative uncertainties and sudden incidents that possibly cause damages to the assets, people, company reputation or profits.



## Code of Conduct

Belonging to the Wihuri Group, Wipak follows Wihuri's Code of Conduct. Wihuri's Code of Conduct describes commonly accepted practices that we follow in our businesses, and our commitment to compliance with laws and regulations. We operate in a legally, environmentally, socially and ethically responsible manner.

The Wihuri Code of Conduct applies to all employees of Wipak. We also expect our suppliers to comply with Wihuri Supplier Code of Conduct. We offer an e-learning course on the Code of Conduct for all employees, available in their local languages.

### Most significant topics of our Code of Conduct:



We compete in the market in a fair manner and in compliance with the law

Our competitive advantage is the quality and delivery accuracy of our products and services — not unfair practices. We respect the rights of our customers, suppliers and competitors by participating in the competition in a fair and ethical manner. We comply with applicable competition laws. No legal actions or fines for anti-competitive behaviour have been filed or issued against Wipak in 2023.

### Whistleblowing channel

We encourage our personnel and stakeholders to be open about ethically challenging situations and to report any misconduct. Any observations made can be reported to the employee's own manager, the local management, Human Resources or via our whistleblowing channel, which is available to our personnel and stakeholders in Europe in several local languages. The reports can be submitted anonymously via the whistleblowing channel. We are committed to protecting the privacy of whistleblowers, and we do not accept any countermeasures against those who have reported their concerns in good faith. No such countermeasures were brought to our attention in 2023.

We do not violate human rights and we respect each other

Human rights belong to everyone and we do not tolerate any human rights violations. Wipak respects and abides by the human rights as defined in the UN Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We are committed to operating in accordance with the UN Guiding Principles on Business and Human Rights. We do not tolerate any form of sexual or other harassment, insults, bullying, intimidation, abuse, physical or mental violence, or any other inappropriate behaviour. We are also committed to ensuring that there is no child labour, forced labour, human trafficking or any other form of modern-day slavery in our supply chain. It is important to us that all people have equal opportunities based on professionalism and competence. We respect all employment rights, such as the freedom of association and the right to collective bargaining. No cases of human rights violations related to our operations were brought to our attention in 2023.

We do not engage in corruption in any form

Corruption of any kind is strictly prohibited. No corruption cases related to our operations were brought to our attention in 2023.



## Quality Management & Processes

Our quality management, environmental protection, as well as safety and hygiene practices have been developed to meet the strict demands of international standards and customer requirements.

Our processes are transparent and traceable and all employees are obligated to follow the described processes. We are working continuously to improve our processes having internal and external audits in place.

Operational Excellence is the systematic management of safety, quality, reliability and efficiency to achieve world-class performance. The **"Wipak Operational Excellence System" (WOES)** is an overall framework that describes how we run our operations to live up to our vision and to achieve our objectives. Our goal is to achieve world-class levels of safety, quality and efficiency.

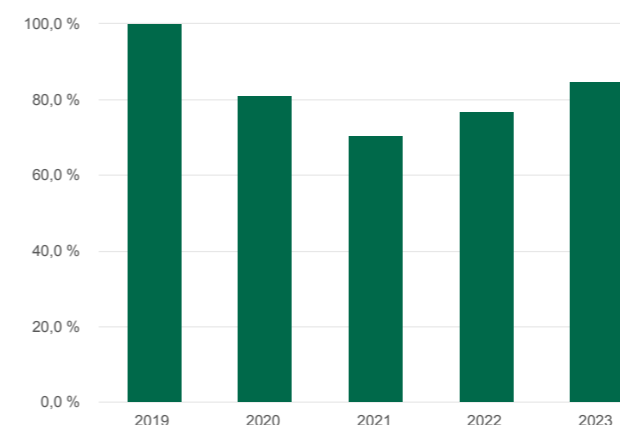


Managing a systematic target of **"Zero Defects"** is an essential key for customer satisfaction and loyalty. Round-the-clock production control, measurements carried out at the plants, integrated inspection systems, fast-track laboratory tests - these are the ways in which we ensure consistently high film quality, optimum packaging machine productivity and minimal production downtime.

