

ESG Report 2025

Wipak Group





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About this report

Wipak's Environmental, Social and Governance (ESG) report outlines the Group's sustainability performance during 2025.

In this report, we'll look back at the performance of our initial strategy which concluded in 2025, and look ahead to what comes next through our Horizon 2030 strategy. We'll detail our sustainability approach, present key annual results, and feature case studies that reflect progress across our operations.

The information in this report is presented on behalf of Wipak Group, including its sales offices and the following production sites:

WIPAK OY, NASTOLA (FI)
 WIPAK OY, VALKEAKOSKI (FI)
 WIPAK WALSRÖDE GMBH (GER)
 WIPAK GRYSPEERT S.A.S. (FR)
 WIPAK POLSKA SP Z.O.O. (PL)
 WIPAK UK LTD. (UK)
 WIPAK B.V. (NL)
 WIPAK IBERICA S.L. (ES)
 WIPAK BORDI S.R.L. (IT)
 WIPAK PACKAGING (CHANGSHU) CO. LTD. (CN)
 BIAXIS OY LTD. (FI)

The disclosures in this report follow the Global Reporting Initiative (GRI) standards and reference the Greenhouse Gas (GHG) Protocol Corporate Standards for carbon accounting.

While not currently subject to the Corporate Sustainability Reporting Directive (CSRD), we welcome the European Union's approach.

We appreciate your interest in our report and welcome your feedback. Please direct any questions or comments to: sustainability@wipak.com



Introduction to Wipak

At Wipak, we take Sustainability seriously. Together, we will shape the future through innovation, investment and partnerships, creating solutions that are responsible, resilient and future-ready.



Message from the CEO

When you shoot for the moon, even if you miss, you'll land among the stars.

This quote sums up my feelings as the first phase of our sustainability strategy draws to a close. The steps we've taken since launching our strategy in 2019 have been significant. Whether in terms of safety, CO₂ emissions reductions, or the GreenChoice by Wipak® brand, the results have been remarkable.

When we first launched the strategy, I remember some of our people's reactions being apprehensive and even doubtful. The targets seemed unrealistic. However, the results have proven our belief that when you set ambitious targets for an organisation, they tend to come through. The recipe for success is working TOGETHER.

Today, we're far ahead of our competition. Although unavoidable emissions prevented us from

achieving total company carbon neutrality, we still delivered on our promise through offsetting projects. Our safety figures highlight the care we take of our people. The GreenChoice range has become our fastest moving and dynamic product area, proving that the strategy was both the right one and that it's effective.

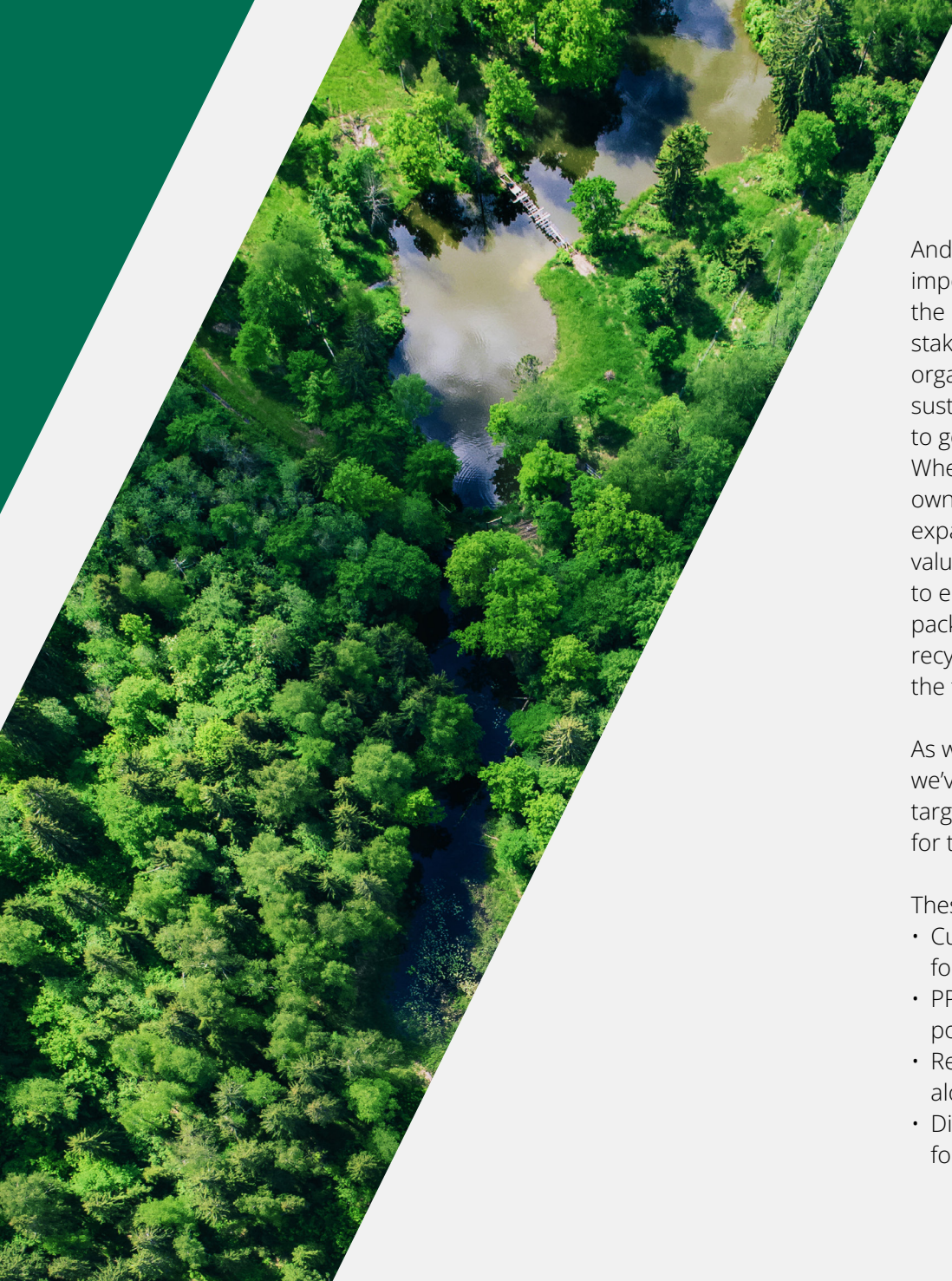
Just last year, we continued to improve the GreenChoice product range from both R&D and implementation perspectives. By designing a product range that works on customers' machines without compromising operational efficiency or performance, we've demonstrated true sustainability.

And this evolution in our food and pouch product offerings is being felt in our health division. Currently, a trend in the healthcare industry is that

more and more customers are coming to us demanding mono-material solutions. This is an exciting development.

These developments come alongside the launch of our latest innovation – DigitalChoice by Wipak®. Launching us to a new level, this advancement in film digitalisation will allow anybody to trace the entire value chain of a product, whether that's for quality control, traceability of materials, recyclability, patient safety, and much more. As part of our strategy, we plan to combine sustainability and digitalisation to enable our transition from a product-oriented industry to a product- and service-oriented endeavour.





And this, of course, is the most important of all. Two years in the making and inspired by stakeholders throughout the organisation, phase two of our sustainability strategy promises to go further than ever before. Where phase one focused on our own operations, Horizon 2030 expands the scope to include our value chain. Together, we can work to ensure that our customers' packaging will be compliant and recyclable, not just today, but for the future.

As with the previous iteration, we've set ourselves ambitious targets. We've once again reached for the moon.

These targets include:

- Cut product-related carbon footprint by 50%
- PPWR-aligned recyclable portfolio by 2028
- Recycled-material traceability along our value chain
- Digital product passports for all films

But achieving them won't be easy. Progress will be slow. Where the first phase of the strategy was about laying the foundations and accelerating our own performance, the low-hanging fruit of improving our operations was within our grasp.

Phase two represents continuous improvement, including enhancements to elements outside our direct control. This means that this journey is one that we must all take together.

By cutting our product-related carbon footprint by half, we will improve the environmental performance for the entire product journey. If every company in the industrial world could do likewise, we would remove the need for discussion around climate change. Because climate change would not be a thing – that's how important this target is.

As we embark on this new phase, I'd like to thank the people who have already signed up for this journey.

Our success so far is down to two groups: our people and our customers. It's been a huge credit to our people for living our company values. For giving the Board and the management their trust in starting a journey where the route was unknown, and more, for achieving our aims together.

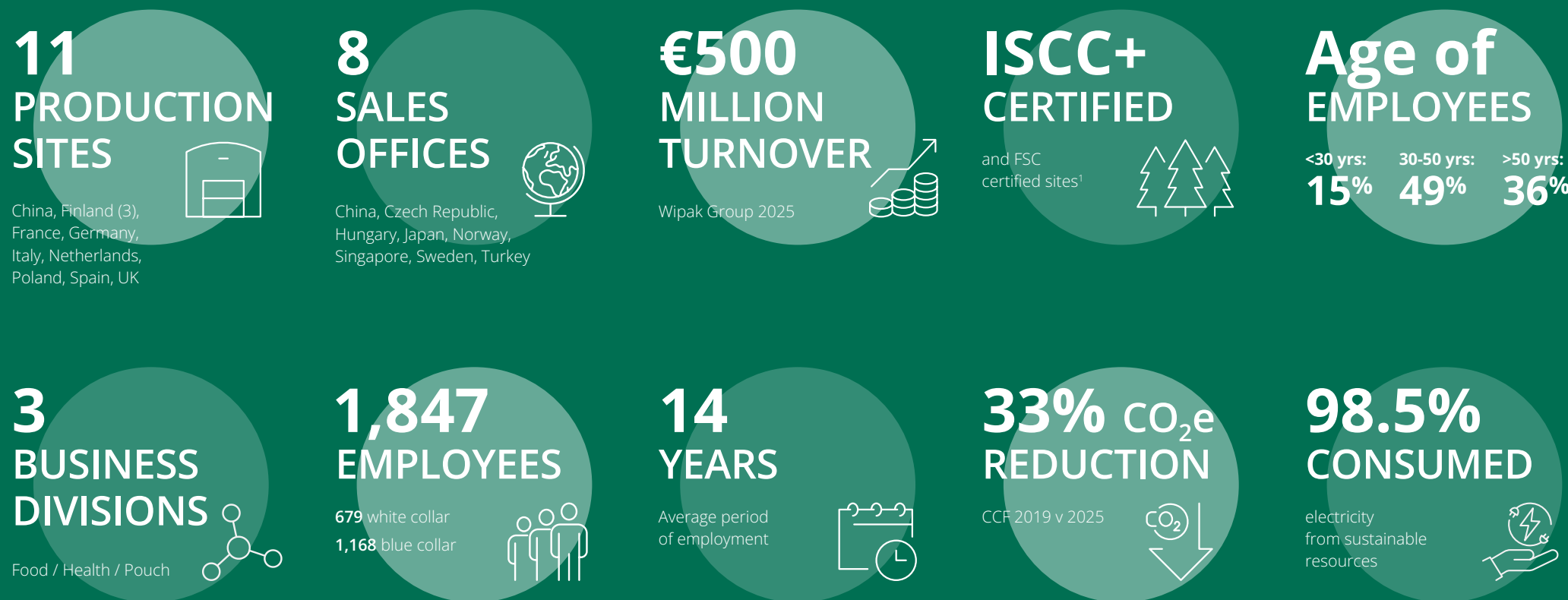
And externally, I extend thanks to our customers. I appreciate the work and the journey we've already accomplished together. But I would challenge you to go further. We've had an excellent start. Now comes the next challenge: Together, We Lead Sustainability.

I hope you find this report inspiring, and together, I trust we will achieve great things.

Karri Koskela
CEO, Wipak Group

Overview and key figures

Wipak Group is a global supplier of flexible 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.



¹ 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.

Scope and ESG development

Our aim is to be the most sustainable flexible packaging company and fulfil our promise that: Together we lead sustainability.

As we come to the end of phase one of our sustainability journey, we are proud that, with the assistance of offsetting projects for unavoidable emissions, we reduced our company carbon footprint to zero. Now we begin phase two of our journey with the launch of our new strategy, Horizon 2030.

Alongside CO₂ reduction, reducing waste is an organisational priority. We measure our production waste ratios monthly and have set long-established targets for each site.

To further increase the transparency of our operational data, our Operational Excellence System measures our safety, efficiency, and quality metrics. These results are reviewed through regular meetings between the sites' Production Managers.

We are also committed to raising the safety awareness of our employees through monthly training and monitoring of medical treatment cases, restricted work cases, and lost time injuries using the Total Recordable Case Rate (TRCR) metric.

As a family-owned company, developing our people is imperative to us. Implementing the five core pillars of our people agenda – Leadership, Learning, Wellbeing, Rewarding and Culture – is a key element of our Horizon 2030 strategy.

As we enter the next phase of our journey, we have set ambitious targets, aligned with EcoVadis and SBTi, to drive climate action and circular innovation to help our customers deliver smarter, future-ready sustainable packaging films.

With a clear, long-term sustainability strategy, we aim to



**REDUCE ALL
CO₂e EMISSIONS**
aligned with SBTi requirements



INCREASE
sustainable
energy use.



DESIGN ALL
products for
recycling.



**HAVE ZERO
WASTE**
in our production sites.



**HAVE ZERO
INCIDENTS**
of health & safety.



FOSTER
employee
satisfaction.



**EMPOWER
OUR PEOPLE**
with champion
employee experience.



STRENGTHEN
our Supplier
Management System.



Implement and
**EXECUTE ESG
PROCESSES.**

Stakeholder and materiality analysis

Stakeholders

Wipak undertook a process to identify the stakeholders affected by Wipak and its business, or who could affect Wipak, and ranked them according to their relevance and impact.

Through this evaluation, we identified and defined three groups: core, direct, and indirect stakeholders.

Amongst these groups, the core stakeholders with the biggest impact include current employees, customers (including retail), suppliers, banks, and other investors.

Our direct stakeholders' group comprises future employees, our owners (the Wihuri family), our management team, and insurance companies. Additionally, this group includes external partners and authorities, and certification agencies.

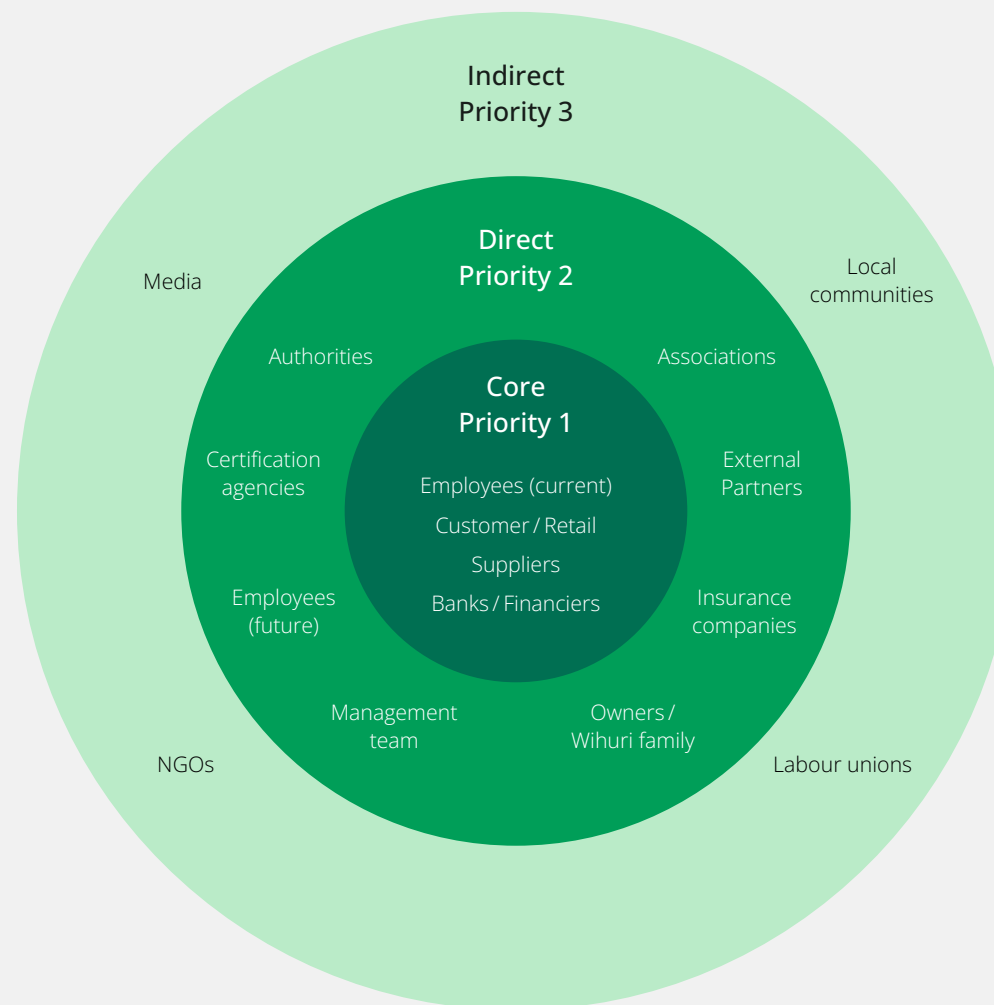
Finally, indirect stakeholders were identified as having a lower impact on Wipak operations, including associations, local communities, labour unions, NGOs, and the media.

In this priority order, the expectations and concerns of these groups are considered in our materiality assessment.



WIPAK'S CORE STAKEHOLDERS:

employees, customers, suppliers and banks.



STAKEHOLDER AND MATERIALITY ANALYSIS

Collaboration with stakeholders is a cornerstone of our continued success. By working together, we not only live our values but also drive innovation for a sustainable future.

Our employees' input is central to our future business success. Their ideas fuel continuous improvement initiatives across our organisation. Through open communication between management and frontline staff, our team-driven innovation and problem-solving culture ensures we work together to find solutions for a better future.

Working alongside customers and suppliers, Wipak actively looks to advance sustainability principles, especially in preparation for future packaging regulations and to contribute to a circular economy. By working closely with suppliers and introducing sustainable GreenChoice by Wipak® products to the market, we are well-positioned to drive positive change across our value chain.

We have also initiated more structured engagement with suppliers on their CO₂ reduction goals, requesting supplier specific emission data to support our efforts in reducing upstream emissions.

By listening closely to our customers' needs, we work collaboratively with customers and suppliers to explore the use of high-performance, recycled, and renewable materials, while ensuring compliance with health and environmental standards.

We also gather and respond to customer feedback through surveys and interviews, ensuring our ESG initiatives align with stakeholder expectations and compliance requirements.



Our employees' input is **CENTRAL** to our future business success.

This spirit of collaboration ensures that every stakeholder plays a vital role in shaping Wipak's journey toward a circular, low-carbon future.





STAKEHOLDER AND MATERIALITY ANALYSIS

Materiality assessment process

Context of the organisation

Overview of activities and business relationships, the sustainability context in which these occur, and an overview of our stakeholders

Identification of actual and potential sustainability matters

Identification of actual and potential sustainability matters on the economy, environment, and people, including their human rights across our activities and business relationships

Assess the significance of the aspects

Qualitative and quantitative analysis of the sustainability matters regarding severity and likelihood (impact assessment) and risks / opportunities and likelihood (financial assessment)

Map the sustainability matters

Mapping the sustainability matters from impact and financial perspective to determine which sustainability matters shall be the focus of the report

Based on an established process within the area of sustainability reporting, our materiality analysis was undertaken in accordance with common frameworks. By understanding the context of the organisation's actual and potential impacts, we assessed these impacts using qualitative and quantitative metrics.

STAKEHOLDER AND MATERIALITY ANALYSIS

Double materiality

Topics are considered material if they represent the organisation’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.

