

# SUSTAINABILITY REPORT 2024

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# INTRODUCTION



## A message from CEO

A message from CEO François-Xavier Gilbert:

I am pleased to share with you LINDAL's 2024 Corporate Sustainability Report.

As a global organisation with a strong commitment to sustainability, the **LINDAL Group** continues to recognise the complex environmental and social challenges confronting our world. Our role in addressing these global issues is both a responsibility and an opportunity – one that we embrace with purpose and determination.

Building on the progress we made in 2023, this year's report highlights the continued evolution of our sustainability journey. It reflects LINDAL's core vision, mission and values and details the partnerships, programmes and processes we have strengthened to meet our goals. From product innovation to operational efficiency, we have worked across all business functions to further integrate sustainability awareness into every aspect of our organisation. In line with our Sustainability Roadmap 2025, we have set clear short- and medium-term targets, including reducing our Scope 1 and 2 emissions by 25% and increasing the use of recycled materials in our actuators.

Our efforts are aligned with internationally recognised frameworks, such as the United Nations Sustainable Development Goals, which continue to guide our actions across operations and value chains. In this context, we are also committed

to upholding human rights and fostering inclusive growth in the regions we operate.

Over the past year we have seen valuable partnerships develop and a succession of environmental and social initiatives come to life across our global operations. At the same time, we are increasingly aware of the broader forces shaping our industry – from shifting regulatory landscapes and customer expectations to technological developments and supply chain challenges. These trends inform our evolving sustainability priorities and our approach to long-term value creation. We continue to monitor our performance against measurable goals and key performance indicators. This report reflects our progress, while also identifying areas where further action is needed – particularly in extending visibility into Scope 3 emissions and deepening engagement with suppliers on sustainability topics.

The LINDAL Executive Management Team remains committed to a more sustainable and equitable future for everyone within the company, our esteemed customers and our trusted business partners. We look forward to exceeding our ambitions together as we continue our sustainability journey. Moving forward, we remain fully committed to transparency, continuous improvement and collaboration with our stakeholders. We know that substantial change is only possible when we act together.

We invite you to explore our 2024 report and join us on our journey towards a more sustainable future.



**François-Xavier Gilbert**  
Chief Executive Officer (CEO)

## Methodological Note



LINDAL's 2024 Sustainability Report presents a transparent overview of our commitment to sustainable development and the systematic integration of sustainability throughout our global business activities. The report illustrates how sustainability principles are becoming embedded in our governance structures, operational practices, and value chain decisions. To support this integration, LINDAL has defined clear, measurable, and consistent key performance indicators (KPIs) that apply across all corporate functions and guide progress towards our sustainability targets.

This report covers the calendar year from January 1 to December 31, 2024. All data presented correspond to this reporting period unless specifically stated otherwise. The content of this report has been prepared in accordance with the 2024 consolidated GRI Standards. With this report, LINDAL aims to keep stakeholders informed about the steps we are taking to implement our sustainability commitments and foster long-term value.

The scope of this report includes all entities within the LINDAL Group, with the exception of RX Pack S.r.l. and the offices in Spain, Germany, and Luxembourg. Where complete data from individual subsidiaries or locations could not be obtained, conservative estimates were applied based on historical values or similar operations.

Material topics were defined through our double materiality assessment, taking into account the

expectations of stakeholders as well as the actual and potential impacts of our operations on the economy, environment, and society. These topics form the keystone of this report.

The Executive Management Team, including the CEO, reviews and validates the content of the report. Each member contributes insights from their area of oversight to ensure that material impacts are appropriately addressed. The CEO ensures that all material topics are reported and is responsible for final approval. Unless otherwise stated:

- / "LINDAL", "LINDAL Group", "the Group", or "the Company" refers to all legal entities consolidated within the LINDAL Group.
- / "Customer" refers to clients who integrate LINDAL dispensing technologies into their manufacturing processes or finished goods.

No external verification was conducted during this period.

We remain committed to continuously improving our sustainability reporting process, including data coverage, internal controls, and alignment with best practices and regulatory developments.

For any claims regarding this report, please contact Thuy-Tien Nguyen, Global Sustainability Manager by email at [Thuy-Tien.Nguyen@lindalgroup.com](mailto:Thuy-Tien.Nguyen@lindalgroup.com)

# COMPANY OVERVIEW & STRUCTURE

# Company Overview



**Family  
business**



**Headquarter  
in Hamburg,  
Germany**



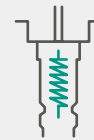
**1431  
employees**



**10  
manufacturing  
sites**



**2,9 billion  
actuators**



**3,7 billion  
valves**

2024

LINDAL Group was founded in 1959 and is today a global leader in aerosol packaging technology. We offer a broad range of standard and custom aerosol dispensing solutions and have become a partner of choice for many of the world's most prestigious, innovative and trusted brands. Our comprehensive product portfolio offers quality packaging solutions for personal care, homecare, food, healthcare and technical market segments.