Quality is high on Wipak`s agenda and many projects were initiated to improve recurring quality issues. In small teams, the problems were analysed and improving actions were defined. For more complex matters we engage with universities to gain deeper understanding of the root causes. We focus on engaging our operators to emphasize the importance of everybody carrying a responsibility for quality.

Our quality performance is followed using the DPMO (defects per million opportunities) principle, which is defined as follows: number of claims / number of deliveries.

Number of claims/number of deliveries (relative development since 2019)



## Certificates/ Total Quality Management

Long-term certifications on Management Systems is key for trustworthy cooperation and to meet customer requirements in terms of quality and hygiene. Therefore, Wipak follows internationally accepted standards, having monitoring systems in place and improving products and processes continuously.

### Wipak Group Standards\* are:

- ▶ Quality Management System ISO 9001
- ▶ Food Safety Management System BRC, ISO 22000
- ▶ Medical devices – Quality Management System ISO 13485
- ▶ Environmental Management System ISO 14001
- ▶ Energy Management System ISO 50001
- ▶ Occupational Health & Safety Management System ISO 45001
- ▶ Supply Chain Management ISCC PLUS, FSC® Chain of custody\*\*

Besides those accepted standards, SMETA/Sedex and Ecovadis Ratings are performed as well.

Furthermore, we are dedicated to responding to an increasing number of customer-specific questionnaires. In doing so, we meet requested standards in addition to transparently sharing best practices and strategic approaches.

\*Certificates can be accessed from here: <https://wipak.com/download-centre/>

\*\* FSC® C-175406 Wipak B.V., FSC® C-155437 Wipak Iberica S.L., FSC® C-131756 Wipak Polska Sp. z. o. o., FSC® C-172196 Wipak UK Limited, FSC® C-130525 Wipak Walsrode GmbH & Co. KG



## Future

We work today for a more sustainable planet tomorrow. We target long-term success for our business and our customers' business. We are with our customers and employees now and in the future.



### Summary and Outlook

Our aim is to be the most sustainable flexible packaging company with a promise to reduce our company carbon footprint to ZERO by 2025.

The world is changing rapidly and the impact of human life on our planet is becoming increasingly visible. Consumer expectations of the products they buy and the companies that make them are also changing. While the product should evolve in quality and performance, its manufacture and life cycle should have a lower impact on the environment and a positive impact on people.

As a family-owned company that produces flexible packaging solutions for the food and health-care markets, we recognize our responsibility to create a sustainable **FUTURE** worth living in. We work **TOGETHER** with our stakeholders, building **TRUST** through **WINNOVATION**, to realize our **Vision** of becoming the world's most sustainable flexible packaging company. We are guided by our **Mission** to enable our customers to deliver their products in safe and sustainable packaging to people around the world.

Wipak's sustainability journey started in 2019 with the launch of the ambitious strategic goal to reduce its Company Carbon Footprint to zero. Zero harm, investing in people and strategic business plans complete our sustainability strategy towards 2025 and ahead.