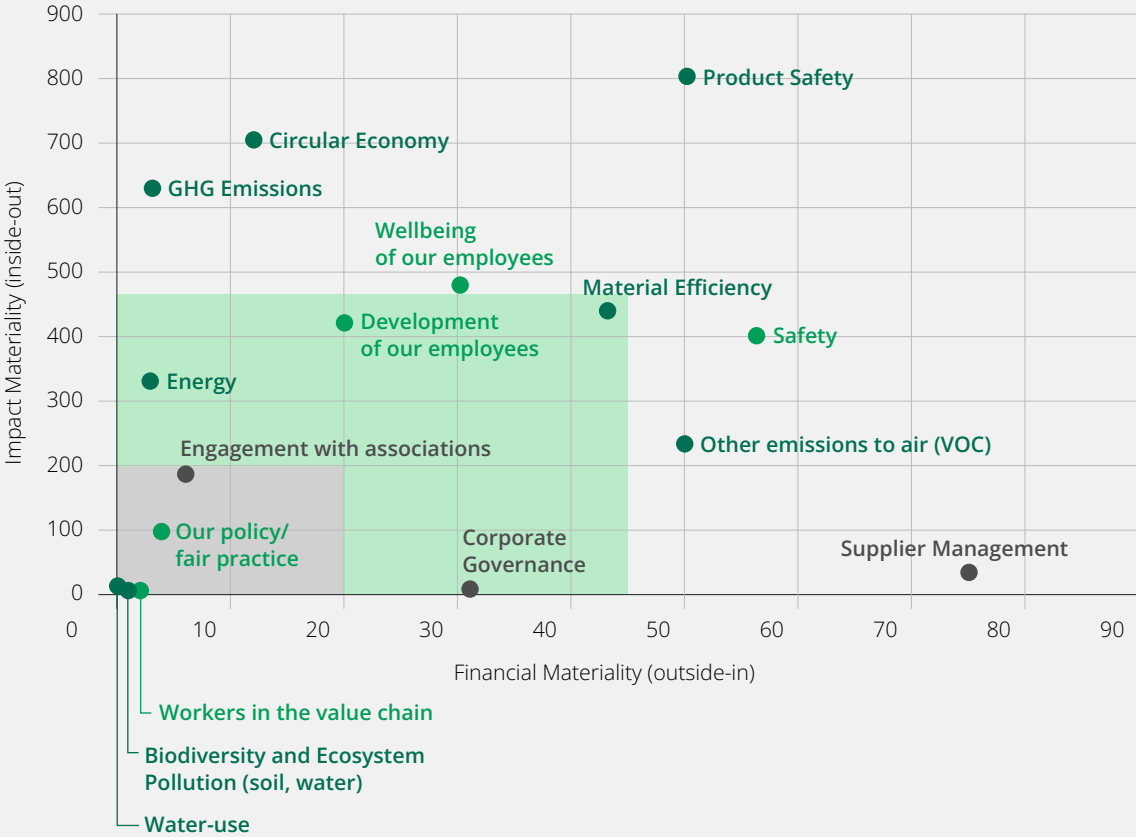
Materiality matrix

Our materiality assessment identified key sustainability matters, including Product Safety, Circular Economy, Climate Change (e.g., Green-House-Gas (GHG) emissions), Safety, Wellbeing of our employees, and Supplier Management. In addition to those material aspects, the development of our employees, energy, and corporate governance were rated as important.

Materiality matrix

● Environment ● Social ● Governance

□ Material □ Non-material, but important □ Non-material





STAKEHOLDER AND MATERIALITY ANALYSIS

Although we acknowledge external stakeholders as an important part of our analysis, they are not currently involved in our assessment. To mitigate this, we included questions on sustainability matters in our customer survey. The results improved our understanding of materiality aspects and validated our original assessment.

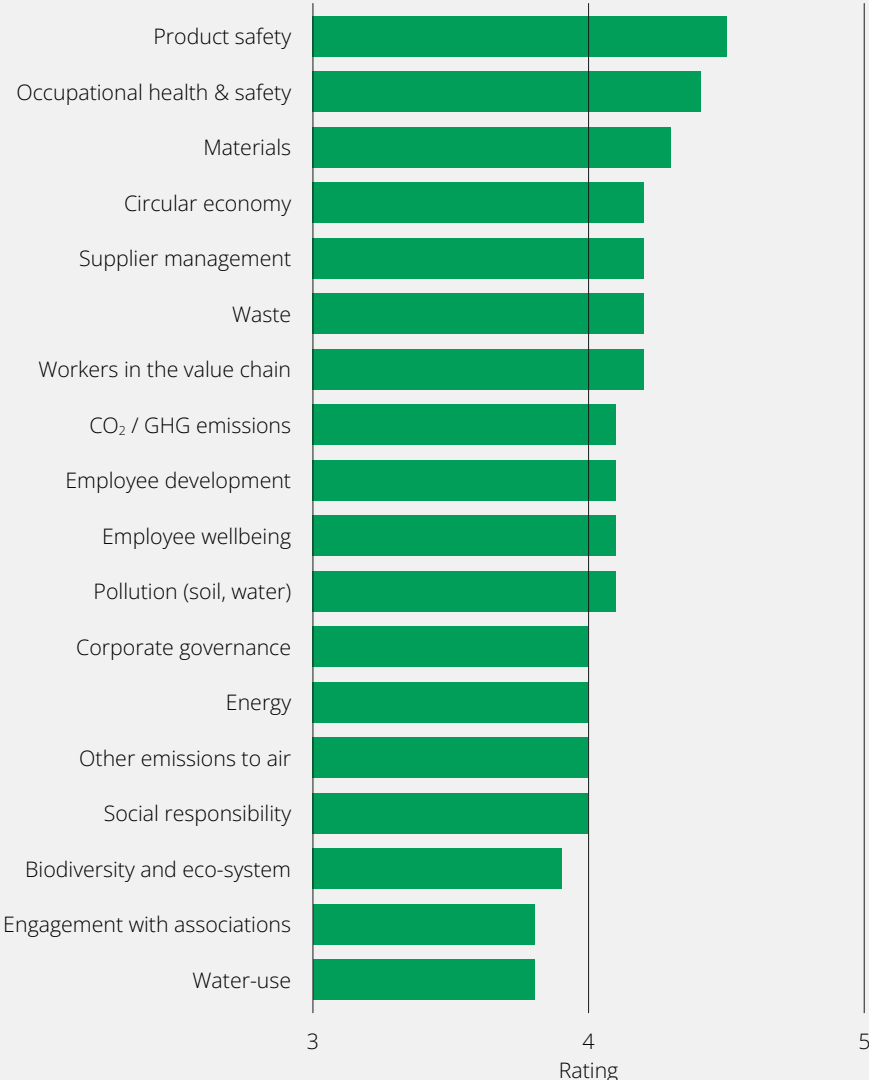
Asking customers to rate 18 sustainability topics on a scale of one to five, depending on their level of importance, the results showed that the highlighted aspects were similar to those identified during our internal assessment process.



According to our customer survey, the most material aspects were:

**PRODUCT SAFETY,
OCCUPATIONAL
HEALTH & SAFETY,
AND MATERIALS.**

*Customer Rating of Sustainability Topics
(1= unimportant to 5= very important)*



Company overview

As a global supplier of flexible packaging solutions for food, medical, and pharmaceutical products, Wipak works in close partnership with our partners to innovate on our journey to become the world’s most sustainable packaging company.

Part of the family-owned Wihuri Group, Wipak was founded in 1966 and has developed a reputation for innovation, quality, and sustainability. These attributes have enabled us to grow into a leading provider to markets in Europe and Asia, and globally alongside our sister company, Wipak, which covers the Canada and North America markets.

Across our eleven production sites, we provide the full spectrum of packaging production processes.

In Germany, Finland, and France, our biggest sites offer extrusion and converting capabilities, while in the UK, Poland, Spain, and China, our converting sites perform lamination and printing processes.

Our Finland, China, and Netherlands sites provide pouch production capabilities for our health business, and, in Italy, we offer one of the industry’s widest ranges of pre-made bags and pouches, in various shapes and sizes.



Wipak was **FOUNDED IN 1966**

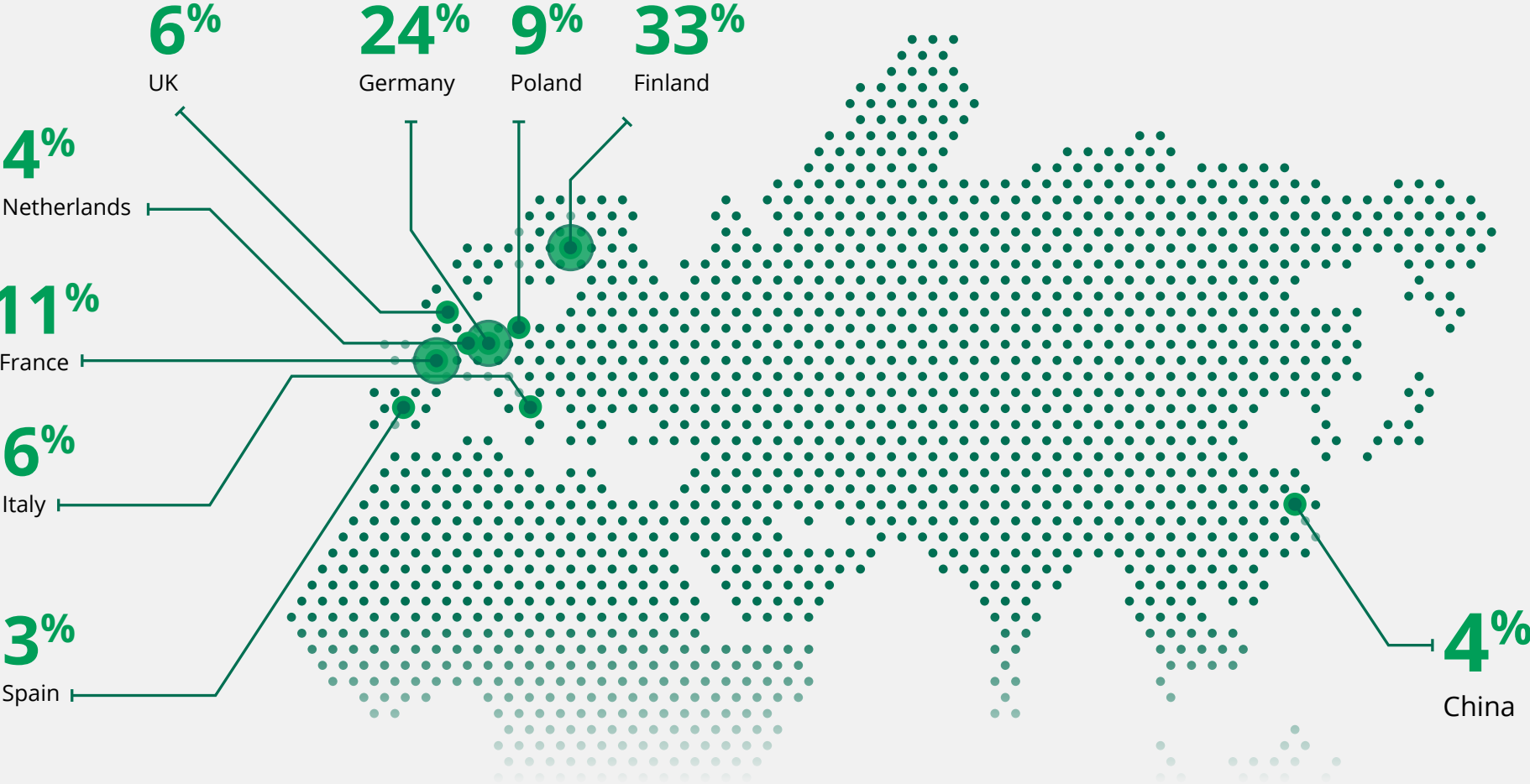
and has developed a reputation for innovation, quality, and sustainability.



COMPANY OVERVIEW

Our locations

Ratio of employees working across our production sites.



Production sites

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

Sales offices

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



With processes developed over almost six decades, we're experienced in manufacturing multilayer barrier films, specialising in food packaging and medical products. With a focus on quality and sustainability, all our products are developed to the highest international standards, ensuring products are delivered to consumers safely and efficiently.

We have achieved this continued innovation through ongoing investment in new technologies and acquisitions, enabling us to strengthen our position in the market. With a focus on the recycling solutions of tomorrow, our GreenChoice by Wipak® product range pushes accepted norms to improve product recyclability, while increasing the use of renewable raw materials and recyclates, where possible.



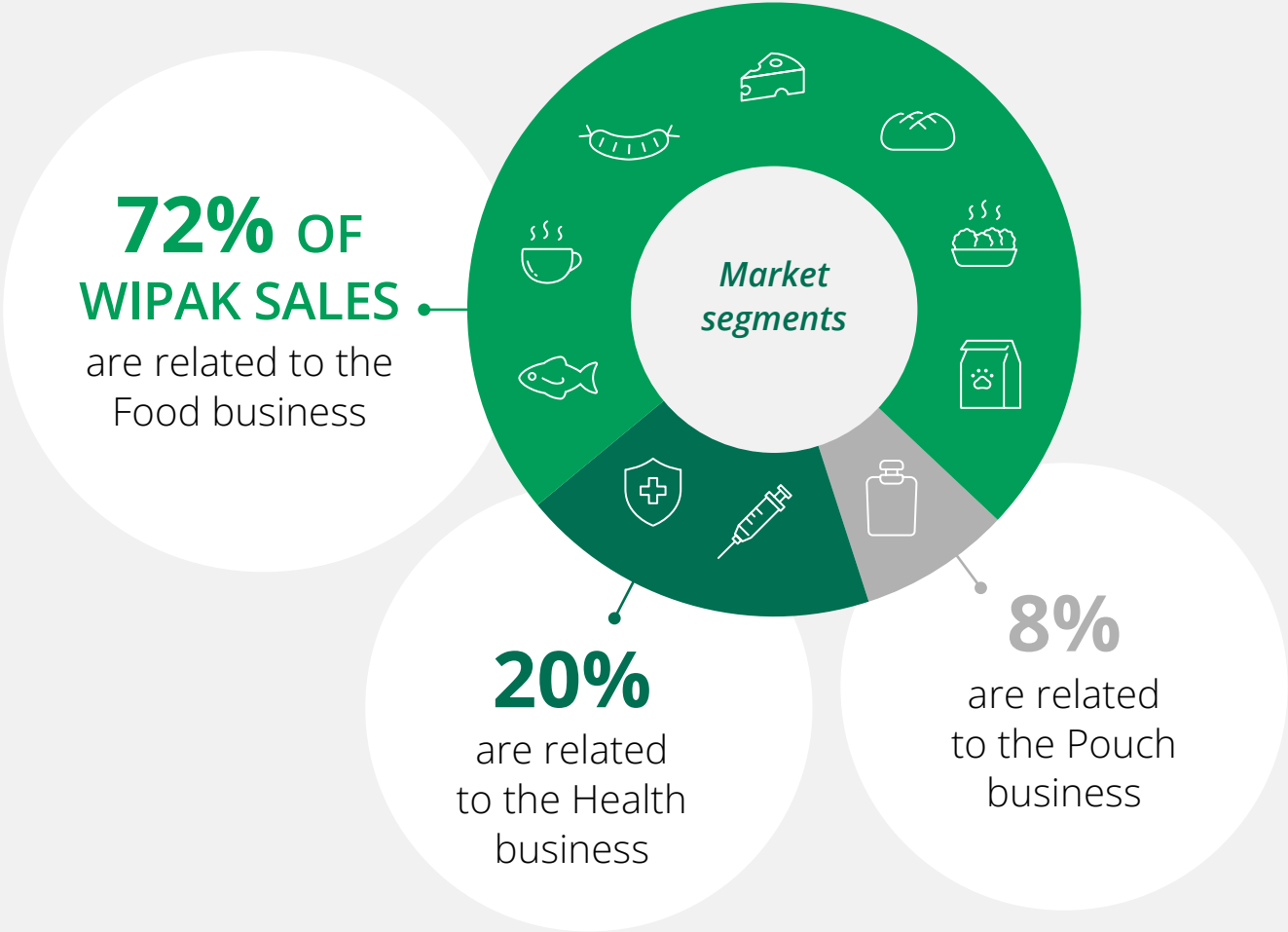
With a focus on **QUALITY AND SUSTAINABILITY,** all our products are developed to protect the packed product.

Business divisions

Protecting the packed product is our highest goal while developing innovative and sustainable packaging solutions for global markets. With nearly 60 years' experience developing flexible packaging solutions for global markets, we operate in three business divisions: Food, Health, and Pouch.



The Wipak Group turnover in 2025 was **€500 million.**



BUSINESS DIVISIONS

Food

Wipak's food division offers a diverse portfolio of packaging solutions for different market segments and applications. Specialising in high-barrier laminates, we serve the dairy and protein markets, as well as bakery & bakery ingredients, baby foods, snacks, confectioneries, and other ambient foods. We offer a broad range of thermoformable flexible films, and high-quality printed films for lidding, flow pack, and pouch applications.

With the introduction of our GreenChoice by Wipak® product range, we offer sustainable packaging solutions which are designed for recycling, use recycled content, and/or use renewable content. As our main markets are based in Europe, this approach also puts us in a good place to align with future EU legislation regarding packaging, like the Packaging and Packaging Waste regulation (PPWR).

Health

In 2021, the healthcare business of Wipak and Winpak joined forces to form a new global brand for healthcare packaging, Wiicare. Our Wiicare brand provides global medical, healthcare facility, and pharmaceutical customers a consistent and reliable supply of premium sterile barrier systems.

These solutions ensure the sterility and integrity of medical devices, such as syringes, catheters, and surgical kits, during transport and storage before use.

Alongside packaging for medical devices, our Steriking® range of products is primarily used by healthcare facilities (HCFs) to wrap, seal, and sterilise reusable instruments. These products become part of the device, meaning they're considered a medical device in themselves.

Pouch

Wipak has been a leading global manufacturer of flexible pouch packaging solutions for over 40 years. Available in various shapes and sizes for different applications, our offering is one of the widest in the industry.

These lightweight, flexible packaging solutions offer a range of sustainability benefits, such as reduced plastic content and lowered logistical costs.

Customisable for every application, our pouches are used in varying markets, such as on-the-go ready meals and beverages, pet food, home and personal care, and baby food.

Globally, Wipak is fully aligned with our American sister company Winpak and we're working collaboratively to deliver pouch solutions for our customers in the American market.



Mission, Vision, and Values

Our values

Purpose





We protect what matters most.

Promise



Together we lead sustainability.

<p>Winnovation</p> <p>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.</p>		<p>Together</p> <p>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 prioritise the wellbeing and safety of each individual.</p>
<p>Trust</p> <p>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.</p>		<p>Future</p> <p>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.</p>

Strategy

Our Horizon 2030 strategy builds on our work over the past six years. Having previously focused on reducing our own emissions to zero, our roadmap to 2030 goes further, expanding the scope to include our wider value chain, advance circular solutions, and invest in future ready technologies.

While we still aspire to become the most sustainable flexible packaging company in the world, we are committed to helping our customers achieve their goals. Together, we can reduce CO₂ emissions, meet upcoming legislation, support the circular economy, and ensure the safety of packed products providing verified data and expert guidance.

Developed over the past two years, our Horizon 2030 vision has been implemented through phased efforts, with the public-facing launch occurring in February 2026.

Horizon 2030 brings together eight strategic focus areas that guide how we innovate, collaborate, and deliver results. Each one strengthens our ability to support our customers' goals, enhance sustainability, and ensure that every solution is built for long-term performance.

Our strategic drivers have been defined in eight strategic focus areas:



Corporate Sustainability

- EcoVadis Platinum Rating
- 50% Reduction in Product-related CO₂ Emissions
- Committed to Science-Based Targets initiative (SBTi)



Customer Experience

- Wipak to be known not just as a supplier but as a dependable strategic partner who helps customers move forward with ease
- We aim to deliver consistency, quality and value through solutions and services that strengthen customers' product performance and support their sustainability roadmaps



People

- By 2030, our goal is to create a workplace where every employee experiences:
 - Leadership that empowers
 - A workplace built for continuous learning
 - Wellbeing embedded in everyday work
 - Rewarding principles they can trust
 - A culture of collaboration and belonging

STRATEGY



From customer experience to innovation, from operational excellence to future-ready investments, these areas represent

OUR COMMITMENT TO PURPOSEFUL PROGRESS.



Investments

- Sustainability remains a core driver of our investment strategy. With a clear commitment to stay future ready, technologically advanced, and deeply aligned with customers' long-term growth ambitions



DigitalChoice by Wipak®

- Connecting packaging to data for greater transparency and ease up the data handling with DigitalChoice by Wipak®



Operational Excellence

- Operational Excellence is the backbone of how we work in a safe and efficient manner. Skilled, safe and engaged teams deliver dependable, efficient, and sustainable performance to our customers



Product Transformation

- The GreenChoice by Wipak® product range is our promise to provide high performing sustainable packaging films that support circularity goals and fulfil upcoming regulations



Innovation

- In our product roadmap we focus on design for recycling, renewable and recycled content, and digital identification. Enabling our customers to fulfil the requirements of PPWR and future regulatory requirements for packaging

STRATEGY

We believe that TOGETHER, we are able to reach these challenging targets for a better FUTURE. That is why safety improvement and CO₂ 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 cornerstones for it, leading to the following material aspects.



We believe that *TOGETHER*, we are able to reach these challenging targets for a better *FUTURE*.

Targets based on identified material aspects



Environment

Climate actions:

- Reaching SBTi targets

Circular economy / Material innovation:

- GreenChoice transformation
- Our products to be designed for recycling
- Secured and transparent use of post-consumer recycle (PCR)
- Considering alternative bio-based feedstock

Resource efficiency / Sustainable production:

- Waste ratio improvement
- WiCircle – no production waste to landfill
- Energy efficiency improvement
- Increase sustainable energy use



Social

Health and safety:

- Healthy and safe work environment (zero harm)

Champion Employee experience:

- Leadership that empowers
- Continuous learning
- Wellbeing embedded in everyday work
- Rewarding principles employees can trust
- Culture of collaboration and belonging

Consumer and patient safety:

- Ensuring a constantly high quality of our products

Collaborative engagement:

- Creating mutual value through partnership, transparency, and continuous dialogue



Governance

Regulatory compliance:

- Ensuring compliance with all applicable regulations

Responsible sourcing / Supplier management:

- Strengthening responsible Supplier Management

Transparency and reporting:

- Digitalisation to provide trustworthy data
- Fulfil upcoming European reporting requirements (CSRD, CSDDD,...)