Our decades of experience and expertise in aerosol dispensing technology, along with our in-depth understanding of the global market,

allow us to consistently deliver innovative solutions for increasingly complex projects and collaborations.

The LINDAL Group continues to invest and grow its manufacturing footprint and sales office network so we can offer customers exceptional service delivery. Originating in Germany, the Group has expanded its presence across Europe and in the Middle East with manufacturing sites and sales offices in France, the UK, Italy, Belgium, Spain, Switzerland, Ireland and Turkey.

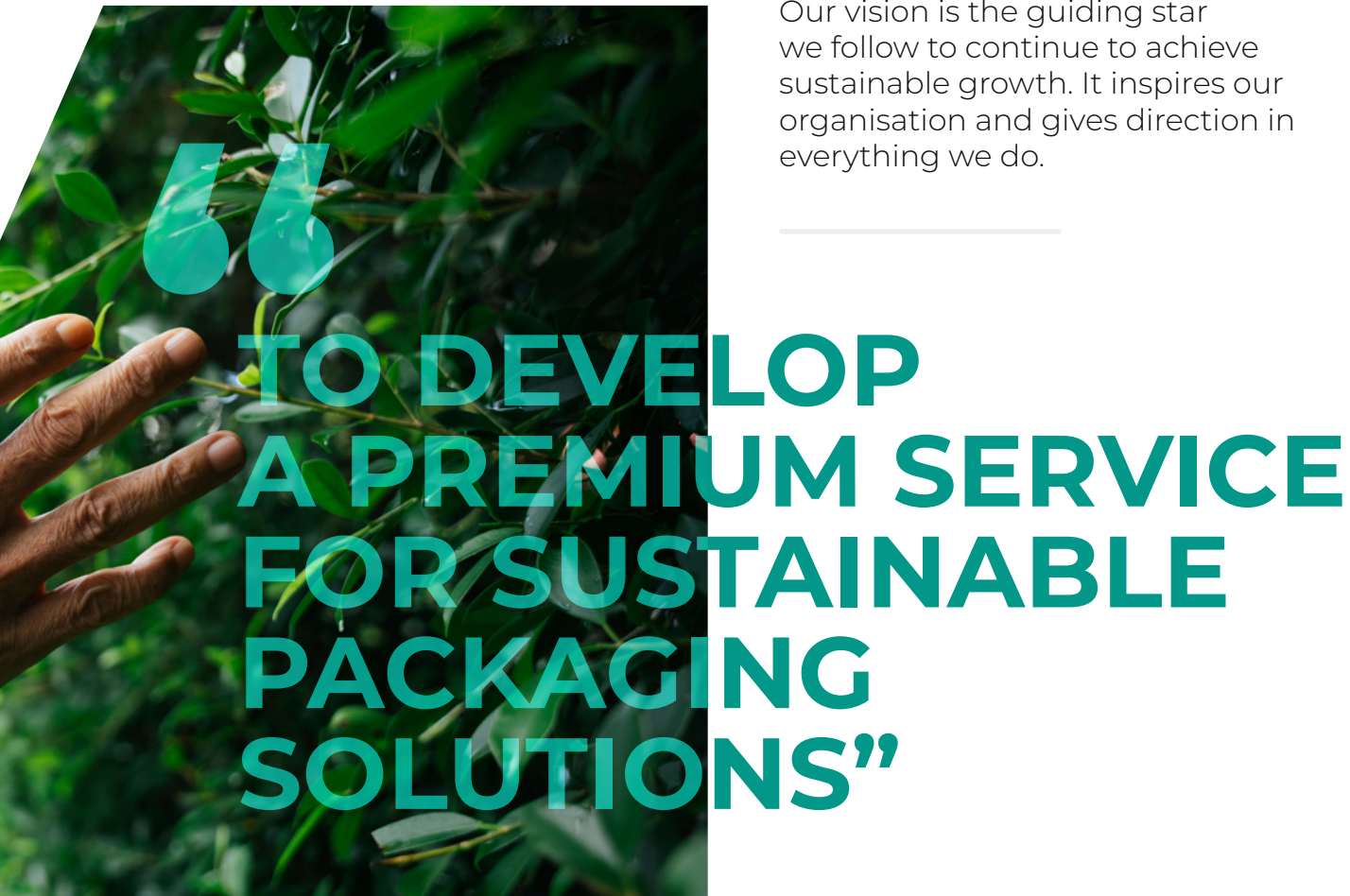
In the Americas, our presence covers all key markets via our facilities in Argentina, North America, Mexico and our new state-of-the-art facility in Brazil.