COMPANY  
CARBON FOOTPRINT  
TO ZERO IN 2025



ZERO HARM



CREATING  
SUSTAINABLE  
FINANCIAL GROWTH

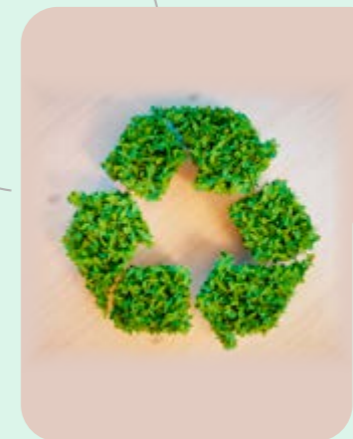


ENSURING A  
HEALTHY AND  
SATISFYING WORKING  
ENVIRONMENT  
FOR OUR PEOPLE

# The Key Sustainability Targets



BUILDING A GLOBAL  
POUCH BUSINESS  
TOGETHER WITH OUR  
CUSTOMERS  
AND PARTNERS



ALL FOOD  
PRODUCTS SHOULD  
BE DESIGNED FOR  
RECYCLING USING  
RECYCLED AND/OR  
RENEWABLE MATERIALS  
WHERE POSSIBLE



BEING THE  
AMBASSADOR FOR  
SUSTAINABLE PACK-  
AGING IN THE HEALTH  
CARE SECTOR





## Achievements 2019–2023

Since the start of our Carbon Zero journey, we reduced our **Operational Carbon Footprint** (Scope 1 and 2 emissions) **by 70%**, which is a big achievement that we could only achieve **together** with the commitment of our employees. In the field of packaging, this is one of the leading reductions in the world. All our facilities are running on carbon-neutral electricity, mostly from sustainable resources. A minimum of unavoidable CO<sub>2</sub>e emissions from scope 1 and scope 2 were offset by supporting certified and recognized carbon reduction projects.\*

Following our **Winnovation** value, we also took actions to reduce our CO<sub>2</sub>e emissions and developed our new brand GreenChoice by Wipak. The brand embraces our growing portfolio of sustainable packaging solutions, designed for recycling and integrating innovative and new materials and technologies when possible. Together with the operation carbon footprint reductions and the impact of our GreenChoice by Wipak product portfolio sales, we have reduced our total greenhouse gas emissions (operations and products), the so called corporate carbon footprint, by a total of 27%. This is equally a market leading achievement.

With the launch of our **GreenChoice by Wipak** product range in the second half of 2021, we promise to bring our values and our pledge for a sustainable packaging future to life through cutting edge innovation. Commercial solutions that are designed for recycling were introduced in different markets and projects to integrate and introduce materials from renewable and chemical recycled feedstock into our film solutions were started.

From 2019 to 2022, we continuously improved our waste ratio. An increase in 2023 reflects market challenges Wipak was exposed to. As a consequence an initial assessment was carried out

under the project name WiLeap in order to identify opportunities. During the pre-assessment project, the project team conducted customer and expert interviews, workshops, and site visits to analyse our current state, to identify areas for improvement and define a roadmap for transformation towards a more sustainable future.

In 2021, Wipak and Winpak joined forces under the new **Wiicare** brand, ensuring that customers receive enhanced performance through a jointly designed, identical global product portfolio of sterile barrier systems. Together we are on our way to becoming the most sustainable company in the market.

At the beginning of 2021, our site in Italy, which is well-known for its wide range of customizable pre-made bags and pouches, relocated to a new production facility. This move has allowed us to continue our business growth and maintain the high level of production that we have consistently achieved in previous years.

**Together** with our people, we introduced an open-minded, safe and pleasant working environment. In trainings and team meetings, we educate our people and provide common practices for all sites in the Wipak Group.

Increasing safety awareness has led to an incredible **68% improvement in our safety figures**. We remain committed to this process by engaging all sites in daily safety improvements, using the Blue Cross visualization tool. Our **"I can make the difference"** trainings was performed by every employee and is a corner stone for the mindset improvement of our people.

Following our Code of Conduct, we are a **trustful** partner to all our stakeholders, resulting in a sustainable and profitable growth.