Products and Services

WINNOVATION in our products is 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.



GreenChoice by Wipak® products & solutions

The GreenChoice by Wipak® range is our branded portfolio of more sustainable packaging solutions. Developed to unify and communicate our environmentally improved products, GreenChoice is structured under three main sustainability pillars:



These products are designed for recycling, or are 'recycle-ready', reflecting legislative developments and customer demands for a circular economy.



Packaging material solutions with incorporated recycled content from mechanical or chemical recycling.



These products use raw materials from renewable resources, like paper or plastics made from renewable feedstock.



GREENCHOICE BY WIPAK® PRODUCTS & SOLUTIONS

As part of our promise to bring our values and pledge for a sustainable packaging future to life through cutting-edge innovation, GreenChoice stands for evolution and swift transformation. Supporting our commitment to the circular economy, the range has an emphasis on recyclable structures, with the drive towards continuous material and CO₂ reduction as a top priority for us.

In addition to our internal sustainability principles, the GreenChoice portfolio is prepared to align with growing regulatory restrictions from the European Union, particularly around recyclability and sustainability under frameworks such as the PPWR. Importantly, we closely follow the development of national and European guidelines and legislation, continuously adapting our product designs to meet the latest requirements. Since



“We ensure our GreenChoice by Wipak® solutions are aligned with the latest Design for Recycling Guidelines and will be compliant with future legislation, whenever it is finalised.”

Susan Janssen

Manager, Sustainability & Sustainable Products

the first Design for Recycling Guidelines emerged in 2018, they have evolved significantly each year, becoming more detailed, restrictive, and complex. GreenChoice reflects this ongoing alignment, ensuring our portfolio remains compliant and forward-looking.

However, GreenChoice is more than a range of products. Whereas previously, we lacked a cohesive brand for our sustainable packaging solutions or a strategy to market them, GreenChoice makes it easier for our customers and sales teams to identify, understand, and communicate these products.

*Sustainability
made simple*

90% of our customers' applications can be served by our GreenChoice solutions.

Food – Recyclable solutions

The core of the GreenChoice strategy is its emphasis on recyclable solutions.

Designed to meet evolving legislative demands in the EU, this product group prioritises materials and designs that facilitate high-quality recycling. These include solutions that are “designed for recycling” or “recycle-ready,” allowing customers to transition from conventional to more sustainable packaging formats without compromising functionality.

This focus on recyclability directly responds to customer demand and aligns with Wipak’s strategy, reinforcing our role as a sustainability leader in the flexible packaging industry.

Already meeting well known industry design for recycling guidelines, such as the Ceflex “Design for a Circular Economy” Guideline, our recyclable packaging solutions show

that, where the infrastructure exists, our recyclable packaging solutions can be collected, sorted, and recycled into new materials at scale.

Since their introduction in 2021, GreenChoice recyclable products have seen significant commercial success, with continuous growth throughout the last five years.

Today, they account for 13% of our total sales.

Customers from cheese and the processed meat segment successfully implemented GreenChoice solutions without compromising performance. This uptake underscores customer confidence in our technical capabilities and the value of high-quality recyclable packaging.

*GreenChoice by
Wipak® solutions
achieve a recycling
score of 85-96%*
Recyclability*



*according to methodology of cyclos-HTP institute

FOOD – RECYCLABLE SOLUTIONS



GreenChoice best practice - Cheese market

Grated cheese applications have already adopted PE- or PP-based recyclable solutions on a commercial scale, due to their excellent sealing properties, which enable high-speed packing.

For gassing or non-gassing cheese, the portfolio covers medium- and high-barrier applications and offers a

wide range of thicknesses that ensure performance.

PP-solutions deliver the best performance for sliced or block cheese and include convenient features, such as easy peel or reclose.

Meanwhile, flow pack and thermoformed packaging made from PE are

preferable for mozzarella and white cheeses. This is especially true for applications where the products are filled with liquid and an extremely tight seal is required to prevent leakage.



FOOD – RECYCLABLE SOLUTIONS



“Customers who are placing packs onto the EU market will need to be compliant to future legislation. They need to start the work now to be ready for 2030 because validation for these products can take a long time.”

Keith Gater
Product Manager GreenChoice



GreenChoice best practice - Meat market

GreenChoice PP-based lidding and bottom films are established for a wide range of packaging solutions in the fresh and processed meat segment.

Vacuum and MAP applications range from sliced processed meats and sausage packaging to fresh meat applications, with traditional tray applications for minced meat being replaced by recyclable flow pack solutions in many countries. High-speed applications with up to 120 cycles per minute are common.



FOOD – RECYCLABLE SOLUTIONS



GreenChoice best practice - Bread & bakery market

The applications for baked goods are diverse, ranging from rolls, pitta, or sliced bread with a medium shelf life of up to six months to tortillas, which typically have a shelf life of 9-12 months. Packaged in flow packs or thermoformed packaging,

they are available in various formats and sizes. These products are delicate and require excellent barrier and sealing performance to ensure freshness, prevent vacuum sealing, and provide the desired consumer convenience. GreenChoice's

PE- or PP-based solutions are industrially tested and approved and are characterised by their proven processability, even for challenging shapes and at high processing speeds.



Renewable solutions

Encompassing our efforts to integrate renewable raw materials into our flexible packaging portfolio.

This pillar focuses on replacing fossil-based inputs with renewable alternatives wherever technically feasible.

By using renewable materials, such as pulp production byproducts or used cooking oils to produce plastics instead of fossil fuels, we can support waste prevention, reduce our carbon footprint, and become a bit more independent of fossil resources.

When used in our films, packaging made with renewable feedstock performs as well as established packaging solutions on the market.

The Greenchoice by Wipak® range is uncompromising on quality and effectiveness



Recycled content

The recycled content pillar of GreenChoice reflects our efforts to incorporate recycled materials into our products.

This is a vital part of our commitment to a circular economy and reducing reliance on virgin fossil-based resources. Despite regulatory and technical challenges, we continue to pursue innovations that allow safe and effective use of recycled inputs.

By switching from virgin raw materials to recycled alternatives, we can decrease the consumption of fossil fuels

used to produce our films, thus reducing our product-related carbon emissions.

To expand the integration of recycled content, mechanically recycled PET remains our primary process, with chemical recycling offering a complementary pathway, particularly for food-contact applications.



W | WIICARE

Health

Wiicare, the unified brand of Wipak and Winpak, delivers a comprehensive portfolio of sterile barrier systems and high-performance packaging solutions for the medical device and hospital sterilisation industries.

With a global manufacturing footprint and harmonised product standards, Wiicare ensures consistent quality and regulatory compliance across markets.

Our Health Division continues to deliver world-class sterilisation and pharmaceutical packaging

solutions through Wipak Health's extensive portfolio. These include packaging for single-use medical devices and hospital sterilisation systems. In 2025, the division maintained its commitment to both patient safety and environmental responsibility.





Pharmaceutical packaging



Hospital sterilisation packaging



Medical device packaging



Biopharma films

HEALTH

While commercial examples for some next-generation products are still under validation, we emphasise responsible sourcing and efforts to reduce the carbon footprint through localised supply chains and material choices.

We embed sustainability in our core strategy, focusing on down-gauging materials, developing recyclable alternatives, and reducing carbon emissions across our operations.

As a member of the Healthcare Plastics Recycling Council (HPRC), we actively collaborate on circular economy initiatives, aiming to enhance recyclability and minimise environmental impact in healthcare packaging.

We also support critical healthcare applications such as renal therapy, wound care, syringes, catheters, and gowns, ensuring safety without compromising sustainability.



“Changing a process or changing the material can take up to two years. If customers want to make changes and make sure that they create a sustainable supply chain around that, they need to start pretty much tomorrow.”

Roberto Righetti
Business Development Director

HEALTH

Steriking® – The best known sterilisation packaging brand in the world

Our flagship brand for hospital sterilisation packaging, Steriking®, provides comprehensive sterile barrier systems trusted by hospitals, dental clinics, laboratories, and laundries.

With more than 40 years of expertise, the Steriking® range includes peel pouches, self-seal bags, sterilisation wraps, cover bags, and sealing equipment, all tailored for major sterilisation methods such as steam, Ethylene Oxide (EO), and hydrogen peroxide.

Manufactured under rigorous quality systems certified to ISO 13485 and ISO 14001, Steriking® products meet international standards like ISO 11607 and EN 868. They feature user-friendly innovations such as visual seal checks and clean peel technology, ensuring the safe and aseptic presentation



STERIKING®, PROVIDES
comprehensive sterile barrier systems trusted by hospitals, dental clinics, laboratories, and laundries.

of medical instruments. Strong seals and consistent performance minimise the risk of contamination, supporting healthcare professionals in their infection control protocols.



HEALTH

Medical device industry

The product range for the Medical Device Industry encompasses thermoformable films (e.g., Fitform®), non-forming webs (e.g., FitTop®), medical papers, Tyvek® lidding, and specialised materials for applications such as syringes, surgical kit, catheters, tubing, gloves and wound care packaging.

Amid the growing demands from healthcare customers for sustainable packaging, Wipak advanced its development of recyclable and down-gauged multilayer films. Key innovations include recyclable, PA-free PE-based films (MedForm films) for thermoform applications that meet stringent medical standards while being designed and certified for recycling. Due to the rigorous validation cycles in the healthcare industry, many next-generation solutions, while technically ready, require extended timelines before market adoption.



Wipak Ecoking® designed for urine bag applications

Despite the drawbacks of the material, PVC (polyvinyl chloride) remains prevalent in the healthcare sector, particularly in fluid containment products. As a sustainable alternative, Wipak developed Ecoking®, a polypropylene-based (PP) film material for urine bag applications.

Because plasticisers found in PVC can leach out, causing potential risks, transitioning away from this material has become

a key goal in medical packaging. Ecoking® effectively eliminates PVC, addressing the risk of leaching plasticisers and aligning with healthcare sustainability goals. Its soft and noiseless structure ensures user comfort and is already being adopted by our customers, helping them to achieve better alignment with their sustainability objectives while maintaining the functional performance required by the end user.

Pouch

The Pouch Division remains a cornerstone of Wipak’s flexible packaging expertise, offering one of the industry’s widest ranges of customisable pouch formats. These lightweight and efficient solutions help reduce plastic use and lower transportation-related emissions.

Pouch applications are often used for products requiring longer shelf lives and thus higher barriers than other food products, such as meat or cheese. Thus the development of suitable recyclable packaging materials has been challenging. Current standard high-barrier products are mainly manufactured using multi-material triplex structures with aluminium, making them non-recyclable.

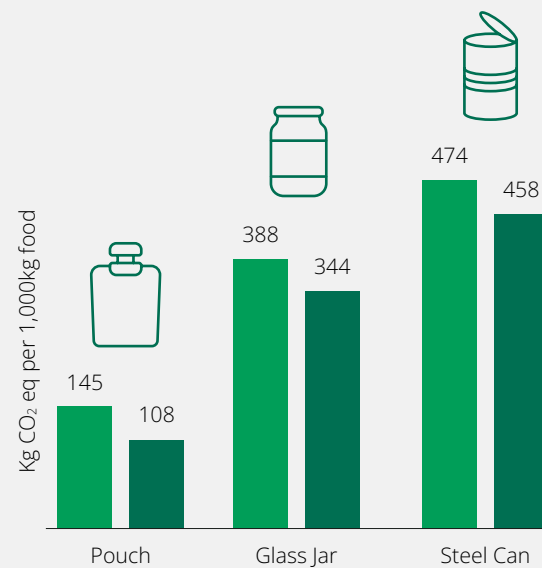
Our new solutions for retort applications – designed for products with extended shelf

lives of up to 24 months – have gained positive feedback. Many of these, including our baby food pouch solutions, are aluminium free and have been certified recyclable by cyclo-HTP, which is a core facet of our GreenChoice range.

With solutions in the market as an alternative to multi-material triplex structures with aluminium, pouch solutions are now a part of our lives in all areas.

Different packaging solutions and their impact on climate change: CO₂ emissions of packaging for 400g pasta sauce (in kg CO₂ eq per 1,000kg food)

- CO₂ emissions at current recycling rates
- CO₂ emissions at 100% recycling rates



Source: ifeu (2021).

Life Cycle Assessments have reaffirmed the environmental advantages of flexible pouches, with studies showing over 60% lower climate impact compared to glass jars or steel cans for food applications.

POUCH

Corporation partner

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, 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.



The WIIMA® solution comprises:

- Installation, maintenance, repair and on-site technical services
- Consulting/application technology
- Customised 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)



Technologies

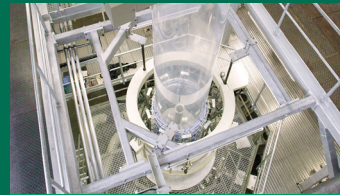
As a producer of flexible plastic packaging materials, we carefully select and develop the most appropriate production technologies to meet our specific requirements.

Our production capabilities span all major processes required to produce high-quality flexible packaging materials, and we continuously invest in innovative technologies to maintain our pioneering role in production excellence.



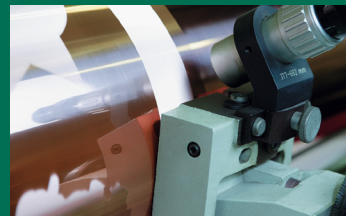
Raw materials

Beginning with a diverse range of raw materials, including plastic resins (from fossil-based, renewable, or recycled sources), purchased films or paper, inks, and other processing aids, enables us to achieve a wide array of film properties and functionalities.



Extrusion

At our three main sites, we operate both blown and cast film extrusion lines. To enhance film properties and performance, some of these blown film lines are also water-cooled.



Graphics

In-house production of printing tools to enable the highest quality printing across all of our printing technologies.



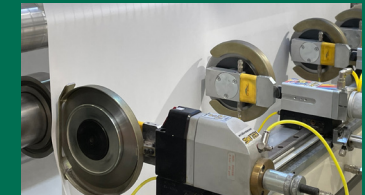
Printing

We offer flexographic, rotogravure (including in-house cylinder production at our German site), and digital inkjet printing.



Coating

Recent investments by Wipak have enabled product diversification into coated papers and films, providing opportunities to bring innovative structures to the market under our GreenChoice brand.



Slitting

In the slitting processing step, large mother reels are slit into customer-specific reels. Some sites operate automated slitting lines with robotic packing systems providing efficient handling and final packaging.



Lamination

Our state-of-the-art lamination processes include both solvent-free (inline or offline) and solvent-based technologies, ensuring optimal performance for packaging applications.







Pouch making

For selected applications, we convert film materials into pouches for food and personal care applications at our Wipak Bordi site in Italy. We produce a variety of shapes, sizes, and features to meet customer needs. Furthermore, we produce a high-quality range of medical device pouches in Wipak B.P. (NL) and Wipak Oy (FIN).

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.

We ...

 <p>Calculate and help reduce your Carbon Footprint</p>	 <p>Support your development activities</p>	 <p>Assist with the technical implementation of packaging ideas</p>	 <p>Support you with material selection</p>
 <p>Provide a print and package consultation service</p>	 <p>Develop and test sample packages</p>	 <p>Optimise packaging processes</p>	 <p>Digital enhancement of your packaging</p>

From design consultation, application support, and training, to practical lab analyses, our modular services provide an all-encompassing service for Wipak customers.



DigitalChoice by Wipak®

Representing our approach to advancing digitalisation within everyday packaging, DigitalChoice by Wipak® builds on more than a decade of exploration into interactive packaging solutions to transform conventional packaging into a smart, connected tool that enables the seamless flow of product information across the supply chain.

Our preferred solution, digital watermarking, is invisibly embedded across printed packaging designs, forming the basis for truly connected packaging. Unlike traditional barcodes or QR codes, the watermark allows full-surface data capture and can be scanned from anywhere on the printed area. This guarantees reliable readability and enhanced functionality throughout the entire product lifecycle - without compromising the packaging's visual appearance.

The information contained within the digital mark can be added to and accessed at different stages of the supply chain, from the goods receipt, through production, logistics, and retail, to end-of-life sorting and recycling. This enables

multiple stakeholders to interact with the data along the way.

Through a wide range of practical applications, including enhanced traceability, digital product transparency, and improved sorting outcomes, DigitalChoice contributes to the fulfilment of legislative requirements and the drive towards a circular economy.

Combining it with DigitalTwin capabilities, for example, will ensure transparent, secure, and smooth data sharing with stakeholders.

To reduce operational difficulties, manufacturers can access real-time information, including product specifications, certifications, and batch-level data, simply by scanning the packaging.

This also creates the future opportunity for increased automation across the manufacturing process.

In distribution and retail environments, traceability, stock management and pricing processes are enhanced. In addition, authentication and anti-counterfeiting capabilities help to strengthen brand protection.

For consumers, packaging becomes a direct communication channel. End users can scan with their smartphones to access data, such as product origin, recycling information, and interactive content, including special offers and competitions.



DIGITALCHOICE BY WIPAK®



“The concept of DigitalChoice by Wipak® is to have a digitalised package that gets all the information over the supply chain and helps every single stakeholder to add or to read information that is needed and important.”

Michael Martin
Commercial Director

Finally, at the end-of-life stage, sorting and recycling outcomes are improved through more accurate material identification.

These capabilities deliver clear value to our customers. They help to improve operational efficiency and ensure regulatory compliance. In particular, DigitalChoice supports actions taken to comply with emerging regulatory frameworks, including PPWR, and future digital product passport requirements.

To accelerate adoption, we have defined a set of tangible use cases designed to demonstrate the benefits of DigitalChoice in real-world applications. These include incoming goods verifications, supply chain transparency, and consumer interactions. We've already showcased these at major industry events, generating positive market feedback and supporting further development.

While the technology is supported through collaboration with established digital marking providers – such as Digimarc®, a digital watermark provider with whom Wipak maintains a close partnership – DigitalChoice represents a broader strategic initiative to combine packaging with data. One that reflects a shift from traditional film production to digital solutions that deliver added value to our customers through innovation, transparency, and improved supply chain performance.

As part of our Horizon 2030 strategy, DigitalChoice represents a key step in combining material innovation with digital capabilities, positioning packaging not only as a protective medium but as an intelligent, data-enabled interface across the entire product lifecycle.



DigitalChoice supports actions taken to comply with emerging regulatory frameworks, including PPWR, and **DIGITAL PRODUCT PASSPORT REQUIREMENTS**

Potential DigitalChoice by Wipak® use cases*

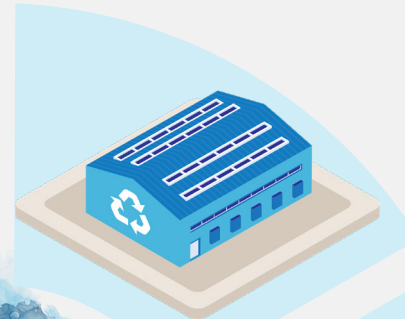
Check of incoming goods

By scanning the digital watermark, users can easily confirm quantities, qualities and check available documents, like a TDS. This improves efficiency and traceability by replacing paper forms with real-time digital input.



Enhanced Sorting Ability

Advanced sensors used to identify and separate materials with high precision. Conveyor systems and robotic arms sort items based on material type, or shape, improving recycling efficiency and sorting purity. This technology supports sustainability by increasing the quality of recycled materials.



Machine Setup Control & Adjustment

A digital interface displays machine parameters such as speed, temperature, and alignment, which can be monitored and adjusted remotely. This setup could ensure consistent quality, reduce manual errors, and speed up changeover times between production runs.



End-Consumer Interaction

Digitalised end-consumer interaction involves using digital tools like apps or smart packaging to connect directly with consumers. These systems provide product information, usage tips, or sustainability data, and often allow feedback or engagement through mobile devices. This enhances transparency, builds trust, and creates a more personalized customer experience.



Print - Product "Poka - Yoke"

Sensors and digital controls verify correct positioning, alignment, and product type before allowing the process to continue. This ensures consistent quality and eliminates human mistakes by automatically stopping or adjusting the machine when deviations are detected.



Packaging Data Distribution

An electronic record that stores key information about a product, such as its origin, material structure and recycling instructions. It enables traceability across the product's lifecycle and supports sustainability, compliance, and circular economy goals. Automated systems ensure the data is accurate and consistently updated, often integrating with production and quality control processes.



* Other use cases are possible

▶ N.E.X.T. Innovation Center

To create the packaging solutions that will shape a sustainable future, our N.E.X.T. Innovation Center serves as a dynamic hub for co-creating innovative solutions alongside our customers and partners.

Through a structured design thinking approach, comprising phases such as Analyse, Define, Ideate, Prototype, and Test, the centre facilitates the rapid development of packaging concepts. Remarkably, this process can progress from initial design briefs to real-life production testing in under two days, ensuring agility in meeting market demands.

The N.E.X.T. innovation center also offers tailored workshops, training sessions, and seminars that focus on critical areas like product development, carbon footprint analysis, recycling, and circular economy principles. These programs are designed

to inspire innovation and provide participants with access to Wipak's extensive network of internal and external experts, fostering a collaborative environment for knowledge exchange.

By integrating sustainability at the core of its innovation processes, the N.E.X.T. Innovation Center aligns with Wipak's commitment to achieving company carbon neutrality by 2025. It plays a pivotal role in promoting recyclable, renewable, and bio-based packaging solutions, thereby supporting customers in navigating evolving regulatory landscapes and advancing their own sustainability goals.

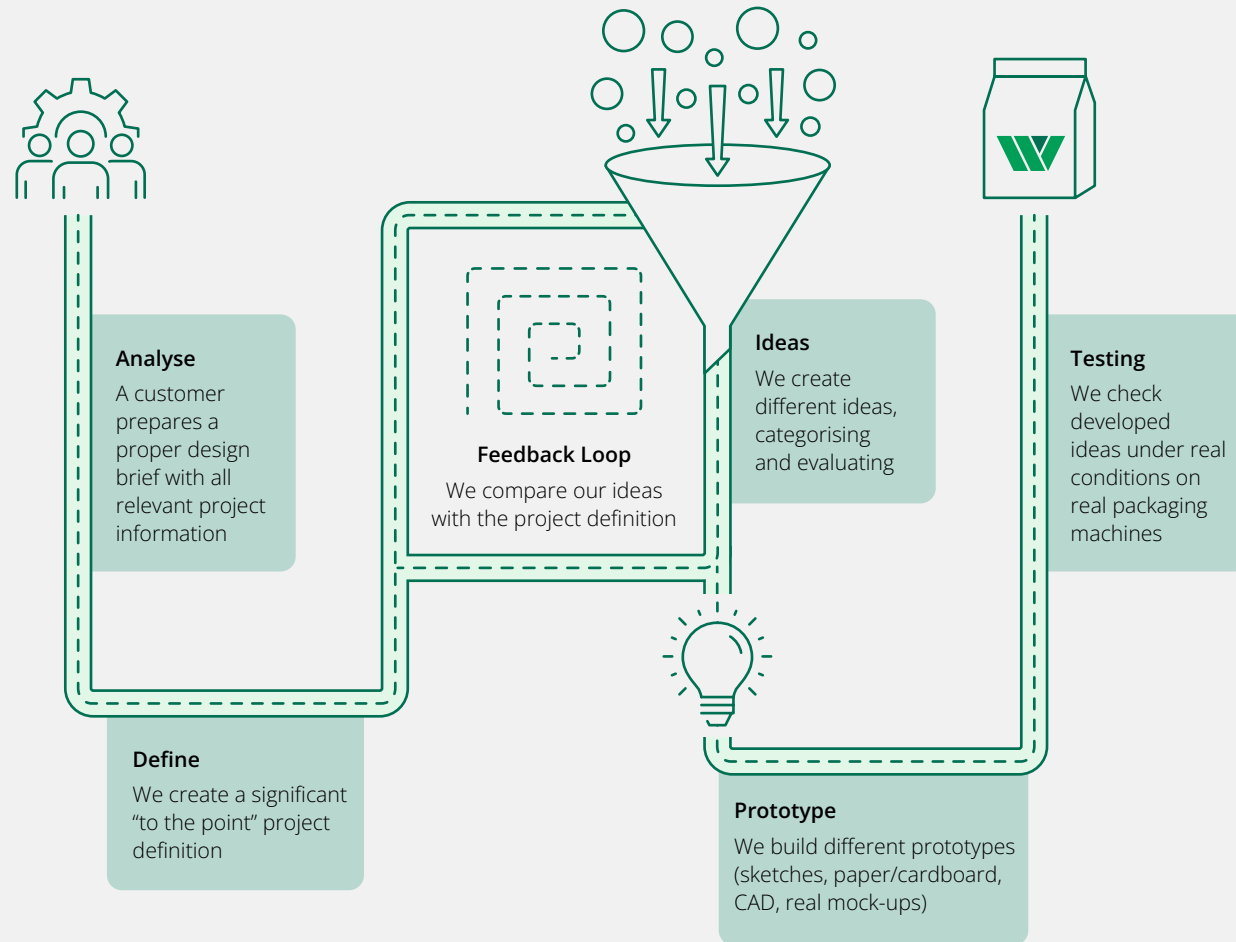


In our N.E.X.T. Innovation Center, **WE DESIGN AND OPTIMISE** tomorrow's packaging together with our customers and partners.



WIPAK INNOVATION CENTER

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



Workshops and seminars – Sharing knowledge, building partnerships

In 2025, Wipak continued to offer customer workshops and training seminars, reinforcing our commitment to sustainability through collaborative learning and expert guidance. These sessions provide a structured environment to explore emerging regulatory trends, packaging innovations, and sustainable design principles, ensuring our customers remain at the forefront of change.

Building on the success of earlier events, such as the Basic Food Packaging and Health Seminars, the 2025 programme included in-depth sessions tailored to the food and healthcare sectors. Topics covered included carbon footprint reduction, packaging material transition strategies, mono-material adoption, and readiness for upcoming European legislation.

Wipak's healthcare division also continued its monthly webinars and training for distributors, with a focus on product safety and correct handling in sterilisation settings. These sessions ensured safe product use while preparing partners to communicate sustainability benefits to end-users.

These educational initiatives, supported by the N.E.X.T. Innovation Center, not only promote circular economy thinking but also serve as a vital channel for co-creating the packaging solutions of tomorrow.

TECHNICAL FIELD SERVICE

Technical Field Service – Supporting sustainable transitions

Our Technical Field Services team plays a crucial role in helping customers implement new packaging solutions, particularly those designed for sustainability. These local expert teams support trials and validations on-site, ensuring a smooth transition to recyclable and lower-carbon

materials. Their hands-on approach helps customers adapt films to specific machines, conduct shelf-life testing, and validate functional performance under real-world conditions.

As each customer's processing setup can differ, requiring different sealing properties or mechanical behaviours, Wipak's development and technical field teams are essential in tailoring

materials to specific technical needs. This personalised support accelerates the adoption of Wipak's GreenChoice portfolio and other sustainability-driven innovations, delivering value beyond the product itself.

Customers consistently report positive feedback on the service, highlighting it as a key enabler for innovation. Through this expert guidance, Wipak ensures that the path toward sustainable packaging is not only accessible but also effective and reliable in practice.



Wipak's Technical Services Include:

- Application support
- Analysis and optimisation 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 utilisation of machines
- Smooth processing with existing systems
- Higher efficiency rates
- Lower reject rates
- Short downtimes, thanks to quick and flexible on-site servicing



Our Technical Field Services team plays a crucial role in helping customers

**IMPLEMENT
NEW PACKAGING
SOLUTIONS.**



LABORATORY SERVICES



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)

Laboratory services – Testing for quality, enabling innovation

Wipak's in-house laboratory services are a critical component of its customer support and innovation ecosystem. These labs offer a full range of material testing and validation services that support both product



Our labs OFFER A FULL RANGE

of material testing and validation services.

development and process control. By conducting tests on barrier properties, seal strength, puncture resistance, and shelf life, we ensure that new materials meet stringent technical and regulatory requirements, especially in sensitive applications like food and healthcare packaging.

Customers rely on our lab capabilities to compare traditional and sustainable packaging structures, validate performance under specific sterilisation methods, and meet shelf-life demands. These evaluations are often paired with field support and industrial trials, creating a seamless pathway from innovation to commercial readiness. This is particularly essential when moving to sustainable solutions, which require precise adaptation to maintain the protection of the product and functionality.

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

Sustainability consultancy – Partnering for informed transitions

We go beyond providing sustainable packaging solutions by actively supporting customers as a trusted sustainability advisor. Through expert-led consultations, legislative readiness assessments, and tailored material transition guidance, we help customers navigate complex regulatory landscapes and align their packaging strategies with environmental goals. This advisory role has become increasingly valuable as customers prepare for upcoming regulations such as PPWR.

According to our Customer ESG Survey, there is a growing expectation for supplier partners to offer not only sustainable products but also knowledge, training, and long-term strategic support.

We meet this expectation by integrating regulatory foresight, material science expertise, and sustainability metrics into every customer engagement, helping partners confidently transition toward circular packaging systems.



“Supporting our customers during the packaging transformation journey and sharing our knowledge is how we build partnerships and trust.”

Susan Janssen

Manager Sustainability & Sustainable Products

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**Uustainable- 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.

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 a green economy.

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

- Develop SSRbD alternatives through industrially relevant case-studies, targeting the three sectors representing 70% of the European plastic demand: Building, Transport and Packaging.
- Optimise 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.
- Merge all data and relevant methodologies in a digital infrastructure, offering an open-access and user-friendly interface for innovators.

DEVELOPMENT PROJECTS WITH EXTERNAL PARTNERS



“Packaging Sustainability SCORE”

“Packaging Sustainability SCORE” is part of PlastLIFE, an 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.



Chaire Emballages 3R

Strengthening our commitment to sustainable packaging innovation, we became a founding partner of the Chaire Emballages 3R – Réduire, Recycler, Réutiliser – established by L'Institut Agro Dijon. This collaborative initiative brings together industry leaders, academic researchers, and students to address the pressing environmental and public health challenges associated with packaging waste. The chair aims to accelerate the transition toward more sustainable food packaging solutions.

As one of eight founding companies, Wipak contributes its expertise in packaging design, materials science, and regulatory compliance to the chair’s interdisciplinary research and educational programs.

The partnership focuses on developing innovative, practical solutions that align with the principles of reducing, recycling, and reusing packaging materials. By engaging with students and researchers, Wipak helps shape the next generation of packaging professionals equipped to tackle sustainability challenges.



“Through its involvement in Chaire Emballages 3R, Wipak reinforces its role as a proactive leader in the global movement toward circular packaging systems.”

Antoine Cassel
R&D Director

DEVELOPMENT PROJECTS WITH EXTERNAL PARTNERS



Next Food Pack

Integrated design and assessment of new generations of packaging to protect perishable food.

The transition to recyclable food packaging requires an assessment of its safety, performance and recyclability. The Next Food Pack project is developing a decision-making tool for designing safe, functional and sustainable packaging.

By evaluating current innovations by material functionalisation, developing new methodologies for assessing chemical safety and food contact suitability, and assessing material recyclability, a multi-criteria evaluation tool will be developed to assess

the impacts of new packaging usage practices on food safety, the environment and economic profitability.

Led by PAM, the initiative runs from 2025 to 2029, and represents a collaboration of 21 partners, including 11 research laboratories, five technical centres and five industrial partners.

As one of the five key industrial players involved in the project, Wipak will support with both their expertise in flexible plastics packaging related to production processes and products, and with product samples for necessary investigations.

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. 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.

INITIATIVES

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

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.

As part of our commitment to make using sustainable products as easy as possible for our customers, we engage with R-Cycle and equip our product samples with a digital product passport.



INITIATIVES



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.



UrbanFactory

A continuation of the UrbanMill initiative, UrbanFactory aims to develop and scale novel process technologies for pyrolysis-based chemical recycling of hard-to-recycle plastics. Led by VTT and Aalto University, the Finnish-

led initiative brings together companies, including Wipak, that span the entire value chain of chemical recycling.

By developing the solutions introduced by UrbanMill and newly exploited innovations, the project will contribute to the key development needs of pyrolysis-based chemical recycling, including scalable process technologies, improved yields

of valuable products, a reduced CO₂ footprint, cost-efficient impurity removal methods, and the identification of outlets for unavoidable side streams and waste. Wipak will continue to contribute to the initiative, having expertise in flexible, multilayer packaging – one of the key materials being targeted by the project for chemical recycling trials.

PlasticsCircularity

We deepened our commitment to sustainable innovation by participating in the PlasticsCircularity research project, a key initiative under the Business Finland-funded SPIRIT programme.

Coordinated by VTT Technical Research Centre of Finland, this collaborative effort brings together leading research

institutions and industry partners to accelerate the circular economy of plastics by addressing regulatory challenges, developing new business models, and advancing technological solutions for recycling.

A significant focus of the project is the incorporation of difficult-to-recycle plastic fractions, for example those used in Healthcare, into the recycling loop.

In Finland, approximately 10,000 tons of plastic waste from healthcare are generated annually, much of which is currently incinerated. The PlasticsCircularity project aims to develop new technologies, collection and cleaning methods, and improved traceability to enable the recycling of such challenging materials.

Environment

We take Sustainability seriously. We promise to be the most sustainable flexible packaging company and reduce all CO₂e emissions in alignment with SBTi requirements.



To achieve our goals, we need to do more than comply. We need to lead.

**TOGETHER
WE LEAD
SUSTAINABILITY.**

Introduction

As a family-owned global packaging company, we have a responsibility to ensure we implement environmentally sustainable practices across our value chain, for today and future generations.

From responsible sourcing to efficient production techniques, we are committed to reducing our CO₂e emissions and our environmental impact.

According to our double materiality analysis, alongside reducing GHG emissions, we focus on our material efficiency, including material savings and waste reduction, improving our energy efficiency and positively contribute to a circular economy.

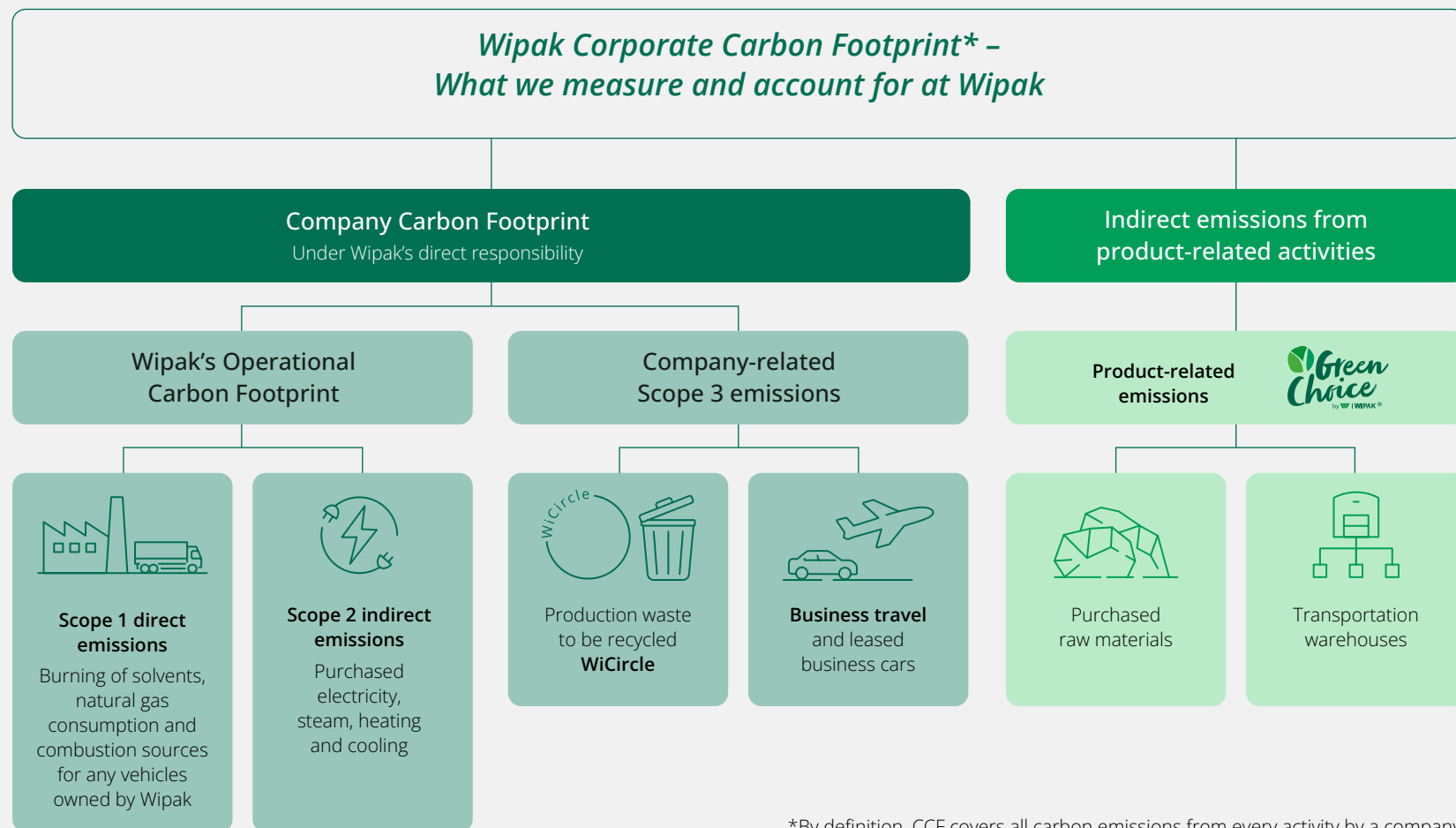
Since 2019, we have innovated, transformed, and inspired positive change as we look to accomplish our vision to be the most sustainable flexible packaging company. By continuing to take these actions and setting new and ambitious goals for our 2030 strategy, we stay further committed to contributing to a cleaner, healthier, and more resilient world for generations to come.

Tackling climate change

In cooperation with BearingPoint, the BearingPoint emissions calculator (BEC) was implemented, allowing us to report on and analyse our corporate carbon footprint.

All emissions from cradle to gate of the customer are taken into account. This includes Scope 1 and 2 emissions as well as the following categories from Scope 3: purchased goods and services (raw materials), up- and downstream transportation and distribution, waste generated in operations, business travel, employee commuting, and upstream leased assets (company cars).

Scope 1 and 2 emissions are defined as Wipak's Operational Carbon Footprint, while Wipak's Company Carbon Footprint accounts for all emissions in Wipak's direct responsibility, namely Scope 1 and 2 emissions and production waste and business travel (including company cars) from the Scope 3 category.

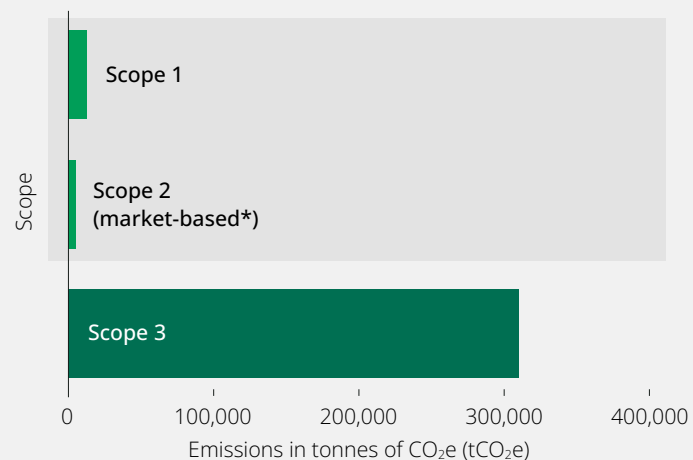


*By definition, CCF covers all carbon emissions from every activity by a company.

Corporate Carbon Footprint

Our corporate carbon emissions are dominated by those from the relevant Scope 3 categories (94.7% of all emissions). Those within our direct control (Scope 1 and 2) account for just 5.3%.

For 2025 CO₂e emissions of 327,356 tonnes of CO₂e are evaluated:



*Description see appendix

Scope 1 and Scope 2 emissions

Wipak's main Scope 1 emissions are related to direct emissions from the burning of natural gas and solvents, which were mainly evaporated from our ink systems. Scope 2 includes all purchased energy, such as electricity, steam, and district heating.

Scope 1 emissions account for approximately 3.8% of total emissions, while market-based Scope 2 emissions are minor (1.6%), as most of our production sites are running on carbon-neutral electricity from sustainable sources, either renewable or nuclear.

In 2025, only our production site in France (accounting for approximately 17% of the total electricity consumption) is running on a standard grid electricity mix, which is mainly nuclear power.