## Deliver on our Strategic Promises

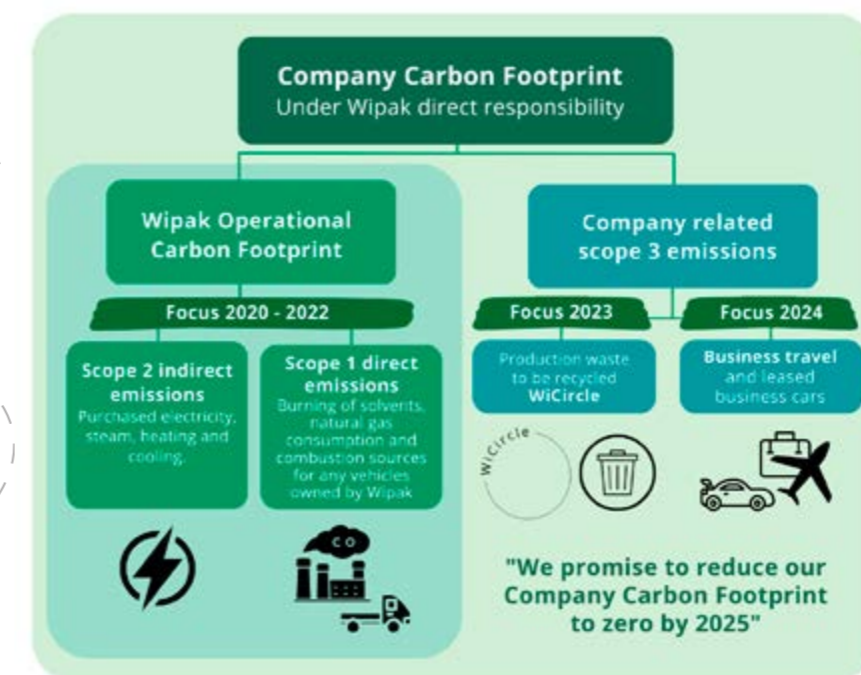
## 2024–2025

The need for change entails new initiatives, frameworks and regulations taken by the European Union to promote sustainability, reduce waste generation and promote the transition to a low-carbon economy.

The European Green Deal is a comprehensive policy framework aimed at making the EU economy sustainable. The Circular Economy Package, which includes a set of legislative proposals to reduce waste and promote circular resource use,

as well as the proposed Packaging and Packaging Waste Regulation (PPWR), which sets among others specific targets for recycling and reducing packaging waste, are important to us and our stakeholders. We closely follow these initiatives to align our strategy and development processes accordingly.

Towards 2025, Wipak will reduce its Company Carbon Footprint to zero.



\*More details about carbon reduction projects by tracking ClimatePartner ID (12374-2304-1001) at [www.climatepartner.com](http://www.climatepartner.com)



Currently unavoidable Scope 1 and 2 emissions will be further reduced by investing in innovative new technologies, like modern RTO (Regenerative Thermal Oxidizer) technologies to reduce energy usage and airborne VOC (Volatile Organic Compounds) emissions.

Our pledge is becoming Company Carbon neutral by 2025 (see graphic above), big achievements in scope 1 and 2 emissions were reached during the first years of our journey. Further reduction of waste related emission and business travel are targeted for 2024.

With regards to the waste hierarchy, we are committed to continuously reducing our production waste. The unavoidable waste will be re-circulated. Therefore, we continue to invest in re-granulation of internal waste. Our internal project "WiCircle", which we launched back in 2022, will comprehensively address new technologies such as advanced (or chemical) recycling to contribute to closed-loop recycling in the years to come. To take the next step towards waste reduction we will start our "I hate waste campaign" in 2024 which will raise the understanding of "waste is a valuable good". The transformation process of WiLeap will deliver further improvements, not only related to waste reduction but also optimized production footprints.

When it comes to business travel a solid policy will be developed to improve emissions related to business travel and vehicles.

As a responsible company our infinite goal is to minimize emissions from all our activities to the strict minimum.

Following the EU Circular Economy Package and the up-coming Packaging Packaging Waste Regulation (PPWR), we aim to transform our standard portfolio to a GreenChoice by Wipak portfolio, providing tomorrow's recyclable solutions with the option to use recyclate and/or renewable materials. Our GreenChoice portfolio is continuously expanding and includes solutions for pouch applications as well, which serve a constantly growing market and offer material and CO2 saving for our customers.