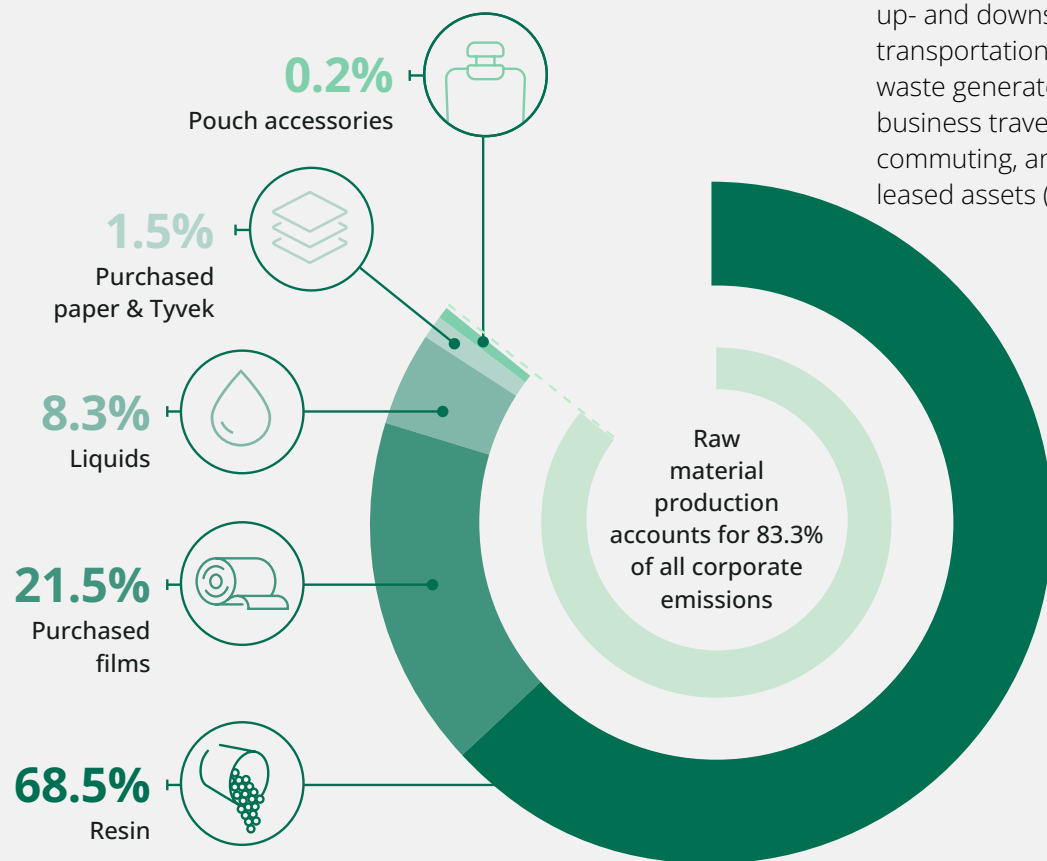
We also continued to implement solar panels in our factories in Italy and Poland to further increase the use of electricity produced from renewable resources.



Through choosing a carbon-neutral, sustainable electricity supply,
SCOPE 2 EMISSIONS ARE 90% lower
 compared to the average emissions intensity of grids.

CORPORATE CARBON FOOTPRINT

Percentage of total raw material emissions by material group



Scope 3 emissions

Our Scope 3 emissions are calculated across six material categories: purchased goods and services (raw materials), up- and downstream transportation and distribution, waste generated in operations, business travel, employee commuting, and upstream leased assets (company cars).

Within the Scope 3 umbrella, our biggest emissions are related to raw material production, which account for 83.3% of all corporate emissions. These can be divided into five main material groups, of which resins have the biggest impact. Downstream and upstream transportation have the next biggest impact (7.2%), followed by production waste (2.3%) and employee commuting (1.4%).

Of those Scope 3 emissions related to our company carbon footprint, production waste, business travel (0.25%), and leased assets (0.2%), made up 2.75% of our total corporate carbon footprint.

To counter the negative impacts of raw materials, we are expanding the use of low-carbon raw materials, including recycled and renewable plastics, as part of our product portfolio transformation to our GreenChoice by Wipak® product range.

In 2025 we went one stage further by starting to engage with our raw material suppliers to gather supplier specific emission data and include their efforts into our data.

Our efforts to optimise logistics processes, such as consolidating shipments, further support Scope 3 emissions reduction, although customer-driven order patterns remain challenging. Where possible, we encourage our customers to adhere to delivery plans to minimise the number of shipments. However, this is dependent on the customer's storage capacity and demand. With regard to inbound logistics, we aim to use local suppliers where possible to reduce emissions in this area.

According to the waste hierarchy, prevention remains our highest priority. Alongside these efforts, our broader drive to recycle and reuse our production waste forms part of our wider aim to contribute to a circular economy and further reduce our Scope 3 emissions.

Development of Corporate Carbon Footprint since 2019

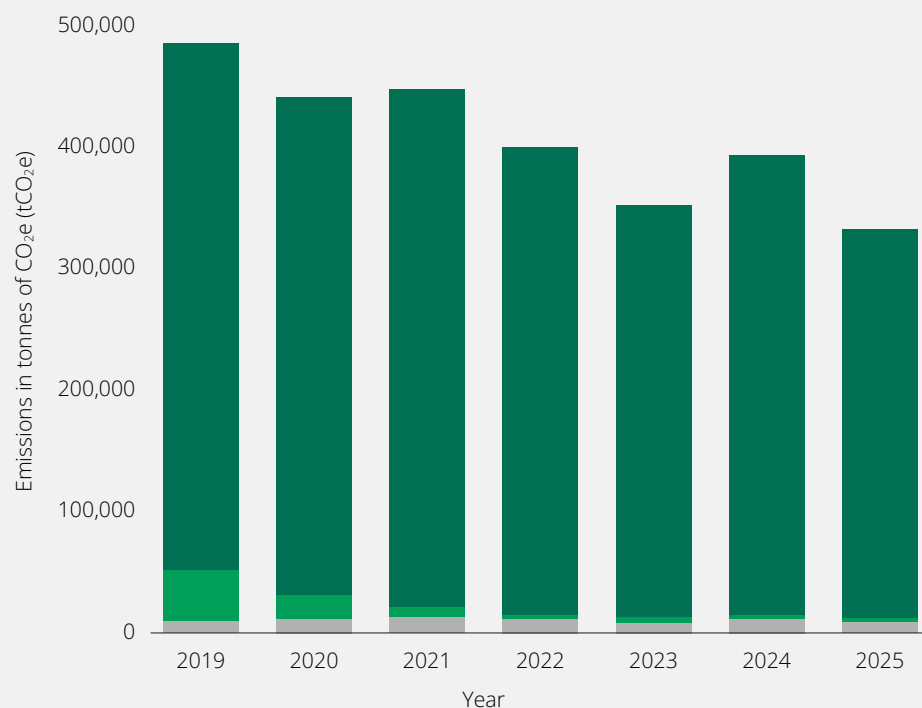
Last year we recorded a year-on-year decrease in our overall emissions of 16.8%. This is 32.6% lower than our 2019 base rate. Despite the positive overall numbers, we did experience challenges last year, with decreasing volumes in the second half of the year affecting our production efficiency.

These figures were also impacted by the implementation of supplier-specific emission data for the first time, which led to a dramatic decrease in our reported emissions figures.

As in previous years, the biggest contributor to our overall emissions was the Scope 3 category (94.7%), and we hope to extend our use of supplier-specific data in upcoming years to reach our strategic targets.

Emissions summary

- Total Scope 1 Emissions
- Total Scope 2 Emissions
- Total Scope 3 Emissions



The measures put in place continue to improve our overall emissions performance compared to the base rate.

Last year reflected an **OVERALL 33% REDUCTION**

in our total emissions compared to 2019.

DEVELOPMENT OF CORPORATE CARBON FOOTPRINT SINCE 2019

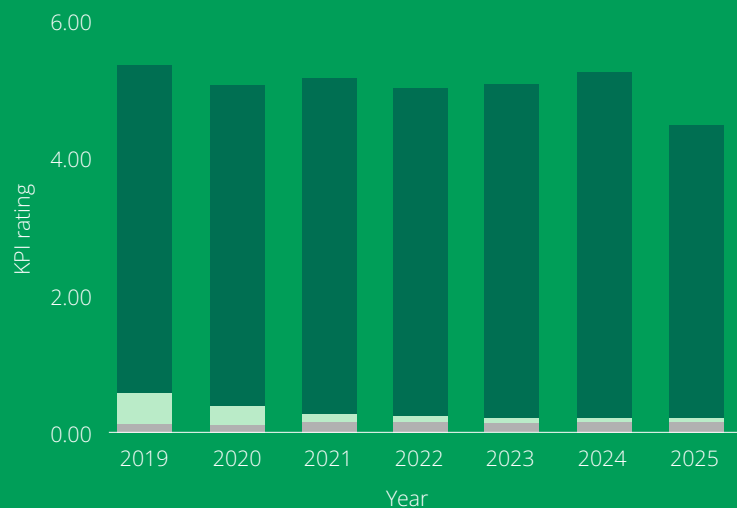
CO₂e KPI

In order to visualise efficiency measures for reducing emissions, a strategic Wipak group key figure is determined:

KPI = kg CO₂e emissions / kg output finished product

The CO₂e KPI reflects the data collection changes previously described, with a visible decrease of 14.4% year-on-year.

● Scope 1 ● Scope 2 ● Scope 3



CO₂

**16%
OVERALL
REDUCTION**
in CO₂e KPI
compared to 2019.



Operational Carbon Neutral since 2022

When we started our sustainability journey in 2019, we first focused on improving our operational carbon footprint, including all emissions in Scope 1 and 2.

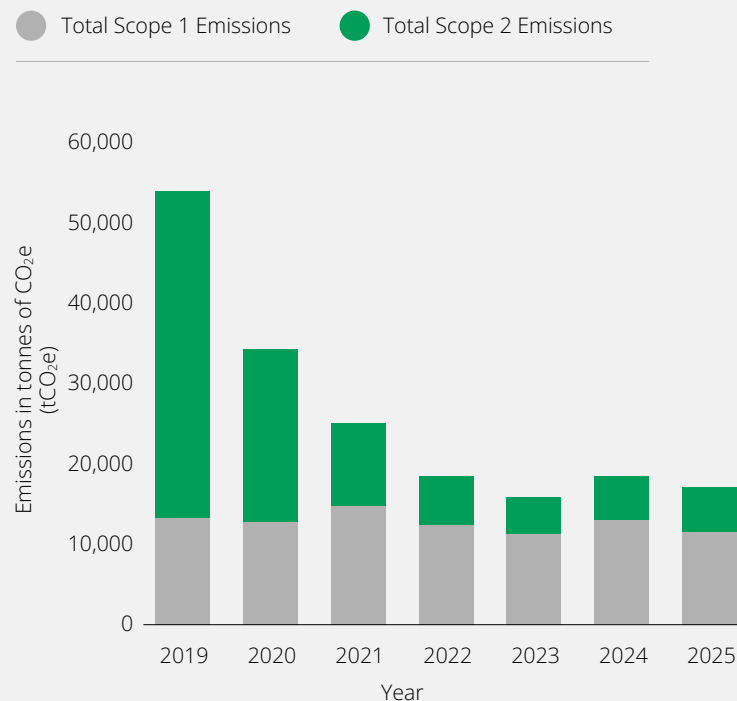
Last year our Operational Carbon Footprint reduced by 9.2% year-on-year. Compared to our 2019 base year, this is a remarkable reduction of 67%.

This was mainly driven by the positive impacts of our energy-efficiency programmes and the replacement of fossil-based energy sources.

Since 2022, operational carbon neutrality has been achieved, with any remaining unavoidable emissions offset through a financial climate contribution in cooperation with [ClimatePartner*](#).

By offsetting residual emissions in this manner, we continue to take responsibility for the impact of our operations.

Wipak's Operational Carbon Footprint (Scope 1 and Scope 2 emissions in tCO₂e)



**67%
REDUCTION**

in Operational Carbon Footprint since 2019, with a strong commitment to carbon-neutral electricity supply.

*Enter with our ClimateID: 12374-2304-1001.

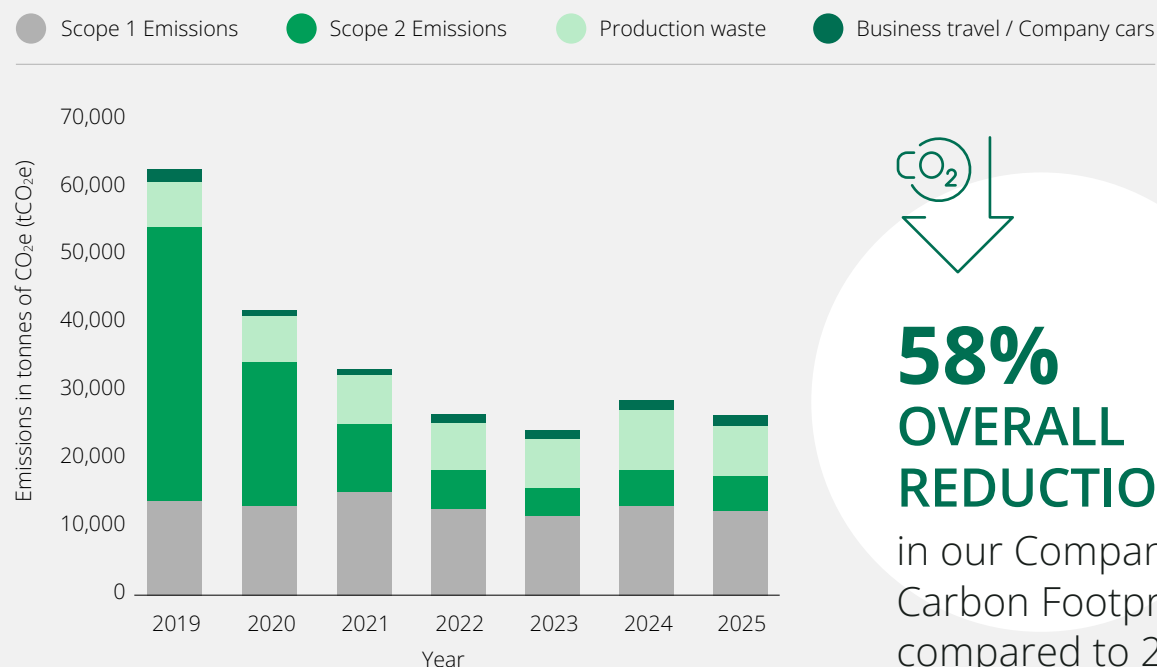
Achieving Company Carbon Neutrality by the end of 2025

By reducing our Scope 1 and 2 emissions, as well as the company-related activities from Scope 3 – business travel, leased assets (company cars), and waste from operations – and by offsetting all unavoidable emissions, we achieved company carbon neutrality in 2025.

Currently, we see a decrease in our Company Carbon Footprint of approximately 7% compared to 2024, due to the factors already discussed in the corporate carbon footprint section.

Together with these measures, and by offsetting unavoidable residual emissions through financial climate contribution, we reached our 2025 target.

Company Carbon Footprint



58% OVERALL REDUCTION
in our Company Carbon Footprint, compared to 2019.



The following carbon reduction projects were supported in 2025:

- **An international carbon offset project combined with plastic collection:** For every tonne of CO₂ offset, 10kg of plastic is collected and removed from the environment.
- **Biomass energy replacing fossil fuel-generated electricity.**
- **An international carbon offset project combined with regional reforestation efforts:** One tree is planted for every tonne of CO₂ offset.

Full details of the projects can be accessed via the [ClimatePartner webpage](#) by entering our ClimateID: 12374-2304-1001.

Activities to reduce our Company Carbon Footprint



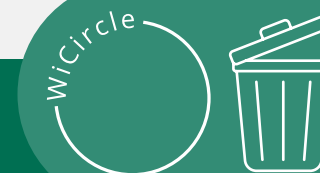
Reducing energy related emissions

- **Improving energy efficiency**
By improving the cooling tower set-up at our Wipak Changshu site, we reduced our natural gas efficiency rate.
- **Switching to carbon-neutral energy by replacing fossil-based sources.**
As an example, at our Wipak Oy site in Nastola, we installed a new thermal oil system powered by sustainable electricity which began operating in 2025 and replaced the existing system which was run with natural gas.
- **Using integrated waste heat recovery systems.**



Reducing emissions related to business travel and company cars

- **Wipak's travel policy gives guidance towards safe and efficient travel practices in a sustainable and socially responsible manner.** Each journey should be considered carefully with the environmental impact in mind, particularly the need for a face-to-face meeting (rather than a virtual meeting), and the mode of transportation.
- Regarding company cars, **electric or at least hybrid cars should be the preferred choice.**



Reducing emissions related to production waste

- Our continuous approach is to **minimise waste by improving Wipak's operational efficiency, ensuring efficient production planning and improved production practices.**
- Under our group-wide **WiCircle** initiative, we want to ensure that **no production waste goes to landfill or incineration.** Those activities will contribute to reducing the environmental impact of our production waste.

Horizon 2030

Our Horizon 2030 strategy represents our strong commitment to SBTi targets, and requires us to further reduce our Scope 1 and 2, as well as Scope 3 emissions, including cutting our product-related carbon footprint in half.

In 2025, we started reporting supplier-specific product-related carbon footprints, alongside our existing activity-based analysis using general emission data from the Ecolnvent database.

This resulted in a dramatic change in our reported results, contributing to a 17% decrease in Scope 3 emissions.

Alongside this structured approach to requesting supplier-specific emissions data, we also encourage suppliers to set their own climate targets to reduce their own emissions.

Recognising the importance of improving data quality, we have initiated a structured approach to requesting supplier-specific

emissions data and encourage suppliers to set their climate targets and reduce emissions.

A further important contribution to our Carbon reduction strategy is the switch to our GreenChoice by Wipak® product range. Investments are strategically aligned to ensure high-quality products, thus contributing to a circular and environmentally friendly economy.

Beyond enhancing operational excellence, the investment strategy support Wipak's transition towards lower-carbon operations.

In 2025, we began setting near-term company-wide emissions reductions in line with climate



science through the Science-based Targets initiative (SBTi), following our initial commitment in 2024.

This commitment underscores our dedication to reducing greenhouse gas emissions and aligning our business practices with the latest climate science. Through these targets, we hope to contribute to the global effort to limit temperature rise to 1.5°C above pre-industrial levels, ensuring a sustainable future for all.



“Building on the successful completion of our 2019 strategy, Horizon 2030 marks the start of a new chapter. It strengthens our ambitions through a clear commitment to SBTi-aligned carbon reductions, combining ongoing internal improvements with closer collaboration across our supply chain to deliver shared progress.”

Dr. Dorit Nelke-Bruhn

Head of Sustainability, Wipak Group

Energy consumption

In 2025, Wipak continued its structured approach to improving energy efficiency across our operations. Cross-functional teams collaborated to analyse key areas of energy consumption and to identify opportunities for improvement.

These efforts were supported by the ongoing implementation of our IT-based monitoring system, which enables real-time tracking of energy use and provides energy teams with the data needed to detect hot spots, define corrective actions, and verify their effectiveness.

The rollout of counter meters at main consumption points has progressed, allowing for more accurate measurement and accountability. In several sites, this has already led to targeted actions and measurable savings.

Engaging employees remains central to our energy efficiency strategy.

Many initiatives have arisen from frontline observations and cross-departmental collaboration, and we actively encourage staff to contribute energy-saving ideas.

At Wipak, the main energy source is electricity. Natural gas, district heat, and steam are further energy sources used in production and for heating.

In 2025, our energy-consumption remained on a high level, with just a modest reduction (0.1%) year-on-year.

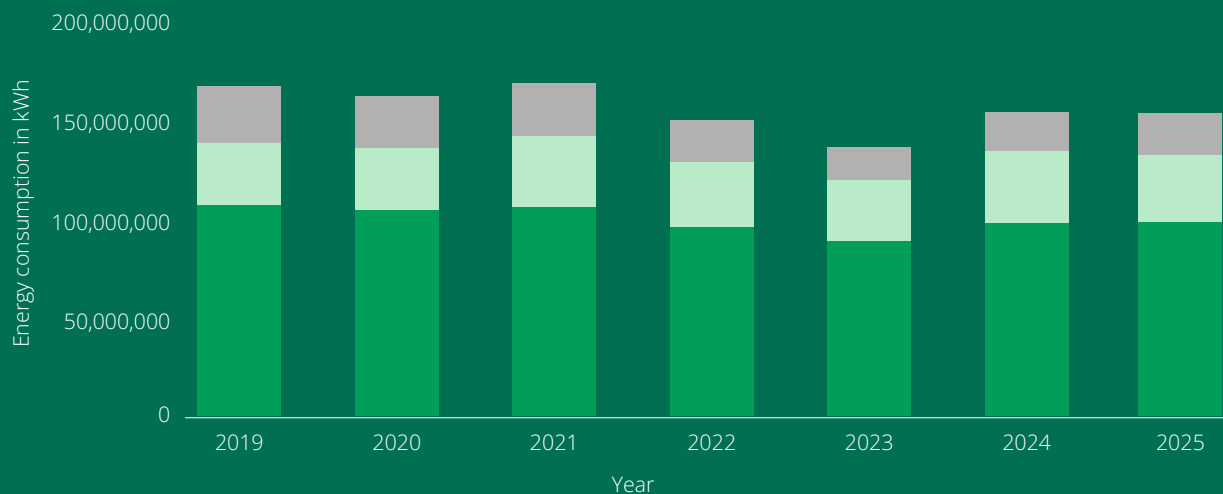


**8%
ENERGY**

consumption
reduction in 2025,
compared to 2019.

Energy total

- Consumed Electricity (total)
- Natural Gas (total)
- Steam / Heat (total)



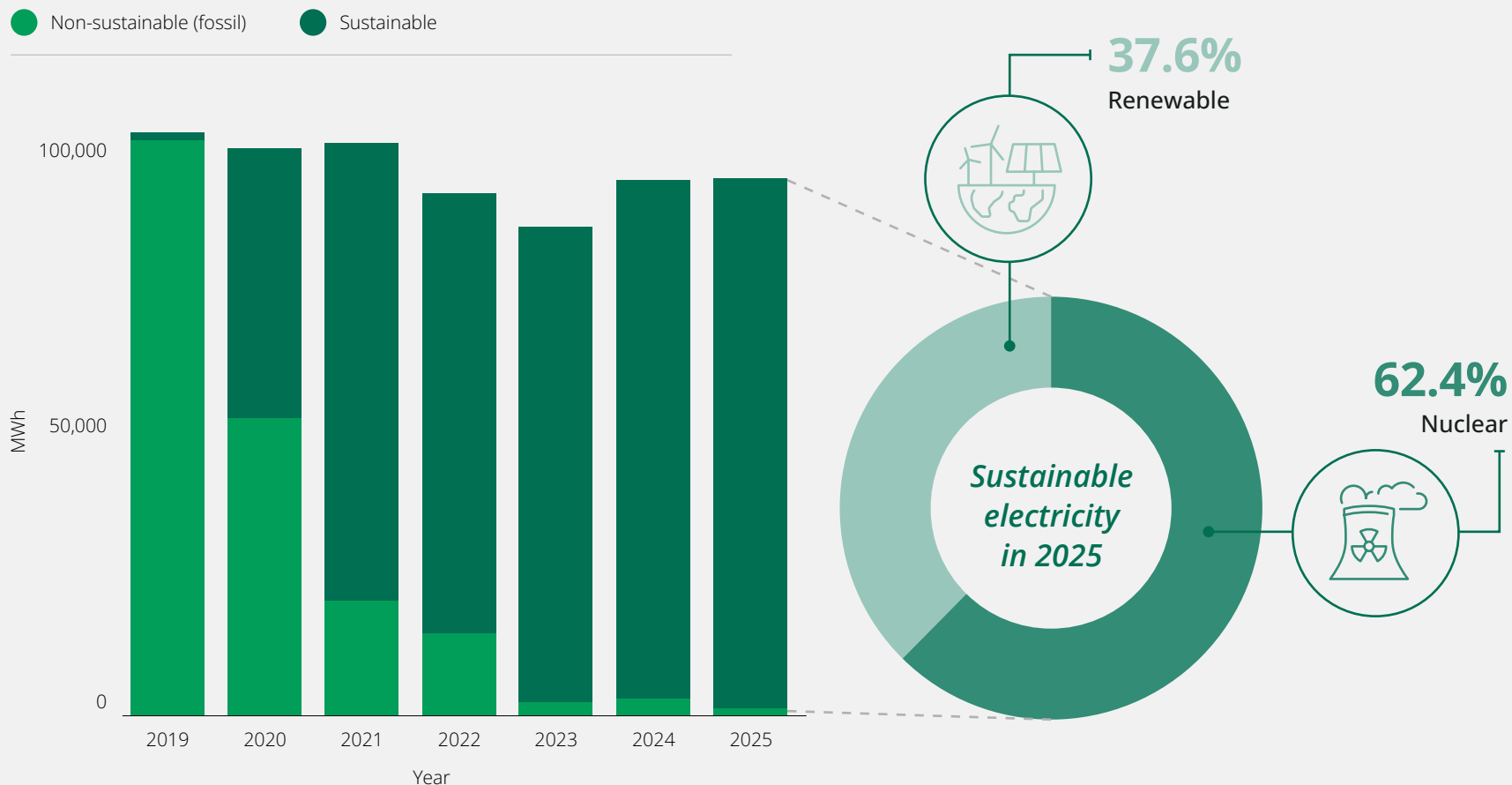
ENERGY CONSUMPTION

Most of Wipak's electricity is carbon neutral, coming from sustainable sources, either renewable (energy attribute certificate) or sustainable nuclear power, which is classified as such under EU law. The ratio of sustainable electricity has continuously increased over the last years accounting for 98.5% of our total electricity consumption. This reaffirms our long-term commitment to transitioning away from fossil-based energy sources.

In 2025, only our production site in France (accounting for approximately 17% of the total consumption) is running on a standard grid electricity mix, which is mainly nuclear power.

We also installed solar panels in our factories in Italy and Poland to further increase the use of electricity produced from renewable resources.

Electricity consumption Wipak Group (MWh)

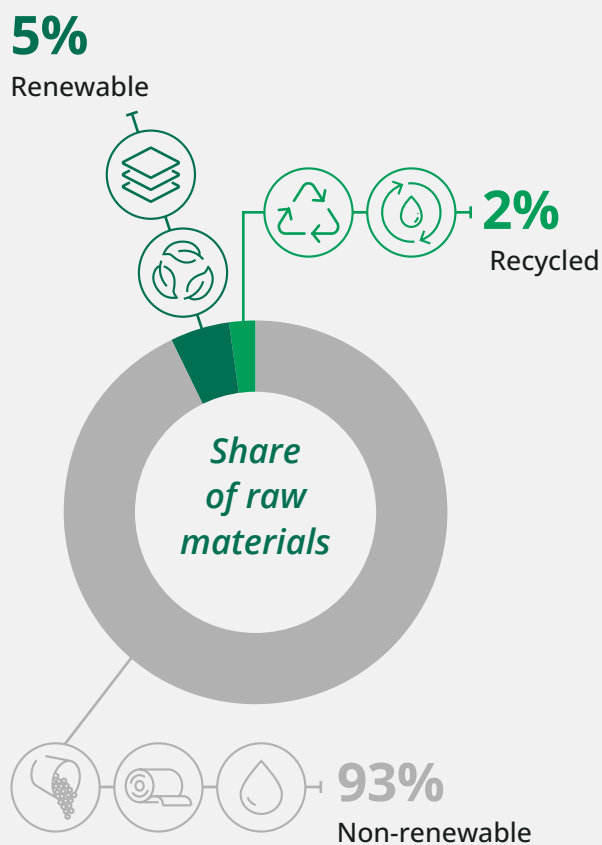


Raw materials meet the highest quality standards

To meet strict food and health regulations, the raw materials used in our packaging materials for the food and health industries must be of the highest quality.

Alongside this, our commitment to sustainability means we continue to innovate and strive to integrate materials with lower carbon footprints into our products. To ensure this does not compromise product safety and other required properties, we are in constant contact with our suppliers to identify appropriate solutions to make our GreenChoice portfolio even more sustainable.

Currently, most of our raw materials are from non-renewable fossil sources. Through our GreenChoice by Wipak® product range, we are actively looking to promote the use of alternative, more sustainable materials.



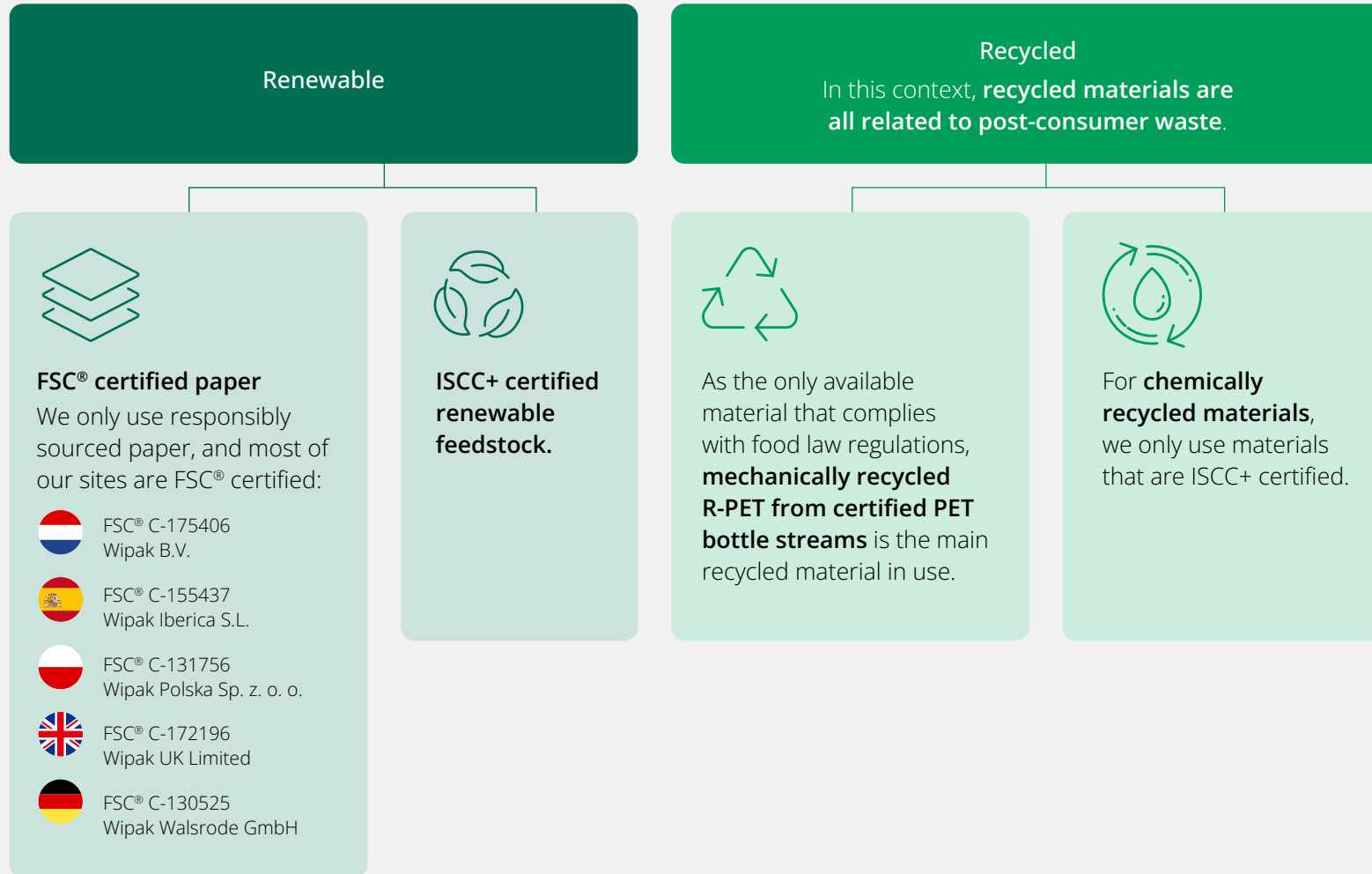
Main criteria of our GreenChoice by Wipak® product solutions:

Protection of the packed product remains the highest priority to avoid food spoilage and product contamination to ensure consumer and patient health.



RAW MATERIALS

Renewable and recycled materials currently in use



Reducing waste

As a global manufacturer of flexible packaging solutions, Wipak inevitably generates waste during the production process.

Waste reduction across our sites, has been a focus since many years and it will remain a key focus topic in the upcoming years. Our target is to ensure any unavoidable waste is recirculated in line with the circular economy principles.

At Wipak, waste levels are tracked monthly at all production sites, with specific site-level reduction targets established and monitored regularly. This data-driven approach ensures that progress is measurable and that corrective actions can be taken swiftly if required.

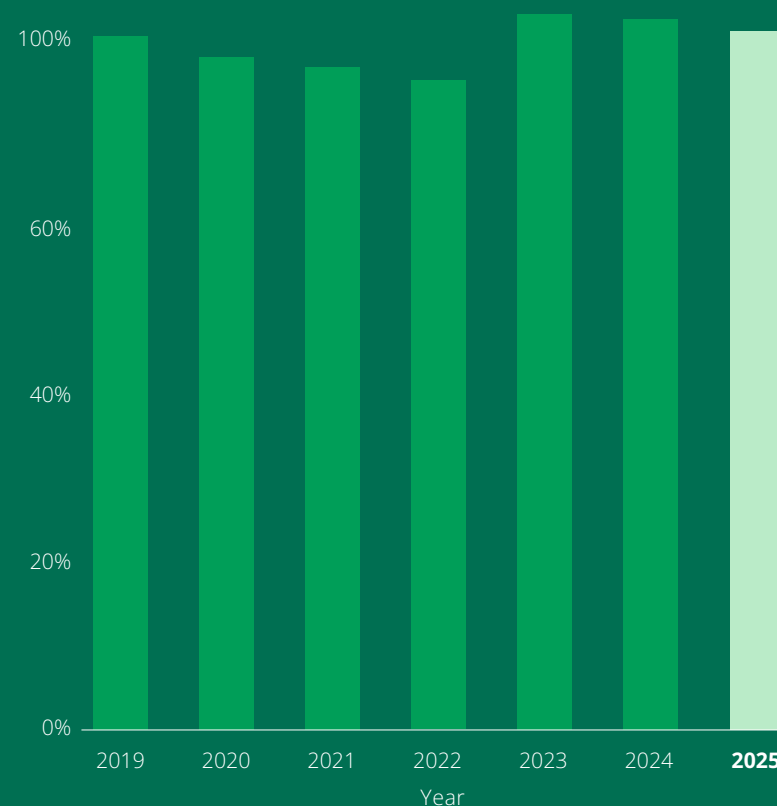
In addition to volume reductions, we are increasingly focused on the quality of waste streams, working to improve sorting and material purity to facilitate higher recycling rates.

In 2025, we further reduced our waste ratio by 2% compared to 2024. This took us back to our 2019 starting point, following two years of a higher ratio caused by spontaneous changes in production planning to fulfil unexpected market needs.



2% WASTE RATIO REDUCTION in 2025, compared to 2024.

Waste ratio (base year 2019 = 100%)



“Waste reduction is one of the key priorities at every site, followed on a regular base by clear target setting.”

Ilkka Kellokumpu
Operational Excellence Director, Health Division

REDUCING WASTE

Under our group-wide WiCircle initiative, our corporate objective is to ensure that no production waste across all our sites goes to landfill or incineration. To meet this target, we have implemented a combination of waste reduction initiatives and internal and external recycling strategies.

A key driver of our WiCircle initiative is to align the handling of production waste across all Wipak sites. Where internal recycling presents a technical challenge, we explore external recycling partnerships, including collaborations with mechanical recyclers, intending to establish closed-loop solutions wherever possible. Where mechanical recycling is not feasible, for example with complex packaging films made of multiple materials, we consider chemical recycling methods such as pyrolysis instead. By turning plastic waste into oil feedstock for new polymers, we support compliance with food safety

WiCircle

NO PRODUCTION WASTE SENT
to incineration or landfill.

regulations, where mechanically recycled content may pose contamination risks.

The Wipak Group also recognises that the design of its products is intrinsically linked to waste disposal. Our ongoing shift toward mono-material structures under our GreenChoice portfolio enhances recyclability and simplifies end-of-life management

for our production waste. By engineering products with end-of-life recycling in mind, we reduce the risk of our products becoming wasted through landfill or incineration after processing (post-industrial) and use (post-consumer), and support customers in meeting their sustainability targets.



REDUCING WASTE



Purple Bin Initiative – Making hidden waste visible

Launched in 2024, Wipak UK's Purple Bin Waste initiative was designed to improve visibility of process waste on the production line. By introducing dedicated purple bins for non-conforming material, teams were better able to identify, track and address waste at its source.

Following strong first-year results, the initiative was extended in 2025 through the Print Quality Project, which prevents all non-conforming products from progressing from one department to the next.

This approach has intentionally shifted waste upstream, increasing lower-value print waste while reducing heavier, more expensive laminated waste. Requiring a high level of staff engagement and robust control loops, we've already seen the benefits, with a waste ratio improvement in the UK of approximately 10%.

The initiative introduced a simple but powerful intervention

Visual waste capture

Operators deposit suspect material into clearly marked purple bins when they believe waste is excessive.

Digital reporting

An integrated app enables operators to generate labels, report the incident, and link waste to a specific shift and process.

Ownership and investigation

Shift managers review the waste, conduct an RCA, and enter corrective actions into the app.

Governance and feedback

RCAs flow into the site's MDI CAPA system, ensuring structured follow up and knowledge-sharing.



**10%
WASTE RATIO
IMPROVEMENT**
in the UK.

Social

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 prioritise the wellbeing and safety of each individual.

CHAMPION EMPLOYEE EXPERIENCE

Champion employee experience

In 2025, we introduced our new long-term strategy, HORIZON 2030, which sets the direction for Wipak until the end of 2030. At the heart of this strategy is our people agenda, built on five core pillars: Leadership, Learning, Wellbeing, Rewarding and Culture.

Together, they form the foundation for delivering a Champion Employee Experience – one that supports our people, strengthens our organisation, and enables us to meet our sustainability targets.



Our people agenda is built on five core pillars:

**LEADERSHIP, LEARNING,
WELLBEING, REWARDING
AND CULTURE.**



CHAMPION EMPLOYEE EXPERIENCE



“Our people are the foundation of Horizon 2030. Their dedication fuels Wipak’s innovation, strengthens our customer partnerships, and drives our success. When our employees feel recognised, supported, and empowered to grow, Wipak thrives.”

Pauliina Rannikko
Director, People and Legal



Wellbeing

- Mental wellbeing support and training for managers (focus year 2025)
- Early care model in all Wipak companies
- Wellbeing principles
- Reviewing flexible working practices



Learning

- Competence framework
- Continuous learning model
- Career pathing
- Job rotation programs



Leadership

- Wipak Elevate for senior leaders
- Wipak LEAD for all managers
- Wipak Coaching program
- WiMatch mentoring program



Culture

- Wipak employee and manager roles
- Wipak Spirit employee engagement survey and development actions
- Focus on collaboration and belonging



Rewarding

- Rewarding training for managers
- Job architecture and pay transparency
- Employee rewarding awareness

These topics form part of our Horizon 2030 strategy. Some of the actions started already in 2025.

CHAMPION EMPLOYEE EXPERIENCE

Leadership

To inspire the next generation of talent and leadership, Wipak continues to invest in targeted programmes and new learning tools.

In 2025, we continued to develop the content of our Learning Management System, WLEARN, providing up-to-date courses for our people, including AI and customer-focused courses.

Also in 2025, we continued Wipak Elevate, our nomination-based programme for senior leaders. Delivered in partnership with Aalto University Executive Education, 16 graduates completed workshops on self-awareness, strategic thinking, customer centricity, and AI. The goal is to strengthen Wipak's leadership capability and impact across the organisation.

We also continued our groupwide development programs, including Wipak LEAD, our annual training for all employees who lead a team, including top management.

Last year, the Wipak LEAD training took a deep dive into the topic of 'how to thrive together'. The training included practical mental wellbeing, belonging and feedback tools. Wipak managers learned to prioritise their own wellbeing as a foundation for effective leadership, to recognise that unconscious bias exists and what they can do to reduce it, to foster a sense of belonging and inclusion in their teams, and to deliver feedback to team members clearly and effectively.

Supporting employee growth, our six-month coaching programme provides personalised one-on-one sessions with certified external coaches, available in participants' native languages. The program strengthens strategic thinking, self-awareness,

feedback skills, conflict management, and change leadership – all capabilities that are essential for sustainable performance. The programme provides flexible access to development tools and structured reflection. This investment in people development reinforces Wipak's commitment to wellbeing, continuous learning, and responsible leadership.

In 2025, we organised our internal WiMatch mentoring programme. Mentoring is an effective and valuable development model. Both mentors and mentees reported positive outcomes, and the programme aims to support career progression, retention, knowledge transfer and collaboration across functions, sites and teams.



CHAMPION EMPLOYEE EXPERIENCE

Learning

At Wipak, employee development is supported through structured feedback, and development discussions.

Held twice a year, our development discussions with our white-collar staff are an opportunity for them to forge their career pathways and agree on individual development goals in line with our overall strategy. In some Wipak companies, these discussions are also extended to blue-collar employees.

To enable this development, ongoing training is a central part of Wipak's operational strategy. Employees are regularly trained in risk assessment, first aid, and machine safety, with internal sessions and external specialist training utilised.



CHAMPION EMPLOYEE EXPERIENCE

Wipak's Competency Framework is a structured and transparent approach to defining the skills, behaviours, and professional capabilities required to support our people, our strategy, and our long-term sustainability ambitions. The framework strengthens our governance and social responsibility by clarifying expectations for all employees and ensuring that development is systematic, equitable, and aligned with our strategic goals.

The framework provides a clear and consistent guide for how Wipak employees and managers are expected to contribute to the company's success. It helps create a shared understanding of the competencies that support professional growth, high performance, and well-being at work.