To enable us and our customers to be ready for the transformation of packaging towards the 2030 targets that will be set by PPWR, we started to define our action plan beyond 2025. One milestone set in the product roadmap for 2027 is our aim to have a "recycling ready alternative" for all our films used in food and consumer goods applications, ready. Wiicare developments take into account the Medical Devices Regulation (MDR) introduced by the European Union to improve the safety and quality of medical devices.

Future investments in innovative film extrusion lines will enhance the high quality standard of the GreenChoice product portfolio and will enable further improvements of our sustainable packaging solutions for the Food and Health Markets.

Decades of experience in producing high performance flexible films, our sustainable product offering will protect the packaged goods in the best manner. This is our contribution to preventing food waste and ensuring patient safety.

GreenChoice by Wipak, as well as Wiicare, will grow to well-established brands in the flexible packaging market.

As a family-owned company, Wipak is committed to maintaining and improving the positive spirit of teamwork, developing younger employees,

and drawing on the experience of our elders. We believe that every incident is avoidable, and that zero harm is achievable. For this reason, we continuously raise safety awareness.

The upcoming European Union Corporate Sustainability Reporting Directive (CSRD) mandates a commitment to transparency and sustainability. With this second report, we started to follow those requirements from an early stage. Our target is to achieve full compliance towards 2025. The report gives an insight into our continuous ESG journey and the further development of our strategy. In future we will keep on refining the

materiality aspects of Wipak Group, identify gaps, and develop roadmaps to fulfil the requirements of our stakeholders.

While we are getting close to 2025 we can assure you that we will keep on setting ourselves ambitious targets, our "Next Gen Sustainability" roadmap is just around the corner and we are working on the future strategy which we will launch with our next report in 2024.

According to our values: TOGETHER in a TRUSTful partnership with our stakeholders, we WINNOVATE sustainable flexible packaging solutions, contributing to a FUTURE worth living in.

# Glossary

<b>A</b>	Al	Aluminium
<b>B</b>	BOPA	Biaxially oriented Polyamid
	BOPET	Biaxially oriented Polyethylene terephthalate
<b>C</b>	CCF	Corporate Carbon Footprint
	CEFLEX	The Circular Economy for Flexible Packaging (CEFLEX) initiative is a collaboration of over 180 European companies, associations and organisations representing the entire value chain of flexible packaging, with the aim to make all flexible packaging in Europe circular by 2025.
	Circular Economy Package	The Circular Economy Package is a set of legislative proposals that aim to reduce waste and increase the use of resources in a circular way. The package includes measures to encourage sustainable product design, reduce waste generation, increase recycling, and promote the use of secondary raw materials. The Circular Economy Package was adopted by the European Parliament in 2018.
	CO <sub>2</sub> e	CO <sub>2</sub> equivalent emissions, accounting besides CO <sub>2</sub> emissions also the impact of further green-house gases named in the Kyoto protocol
	Company Carbon Footprint	Wipak's Company Carbon Footprint accounts for emissions, which are under immediate Wipak's authority, including all Scope 1 and Scope 2 emissions ( Wipak's Operational Carbon Footprint) as well as further company related scope 3 emissions, like production waste or business travel.
	CSRD	Corporate Sustainability Reporting Directive (EU)
<b>D</b>	DISC	Dominance, Influence, Steadiness, and Conscientiousness
	DPMO	Defects Per Million Opportunities, which is defined as follows: (number of claims/number of deliveries) *100
<b>E</b>	EHS Manager	Environmental, Health and Safety Manager
	EO Sterilization	Ethylene Oxide Sterilization
	ESG	Environmental, Social and Governance
	ESRS	European Sustainability Reporting Standards
	European Green Deal	The European Green Deal is a comprehensive policy framework introduced by the European Commission in 2019. It aims to make the EU's economy sustainable by reducing greenhouse gas emissions, protecting biodiversity, and transitioning to a circular economy. The European Green Deal sets out a roadmap for the EU to achieve climate neutrality by 2050 and promotes a more sustainable way of living and doing business.
<b>F</b>	FPE	Flexible Packaging Europe Association
	FSC certified	The Forest Stewardship Council (FSC) certifies forests to ensure their environments are responsibly managed and meet the highest environmental and social standards.