The Competency Framework consists of four interconnected components:

- Strategic Capabilities
- Manager Role
- Employee Role
- Competencies (professional and behavioral)

The framework is also closely linked to Wipak's broader wellbeing focus. The organisation highlights that clear expectations are an important component of employee wellbeing, helping employees and managers work with confidence and reduced ambiguity. This continues the emphasis on mental wellbeing following the dedicated wellbeing year in 2025.

CHAMPION EMPLOYEE EXPERIENCE

Wellbeing

Employee wellbeing is a core element of Wipak's people strategy and mental wellbeing was designated as a key focus area in 2025. Underlying this, our approach integrates mental health awareness, work-life balance, and a culture of trust and psychological safety across our global operations.

To support mental wellbeing, we offer low-threshold access to occupational health services and mental wellbeing consultants. Providing direct access to certified psychologists, digital platforms such as Auntie or OpenUp were in use in several countries in 2025.

Also in 2025, we designated the year as our Mental Wellbeing Focus Year, reinforcing our commitment to building a healthy, safe and supportive workplace. To equip our leaders with the skills to recognise and support employee wellbeing,

we provided mental wellbeing and belonging training for all managers across the organisation.

Throughout the year, teams engaged in structured discussions on key themes such as mental wellbeing, stress and emotional management, focus and time management, and collaboration within and between teams. These conversations helped normalise open dialogue and encouraged individuals to make full use of the support tools and resources available to them.



MENTAL WELLBEING

was a key focus area in 2025.

CHAMPION EMPLOYEE EXPERIENCE

We also amplified key wellbeing messages during global awareness moments, including the World Day for Safety and Wellbeing in April, European Mental Health Week in May, and World Mental Wellbeing Day in October, ensuring consistent visibility and engagement across all Wipak companies.

Together, these actions strengthened our culture of care, improved awareness, and supported our ongoing commitment to employee wellbeing as an essential part of our sustainability journey.

Conducted annually, the Wipak Spirit survey plays a key role in tracking wellbeing metrics, including psychological safety and belonging. The survey achieved a 74% response rate. Results showed high trust

levels within teams and strong relationships with managers in 2025, and we are happy to see that these are our strengths. After the survey each team has created action plans based on their results, with best practices shared across the organisation.

To support the work-life balance, flexible working hours are offered where possible, especially for office-based roles, to accommodate personal responsibilities such as childcare or eldercare.

By promoting positive lifestyle choices, our local teams also help enhance employee wellbeing through initiatives such as discounted gym memberships, cycle-to-work schemes, and fruit and vegetable deliveries.

CHAMPION EMPLOYEE EXPERIENCE



Wipak Polska – Celebrating wellbeing through sport

Sports are a powerful way to build relationships and team spirit, and our team at Wipak Polska proudly participated in two sporting events in 2025.

In September, nine enthusiastic runners took part in DotlenieniRun, a unique event that combines running, caring for the environment, and physical and mental wellbeing.



Raising awareness during Mental Health Week

In May, our teams across our sites came together to celebrate European Mental Health Week – an initiative set up and run by Mental Health Europe to raise awareness about the importance of mental health in our everyday lives.

Events included lectures, webinars and sessions on mental wellbeing, as well as practical movements, such as heart rate variability measurements to analyse stress levels.



Promoting mental wellbeing on Mental Health Day

To mark World Mental Health Day, a global initiative to raise awareness and promote action for mental wellbeing, our teams took part in activities across our sites.

These ranged from a family day at Wipak Gryspeert to a mental wellbeing toolkit at Wipak Bordi and blood pressure monitoring at Wipak Changshu.



CHAMPION EMPLOYEE EXPERIENCE

Culture

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

In 2025, we introduced our new long-term strategy, HORIZON 2030, which sets the direction for us until the end of 2030. At the heart of this strategy is our people agenda, built on five core pillars: Leadership, Learning, Wellbeing, Rewarding, and Culture. Together, they form the foundation for delivering a Champion Employee Experience — one that supports our people, strengthens our organisation, and enables us to meet our sustainability targets.

Our company strategy is not imposed from the top; rather, it is shaped and implemented by the people across all our sites. We believe this approach is one of our competitive advantages. Our senior management team believes that ‘it’s the people who do it’, underlining the role of employees both in shaping the strategy and in turning the strategy into tangible outcomes.

While we believe in equal opportunities and rights for all our workers, regardless of their culture, nationality, gender, religion, sexual orientation, or age, we see this as ‘belonging’, rather than a strictly enforced diversity, equity, and inclusion (DEI) policy. To us, ‘belonging’ means that we all value having employees with diverse backgrounds at Wipak, and that Wipak employees feel they belong here and can be their authentic selves at work.

In 2025, we continued to include questions about belonging in our employee engagement survey, Wipak Spirit, and used the results to guide our internal culture initiatives.

This long-term commitment is reflected in Wipak’s average employment tenure, which currently stands at 14 years. While this loyalty brings deep expertise, management is also mindful



14 years
is the average
employment
tenure at Wipak.

of maintaining engagement among long-serving staff.

Reinforcing this commitment, our Engagement Index is similar to manufacturing industry benchmarks.



“At Wipak, we trust each other, support one another, and keep learning every day. You can be yourself and grow with others. You can do meaningful work that matters and create value for our customers and business.”

Tiina Pantelakis

HR Manager, People Processes and Development

CHAMPION EMPLOYEE EXPERIENCE



Wipak Spirit: Acting on colleagues' feedback

A positive result of our Wipak Spirit survey is that each team uses the feedback to improve its internal communication and collaboration.

In Wipak Poland, a workshop brought together team members from the planning, pre-press and printing departments. Working together, the teams created a shared production plan, learning more about the complexities and challenges of each other's roles and using this understanding to develop joint solutions that improved workflow and efficiency.

Likewise, at Wipak BV, our Finance and HR team launched a development plan focused on

learning, development and trust-building. In Nastola, our Production Planning team has introduced regular meetings and cross-functional sessions with other departments to improve alignment; while in Walsrode, the R&D team has strengthened collaboration through regular meetings and an open feedback culture, including with our North American sister company, Winpak.

Other initiatives include Black Box – a safe way for colleagues to share concerns anonymously - and Quality Book – a practical guide to specs and defects that makes work faster and safer.

PEOPLE

Embedding strategy and elevating engagement through communication

Transparent and consistent communication is a cornerstone of employee engagement at Wipak. In 2025, we continued to strengthen our internal communication practices to support strategy execution, leadership dialogue, and employee wellbeing. Quarterly CEO calls ensured that managers, supervisors, and key employees across the group stayed informed on crucial topics and had opportunities to engage directly with leadership.

Townhall meetings were organised across the Wipak Group in 2025 to introduce our Horizon 2030 strategy to all employees. While a uniform schedule is not yet in place, each site hosted between one and 12 townhalls during the year. These sessions served as important touchpoints for exploring our new strategic direction, sharing local business updates, and listening to employee ideas and concerns.

In addition to townhalls, we utilised an interactive, dialogue-focused strategy game played by all Wipak employees to deepen

understanding of our strategic priorities and how everyone can contribute to achieving our targets. This collaborative format helped reinforce ownership, clarity, and alignment as we move forward with Horizon 2030.

Regular Wipak Waves newsletters continued to be distributed by email, enabling managers and supervisors to cascade key messages with their teams in a timely manner. Originally launched in 2024 as a quarterly communication tool, these local-language newsletters were used more frequently in 2025, with six editions published. The content covered Wipak Group performance and strategy, people processes, wellbeing initiatives, and other relevant updates. To further support open and consistent dialogue on wellbeing, quarterly team discussion materials linked to the Mental Wellbeing Year themes were distributed alongside the newsletters.



“Our focus in 2025 was ensuring regular, supportive and interactive communication to help bring crucial topics – like our new strategy – closer to everyday work. By empowering our managers through structured communication, encouraging team-level discussions on wellbeing, and bringing Horizon 2030 to life through inspired dialogue, we strengthened understanding, trust, and engagement across Wipak.”

Elina Falander

Internal Communications Specialist, Wipak Group

Health & safety

The health and safety of our employees is one of our key operational priorities. Because of this, we aim to prevent all accidents at work through ongoing training, improved processes, and increased safety awareness.

Deeply embedded in our company culture, we see a healthy workforce as an essential pillar for success. Through our safety initiatives – we begin every meeting with a safety topic – we’re delighted that our total recordable incidents continue to fall, although we acknowledge that further work is required to bring this number down to zero.

Safety Strategy

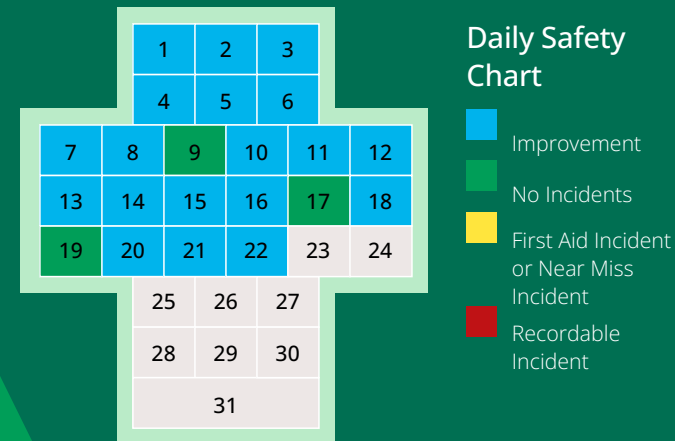
Our safety strategy is built on a ‘Zero Harm’ vision and is supported by practical tools and daily routines. With the belief that every safety incident is preventable, we strive to improve every day.

Across our sites, we run the Wipak Blue Cross safety calendar. This tool tracks the safety status of each day. Operating under the unified principle of achieving a ‘Blue Day Every Day’, every morning our teams review the previous day with each day that saw a safety improvement recorded as a ‘Blue Day’.

This initiative is a key part of our broader safety culture, keeping safety top of mind for all employees and encouraging continual attention to safety behaviours. To further reinforce this message, our motto – ‘Stop, Think, Act’ – is emphasised across all our sites.

Blue Cross calendar

Our Blue Cross calendar provides an easily recognisable way to track safety performance, with a colour for the previous day assigned in our daily operational Managing for Daily Improvement (MDI) meetings.

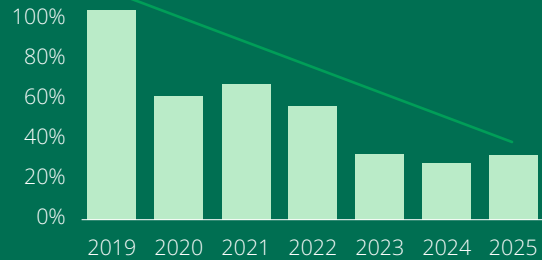


The Blue Cross System strengthens our commitment by encouraging proactive safety improvements every single day. It ensures that safety is not an outcome of luck, but of continuous, intentional action.

Christina Papadimou
Safety Manager, Wipak Group

HEALTH & SAFETY

Total Recordable Case Rate (TRCR)



70% REDUCTION
compared to the 2019 base rate.

We measure safety performance with the Total Recordable Case Rate (TRCR) – medical treatment, restricted work, and lost time injuries – per 200,000 working hours for departments with daily shop floor responsibilities. The performance is monitored through shared reporting on our intranet to enable transparency and cross-site learning.

In 2025 our TRCR showed a +14% year-on-year change from 2024, but performance remains 70% lower than the 2019 baseline.

The most frequently recorded injury categories were caught in/under/between, slips/trips/falls, and cuts/puncture/scrapes.

When incidents occur, we treat them as opportunities to learn, strengthen our processes, develop corrective actions, and ensure follow-up. With the improved global incident process and the new classification system in 2025, both recordable cases and High Potential Incidents – even those outside TRCR – are investigated thoroughly.

All of these incidents undergo a formal review in the Global Incident Review meeting, where corrective and preventive actions are agreed upon and tracked to completion.

Notably, in 2025, we saw accident-free years (no recordable incidents) at Wipak Polska and Biaxis. This performance was underpinned by Wipak-wide safety initiatives, including our Safe Hands and Fire Safety campaigns, which supported improvements in their respective domains.

2
ACCIDENT-FREE SITES
in 2025

More than 1,100 accident free days in Biaxis



Biaxis (Lahti, Finland)

Wipak Polska (Skarbimierz-Osiedle, Poland)

HEALTH & SAFETY



Safe Hands at Wipak – Practical habits for zero harm



STOP — THINK — ACT

In 2025, Wipak ran a year-round Safe Hand campaign aligned with our “I Can Make a Difference” message. Guided by the principle of zero harm, we focused on what people can do in practice to protect their hands.

The campaign covered the operational environments – production, maintenance, logistics, and laboratories – and emphasised that every accident is preventable and safety is everyone’s responsibility.

We combined classroom learning with interactive practice and on-machine hazard identification right where work happens, using rich visual learning to make risks, safe methods, and tool use clear and memorable while reinforcing rule compliance and encouraging speaking up and intervening when unsafe behaviours are observed. As a result, PPE (safety glove) compliance improved, and we implemented machine modifications to further reduce hand-injury risks.



“Through the ‘hand safety campaign’, every employee was made aware of the importance of protecting their hands, reminding them that safety begins with simple yet essential everyday actions. Taking a moment to pause for safety can help reduce risks and prevent an accident that could have serious consequences, both in professional and personal life.”

Maelle Maucurier
EHS Manager, Wipak Gryspeert

Raising safety awareness of our employees

Wipak empowers employees to take ownership of safety through continuous learning and participatory initiatives:

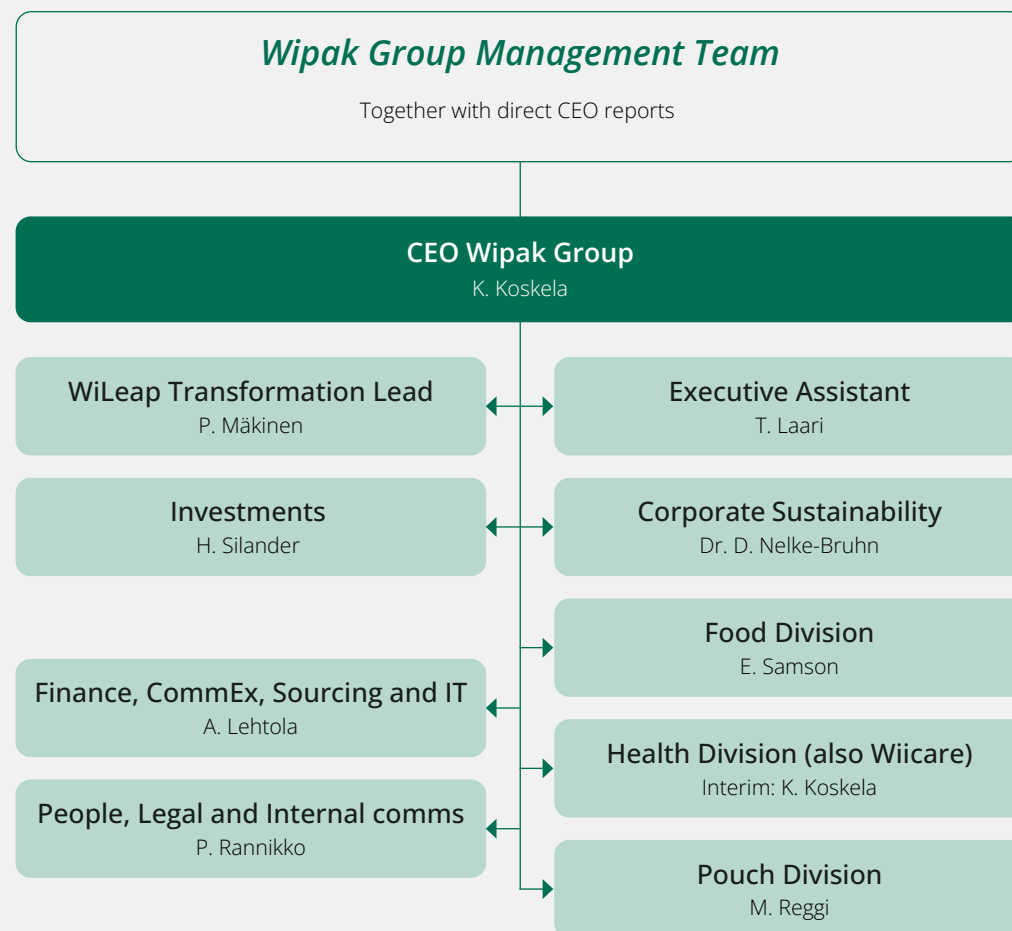
- The long-running “**I Can Make a Difference**” programme continued, with the ‘Safe Hand’ campaign embedded to build individual responsibility and lasting safer habits.
- “**Pause for Safety**” sessions and toolbox talks focused on real tasks – like changeovers, cutting tools, and pinch-point controls – sharing lessons and practical fixes.
- Visual micro-modules and on-machine walkarounds helped our teams to spot risks and agree on safer working methods.
- Employees also continue to benefit from physical wellbeing support that complements our safety learning.

Through these programmes and continuous learning, we continue our commitment to safer everyday work. Safety is not a goal; it’s our way of working, every day.

Governance

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



Wipak is committed to responsible business practices, compliance with regulations, and upholding ethical standards across all operations. Governance structures are designed to support transparency, strategic alignment, and risk mitigation, ensuring that sustainability is integrated into the company's decision-making and operations.



WE COMPLY

with applicable local laws and regulations, our value-based code of conduct, and internal policies.

Operating with integrity and respect for others, we comply with applicable local laws and regulations, our value-based code of conduct, and internal policies.

Our business is managed by the Wipak Group Management Team. 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.

Risk assessment



Wipak takes a
PROACTIVE APPROACH
to risk assessment, especially
in the context of evolving
sustainability regulations.

Wipak takes a proactive approach to risk assessment, especially in the context of evolving sustainability regulations. These include challenges posed by inconsistent or rapidly changing legislative environments, particularly within the EU. Here, regulatory stability is essential in allowing for responsible long-term investment in technologies and buildings, with this awareness informing both operational strategy and investment decisions.

The identification, assessment, monitoring, and mitigation of risks are essential to the successful management and growth of the Wipak Group. Responsibility for monitoring and overseeing strategic risks, opportunities, and impacts lies with the company's top management.

Besides financial risk, we need to take and manage other risks, which we have classified as being strategic, operational, or hazardous.

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

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

Hazard risks include negative uncertainties and sudden incidents that potentially cause damage to assets, people, company reputation, or profits.



Responsible sourcing and supplier ESG integration

As part of our evolving governance framework, Wipak is working on strengthening its approach to sustainable sourcing and supply chain management, with an aim to implement it throughout 2025 and 2026. With a diverse global supplier base, ensuring that our partners meet ethical, environmental, and quality standards is essential for delivering on our ESG commitments and preparing for emerging regulations such as the Corporate Sustainability Due Diligence Directive (CSDDD).

Audit and monitoring procedures

In order to monitor compliance, Wipak has identified its high-risk suppliers and is:

- Conducting targeted audits
- Strengthening the monitoring by increasing the use of digital supplier onboarding tools and by tracking the ESG-related non-conformance through internal systems
- Mapping and preparing to meet the CSDDD requirements with respect to supply chain risks, grievance mechanisms, and adverse human rights impacts

While full implementation is ongoing in some respects, we are committed to continuously improving our due diligence practices in line with European legislative timelines and our internal high standards.

ESG criteria for supplier selection

Our supplier evaluation process includes a broad set of mandatory and performance-based criteria, including:

- Code of Conduct
- Sanction checks and regulatory compliance
- Quality and environmental certifications
- Supplier Assessment, covering:
 - Quality and regulatory standards
 - Environmental performance and business continuity
 - Corporate Sustainability Due Diligence Directive (CSDDD) readiness



“Fulfilling ESG requirements is a journey of continuous improvement, where aligning supplier practices, environmental data, and governance is part of building lasting value.”

Klaus Sundholm
Sourcing Director

- Financial and country risk assessments
- Product capability, innovation potential, and strategic alignment

We encourage suppliers to demonstrate long-term alignment with Wipak’s

values on circularity, carbon reduction, and ethical sourcing. Contractual frameworks are used to embed ESG expectations wherever feasible.



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 the Wihuri Supplier Code of Conduct. We established an e-learning course on the Code of Conduct for all employees, available in their local languages.

Topics of our Code of Conduct

We do not violate human rights and we respect each other	We take care of occupational safety and wellbeing at work	We care about the environment and product safety
We know our partners and the requirements of trade		The protection of Wihuri's property is everyone's responsibility
We process personal data properly		We avoid conflicts of interest
Gifts and benefits must not influence decision-making	We compete in the market in a fair manner and in compliance with the law	We do not engage in corruption in any form



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 fairly and ethically. We comply with applicable competition laws. No legal actions or fines for anti-competitive behaviour have been filed or issued against Wipak in 2025.

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 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 2025.

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 2025.

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 2025.

We process personal data properly.

We protect and process personal data lawfully and only for authorised and lawful purposes. In accordance with our policies, we protect personal data from theft, damage, loss, and misuse. There were no data breaches reported in 2025.



It is important that
all people
HAVE EQUAL
OPPORTUNITIES

based on
professionalism
and competence.

Quality management and processes

Our quality management, environmental protection, and 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.

As part of this, in 2025, all our sites conducted a Gap analysis towards new refreshed standards.





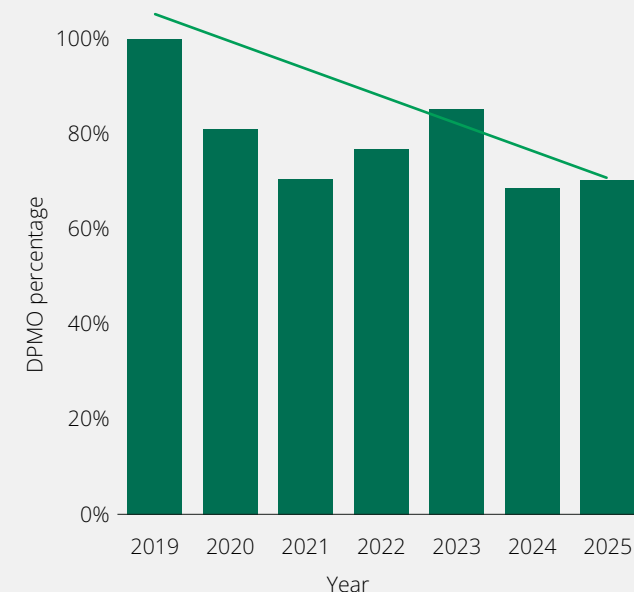
We emphasise the importance of **EVERYBODY CARRYING A RESPONSIBILITY FOR QUALITY.**

QUALITY MANAGEMENT AND PROCESSES

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 our sites, integrated inspection systems, and fast-track laboratory tests are 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 have been initiated to improve recurring quality issues. In small teams, problems were analysed, and improving actions were defined. For more complex matters, we engage with universities to gain a deeper understanding of the root causes. We focus on engaging our operators to emphasise the importance of everybody carrying a responsibility for quality.

Relative development of DPMO (base year 2019 = 100%)



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

Certificates

Long-term certifications on Management Systems are 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 Standards¹ 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 custody²

Besides those accepted standards we perform SMETA/Sedex audits and are working on continuous improvement to reach our strategy goal of becoming EcoVadis platinum rated.

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.

EcoVadis medals and badges recognise companies that have completed the EcoVadis assessment process and demonstrated a relatively strong management system that addresses sustainability criteria, as outlined in the EcoVadis methodology. In 2025, all Wipak production sites got rated.

The Silver Medal, a recognition awarded to the Top 15% of companies assessed by EcoVadis in the 12 months prior to the medal issue date.



[Wipak Oy](#)



[Biaxis Oy](#)

The Bronze Medal, a recognition awarded to the Top 35% of companies assessed by EcoVadis in the 12 months prior to the medal issue date.



[Wipak Walsrode](#)



[Wipak Gryspeert](#)



[Wipak UK](#)



[Wipak BV](#)

The Committed Badge in their EcoVadis assessment, which is a recognition of their good performance as per the EcoVadis assessment methodology.



[Wipak Polska](#)



[Wipak Changshu](#)



[Wipak Bordi](#)



[Wipak Iberica](#)

¹ Certificates can be accessed from here: wipak.com/download-centre

² 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.

Reflecting the work undertaken in 2025, our UK team went through an unannounced BRCGS Food Safety audit, earning BRCGS Food Safety AA+ Unannounced with zero non-conformances.

To achieve this certification with no minors on an unannounced audit is rare, and we're delighted that it reflects that our standards are lived, not just systems that exist on paper.

To achieve this, we ensure:

- Ownership sits on the shop floor, not just in procedures
- Good Manufacturing Practice is how we operate, not how we prepare
- Leaders are visible and involved
- Teams know the standard and hold each other to it

We take food safety seriously, and our clients can take confidence that we protect their brand and reputation and control food safety risks every day.



"Achieving AA+ with zero non-conformances in our unannounced BRCGS audit is an exceptional accomplishment and a testament to the commitment, consistency, and high standards of the Wipak UK team. This result reflects our unwavering focus on product safety, quality, and continuous improvement. I'm incredibly proud of the result and how far the site has come in the last couple of years. We are continuing to build on this success and challenging ourselves to set the benchmark for excellence across the group and our industry."

Angela Warren
Systems and Compliance Manager, Wipak UK



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)



Future

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



Sustainability – The key driver of our activities

We aim to be the most sustainable flexible packaging company with a promise to reduce all CO₂e emissions in alignment with SBTi requirements.

As the negative impacts of industrialisation increasingly impact the world around us, the need for change becomes ever more apparent. This is reflected in consumer actions, shareholder pressure, and regulatory demands. No longer are high-performing products enough. They also need to be responsibly produced, with a lower environmental impact and positive impacts on society.

The transformation in packaging is pressing, and sustainability is the key driver. We need to remember that, whilst upcoming legislation like the EU's Packaging and Packaging Waste Regulation (PPWR) is leading the discussion in Europe, it will have a global impact on packaging in the coming years. In addition, other governance-focused sustainability trends such as supplier management are fundamental.

As a company deeply embedded in these sectors, the urgency to adapt is immediate.

As a family-owned producer of flexible packaging solutions for the food and healthcare markets, Wipak embraces this responsibility. We began our sustainability journey early, in 2019, and are committed to creating a sustainable future worth living in – and doing so decisively and together.

We work with our stakeholders, build trust through collaboration, and foster Winnovation to realise our vision of becoming the world's most sustainable flexible packaging company.

Our mission is clear: to enable our customers to deliver their products in safe and sustainable packaging to people globally.

Our journey began with our ambitious commitment to reducing our company carbon footprint to zero, which has now been achieved through a combination of emissions reductions and offsetting.

Today, our focus moves forward through our Horizon 2030 strategy, which expands our ambitions beyond our own operations to include our products and value chain. This includes zero harm, investment in people, and a dynamic response to regulatory and societal shifts, as well as an increased focus on product-related emissions and circular solutions.

Achievements: 2019-2025

Beginning in 2019, our sustainability journey has been centred on reducing our company's carbon footprint to zero, which we have now achieved through emissions reduction and the offsetting of unavoidable residual emissions.

58%
REDUCTION

in Company
Carbon Footprint



64%
SUSTAINABLE
ENERGY



SBTi
COMMITMENT



70%
SAFETY
IMPROVEMENT



74%
WIPAK SPIRIT
PARTICIPATION



90%
of customer applications
can be served with a
**GREENCHOICE
SOLUTION**



ACHIEVEMENTS: 2019-2025

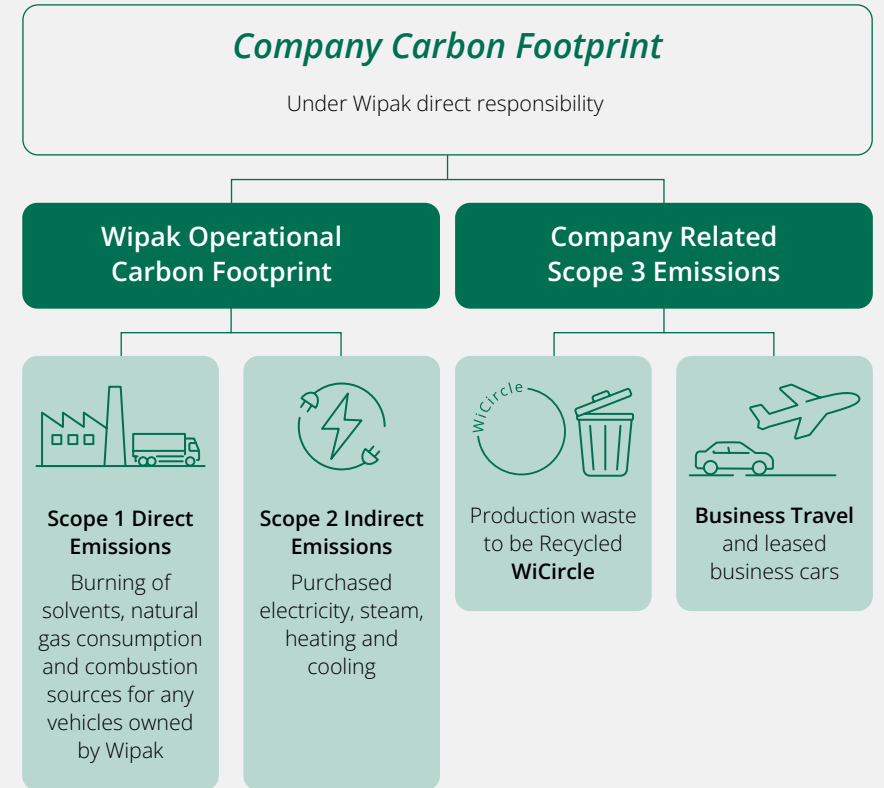
In 2025, we achieved our CO₂ reduction target and further developed our SBTi commitment.

Our company carbon footprint, which incorporates our Scope 1 and 2 emissions, as well as production waste and business travel from Scope 3 emissions, has been reduced by 58%. Last year saw a year-on-year decrease in our emissions, following a spike in 2024 – our first year of increased emissions since 2019. These positive figures were limited by production inefficiencies resulting from specific market developments.

Almost all our sites run on carbon-neutral electricity, mostly from sustainable resources. Since 2022, Wipak claims Operational Carbon Neutrality (Scope 1 and 2) using offsetting for a minimum of unavoidable CO₂e emissions from Scopes 1 and 2 by supporting certified and recognised carbon reduction projects.¹

Having taken actions to reduce our Scope 1 and Scope 2 emissions, we wanted to extend this philosophy and thinking to the products we were making. So, we developed our sustainability brand, GreenChoice by Wipak®. This brand is a philosophy that embraces our growing portfolio of sustainable packaging solutions. Products under this brand are designed for recycling and integrate innovative recycled and renewable materials where possible. Through the commercialisation of GreenChoice in different markets and projects, we strengthened our position as a leader in sustainable packaging solutions.

Alongside our Corporate Carbon Footprint reductions, the introduction of GreenChoice has seen our total GHG emissions reduce by 33%, compared to the 2019 baseline. With our commitment to SBTi in October 2024, we underlined our ambition and ensured trust and transparency in our carbon accounting. Near-term reduction targets for our Corporate Carbon Footprint are currently under development.



¹ More details about Wipak's financial climate contribution by tracking ClimatePartner ID (12374-2304-1001) at www.climatepartner.com

ACHIEVEMENTS: 2019-2025

From 2019 to 2022, we continuously improved our waste ratio. However, this increased in 2023 before reducing slightly in 2024 and 2025, reflecting market challenges to which Wipak was exposed. It remain slightly above our base rate. For the upcoming years, projects are initiated to:

- a) Reduce waste across our sites; and
- b) Ensure any unavoidable waste is recirculated in line with the circular economy principles.

Our Wipak Spirit results reflect, that together with our people, we introduced an open-minded, safe, and pleasant working environment. In training sessions 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 70% improvement in our safety figures. We remain committed to this process by engaging all sites in daily safety improvements,



We are a TRUSTWORTHY PARTNER

to all our stakeholders, resulting in sustainable and profitable growth.

using the Blue Cross visualisation tool. Introduced in 2023, our “I can make a difference” training was completed by every Wipak employee and has become a cornerstone for the mindset improvement of our people.

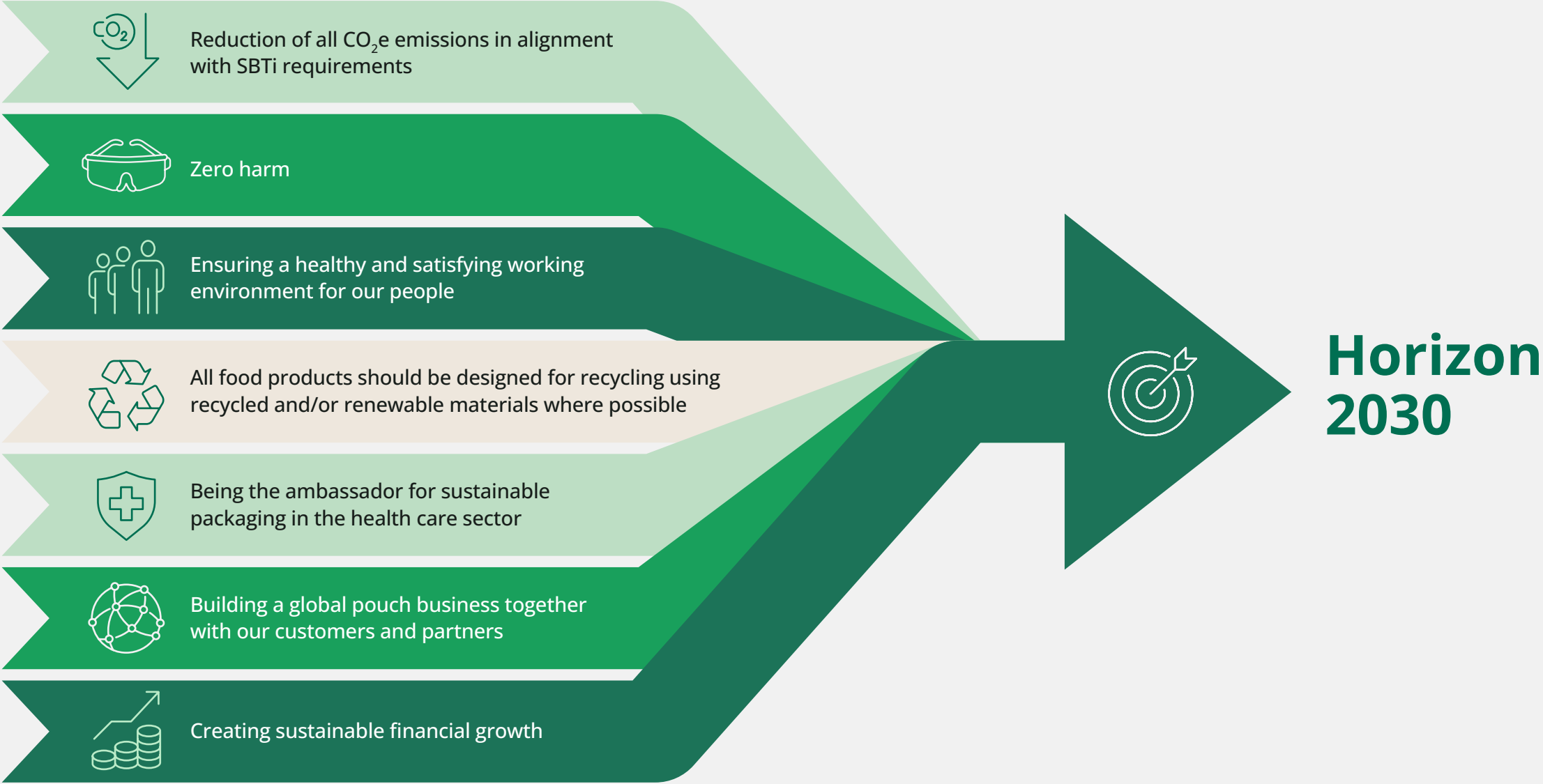
Following our Code of Conduct, we are a trustworthy partner to all our stakeholders, resulting in sustainable and profitable growth.

In 2021, Wipak joined forces with our North American sister company, Winpak, to create the

new Wiicare brand. This move ensured that customers receive enhanced performance through a jointly designed, identical global product portfolio of sterile barrier systems. Also in 2021, our site in Italy, which is well-known for its wide range of customisable pre-made bags and pouches, relocated to a new production site. This move allowed us to continue our business growth and maintain the high level of production that we consistently achieved in previous years.



Targets and ambitions



HORIZON 2030 and beyond

As the world continues to be impacted by the negative effects of industrialisation, the need for change becomes ever more apparent.

Through our Horizon 2030 strategy we aim to further reduce our carbon emissions. Having reduced our emissions by 33% as part of our mission to reduce our company emissions to zero, we are now looking to further reduce the CO₂ emissions from our products by 50% over the next five years. We remain in the process of setting SBTi targets to support these aims.

Alongside emission reductions, we aim to improve our energy efficiency and reduce the remaining use of electricity from non-sustainable fossil fuel sources.

To further support our transition to a circular economy, we will continue to implement projects aimed at reducing production waste. Through our WiCircle initiative we are committed to ensuring no waste is sent to landfill or incineration.

These aims are supported by our increasing focus on our GreenChoice by Wipak® product range. By continuing to transform our standard product portfolio to those designed for recycling and made using raw materials from renewable resources, we contribute to the circular economy, reduce CO₂ and fulfil our PPWR requirements.

We see the future of packaging as increasing digital, with our DigitalChoice by Wipak® offering supporting customers to connect packaging to data, enabling transparency, efficiency and compliance. In the short term, this will also prepare us for the introduction of digital product passports.

HORIZON 2030 AND BEYOND

Across all sites, we search for continuous improvement in safety, with the goal of zero harm. We also strive to achieve champion employee experience. This looks like:

- Leadership that empowers
- A workplace built for continuous learning
- Wellbeing embedded in everyday work
- Rewarding principles that employees can trust
- A culture of collaboration and belonging

From a governance perspective, our ultimate aim is for all our sites to achieve a Platinum EcoVadis rating. Through continuous improvement in our supplier management and due diligence process, we will continue to comply with upcoming legislation, such as CSDDD and CSRD.

By continuing to invest to stay future ready, technologically advanced, and deeply aligned with our customers' long-term growth ambitions, we ensure reliable quality, consistent delivery, and sustainable value across every order.

Wipak – we protect what matters most.



Horizon 2030 is not only a company strategy – it's *our* strategy that we are committed to. *Together.*



“Horizon 2030 will be bigger and bolder than ever before. It’s about taking what we’ve started and accelerating our impact across sustainability, innovation, and performance. We’re excited to take this journey together and invite everyone to be part of shaping a more sustainable future.”

Karri Koskela
CEO, Wipak Group

Appendix



Glossary

A	AI	Artificial intelligence
	Al	Aluminium
B	BEC	BearingPoint Emissions Calculator
	BOPA	Biaxially Oriented Polyamid
	BOPET	Biaxially Oriented Polyethyene Terephthalate
C	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 ₂ e	CO ₂ equivalent emissions, accounting besides CO ₂ emissions also the impact of further green-house gases named in the Kyoto protocol
	CoE	Center of Expertise
	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
	CSDDD	Corporate Sustainability Due Diligence Directive
	CSRD	Corporate Sustainability Reporting Directive (EU)
D	DE&I	Diversity, Equality & Inclusion
	DiSC	Dominance, Influence, Steadiness, and Conscientiousness
	DPMO	Defects Per Million Opportunities, which is defined as follows: (number of claims/number of deliveries) *100
E	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

F	FPE	Flexible Packaging Europe Association		M	MAP	Modified Atmosphere Packaging
	FSC Certified	The Forest Stewardship Council (FSC) certifies forests to ensure their environments are responsibly managed and meet the highest environmental and social standards			Market-based energy emissions (Scope 2)	A market-based method reflects emissions from electricity that companies have purpose-fully 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)
G	GHG	Greenhouse Gases: Carbon Dioxide (CO ₂), methane (CH ₄), nitrous oxide (N ₂ O), hydro fluorocarbons (HCF), per flouorocarbons (PFC), sulfur hexafluoride (SF ₆)			MDI	Medical Device Industries
	GHG Protocol	Greenhouse Gas Protocol			MDI CAPA system	MDI: Managing for Daily Improvement CA: Corrective Action (immediate fix) PA: Preventative action (long-term solution)
	GRI	Global Reporting Initiative			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 26 th , 2021. Medical device manufacturers are required to comply with the new regulations in order to sell their products in the EU
H	HCF	Health Care Facilities		N	NGO	Non-Governmental Organisation
I	ISCC PLUS / ISCC+	ISCC PLUS is a sustainability certification programme 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		O	Operational Carbon Footprint	According to Wipak definition, Operational Carbon Footprint accounts for Scope 1 and Scope 2 emissions
L	LCA	Life Cycle Assessment				
	LCI	Life Cycle Inventory				
	LMS	Learning Management System				
	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)				

P	PA	Polyamide
	PPWR	Packaging and Packaging Waste Regulation: part of the Circular Economy Package which sets out specific targets for the reduction of packaging waste in the EU
	PCR	Post-Consumer Recycled Materials
	PE	Polyethylene
	PEFCR	Product Environmental Footprint Category Rules
	PET	Polyethylene Terephthalate (Polyester)
R	PP	Polypropylene
	PTC	Packaging Test Centre
S	PVC	Polyvinyl Chloride
	RCA	Root cause analysis
	RTO	Regenerative Thermal Oxidizer
	SBTi	Science-Based Targets initiative
	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)
T	SMED	Single Minute Exchange of Die (based on Lean)
V	TRC	Total Recordable Cases
	TRCR	Total Recordable Case Rate
	VOC	Volatile Organic Compound



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