<b>G</b>	GHG	Greenhouse Gases: Carbon Dioxide (CO <sub>2</sub> ), methane (CH <sub>4</sub> ), nitrous oxide (N <sub>2</sub> O), hydro fluorocarbons (HCF), per flouorocarbons (PFC), sulfur hexaflouride (SF <sub>6</sub> )
	GHG Protocol	Greenhouse Gas Protocol
	GRI	Global Reporting Initiative
<b>H</b>	HCF	Health Care Facilities
<b>I</b>	ISCC PLUS / ISCC+	ISCC PLUS is a sustainability certification program for bio-based and circular (recycled) raw materials for all markets and sectors not regulated as transportation fuels under the European Renewable Energy Directive (EU RED) or Fuel Quality Directive (FQD), which are covered under the ISCC EU certification scheme.
<b>L</b>	LCA	Life Cycle Assessment
	LCI	Life Cycle Inventory
	Location-based energy emissions (Scope 2)	A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).
<b>M</b>	MAP	Modified Atmosphere Packaging
	Market-based energy emissions (Scope 2)	A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). The market-based method is intended to support the use and reporting of green energy tariffs via Renewable Energy Certificates (REC) and Guarantees of Origin (REGO).
	MDI	Medical Device Industries
	Medical Devices Regulation (MDR)	The Medical Devices Regulation (MDR) is a new set of regulations that have been introduced by the European Union to replace the previous Medical Devices Directive (MDD). The MDR sets out new rules for medical devices sold in the EU and aims to improve the safety and quality of medical devices, as well as enhance transparency and traceability throughout the supply chain.The MDR was introduced in May 2017 and became fully applicable on May 26th, 2021. Medical device manufacturers are required to comply with the new regulations in order to sell their products in the EU.
<b>N</b>	NGO	Non-Governmental Organisation
<b>O</b>	Operational Carbon Footprint	According to Wipak definition, Operational Carbon Footprint accounts for Scope 1 and Scope 2 emissions
<b>P</b>	PA	Polyamide
	Packaging and Packaging Waste Regulation (PPWD)	The Packaging and Packaging Waste Regulation is part of the Circular Economy Package and sets out specific targets for the reduction of packaging waste in the EU. The regulation requires Member States to ensure that a minimum of 65% of packaging waste is recycled by 2025 and 70% by 2030. It also introduces specific measures to reduce the use of single-use plastics and promotes the use of more sustainable packaging materials.
	PCR	Post-Consumer Recycled Materials
	PE	Polyethylene
	PEFCR	Product Environmental Footprint Category Rules
	PET	Polyethylene terephthalate (Polyester)

	PP	Polypropylene
	PTC	Packaging Test Center
	PVC	Polyvinyl chloride
<b>R</b>	RTO	Regenerative Thermal Oxidizer
<b>S</b>	Scope 1 emissions	Direct GHG emissions: Direct GHG emissions occur from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.; emissions from chemical production in owned or controlled process equipment.
	Scope 2 emissions	Indirect GHG emissions resulting from purchased electricity, steam, heating, and cooling
	Scope 3 emissions	Other indirect GHG emissions: Scope 3 emissions are a consequence of the activities of the company, but occur from sources not owned or controlled by the company (up-stream and down-stream).
	SMED	Single Minute Exchange of Die (based on Lean)
<b>T</b>	TRC	Total Recordable Cases
	TRCR	Total recordable case rate
<b>V</b>	VOC	Volatile Organic Compound



The Wipak Group develops and manufactures sophisticated packaging solutions for food products, as well as for medical instruments and devices. As part of the Finnish Wihuri Group, Wipak is a leading European supplier of multilayer films – especially high barrier films. Our extensive range of services delivered by our Innovation Center, combined with application support through training and workshops, ensure that with our products we can provide significant added value to our customers.

Interested?  
 Get in touch with us:  
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[www.wipak.com](http://www.wipak.com)

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