The advancement of our products and our geographical expansion reflect our solid and consistent sales growth, with personal care remaining our strongest market segment and Europe our largest sales region.



## Vision, Missions and Values

### Our Vision



Our vision is the guiding star we follow to continue to achieve sustainable growth. It inspires our organisation and gives direction in everything we do.

### Our Values

Our Corporate Values are the basis for all interactions with our stakeholders. They guide our decisions and actions, and reflect our beliefs and culture.



#### **Innovation**

We foster a culture of innovation in pursuit of a sustainable competitive advantage.



#### **Trust**

Our relationships with all our stakeholders are built on openness, mutual respect, trust and reliability.



#### **Courage**

We act with agility, determination and an entrepreneurial mindset.



#### **Family**

As an independent family-driven company, we take a long-term view reflected by our continued investment in the business.



## Vision, Missions and Values

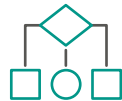


### Our Missions

Our missions convey both the purpose our company pursues and the value proposition we offer to our stakeholders. They are:



To be a **Nurturing Employer** by creating a diverse, open and safe learning environment for our people with equal opportunities.



To **Diversify our Business Portfolio** by expanding our offer of dispensing solutions, both organically and through targeted mergers and acquisitions.



To excel in **Service Leadership** by delighting our customers with best-in-class quality and supply to establish our cost leadership position.



To be a **Sustainable Business** by creating long-term value for all our stakeholders through the foundations of sustainable business practices and principles.



To adopt **IT systems and practices** that support and enable efficient business development.

Company Structure

The LINDAL Group comprises operational entities across the world, all forming part of a family-owned Holding registered in Germany as the LINDAL Group Holding GmbH. It is represented by two Managing Directors:

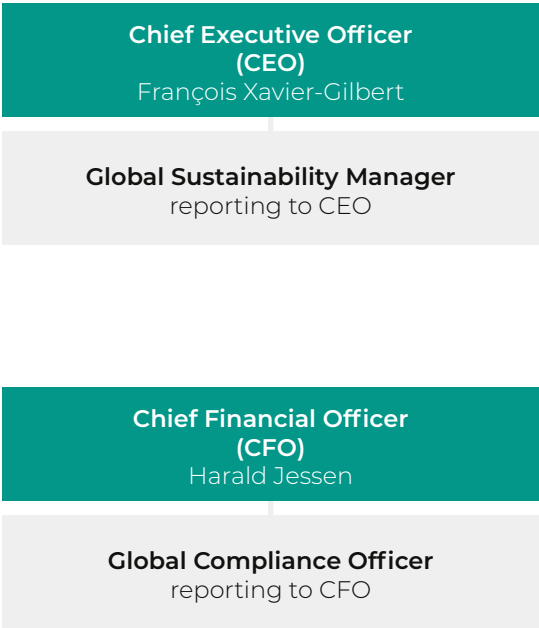
- / François Xavier-Gilbert, as CEO
- / Harald Jessen, as CFO

The LINDAL Executive Management Team is composed of 7 members: the CEO, CFO, and the Group Human Resources, Group Sales & Marketing, Group Information Technology, Group Supply Chain & Regional Operations and Group Technology Directors, in charge to execute and deliver the strategy set out by the Shareholders.

The composition of LINDAL's Executive Management Team is approved by the Shareholders, based on nominations submitted by the CEO and aligned with the specific governance responsibilities and qualifications required for each role. LINDAL's Executive Management Team meets every three months to review and discuss various matters and to make strategic decisions.

Our Group Sustainability Manager is reporting directly to the CEO, ensuring that Sustainability remains a core priority at the highest level of leadership.

Managing Directors



Group Directors



**A woman-owned company** LINDAL is proud to be a woman-owned company. We are registered within WEConnect International, a global network linking women-owned businesses with international buyers, and with a vision to create a world where women have the same opportunities as men to design and implement business solutions.



## Economic and financial performance

In recent years, Lindal Group has demonstrated a robust financial trajectory, underpinning its commitment to sustainable growth. The company has maintained a steady increase in revenue, reflecting its strong market position and operational excellence. Having increased sales by 8,8% since previous year, 2024 represents another year of consistent financial growth with global sales reaching €420 million. Over the year, our 10 international manufacturing locations sold a total of 2,9 billion actuators and 3,7 billion valves.

Geographically, Europe remains our largest area with 62% of sales attributed to the region in 2024

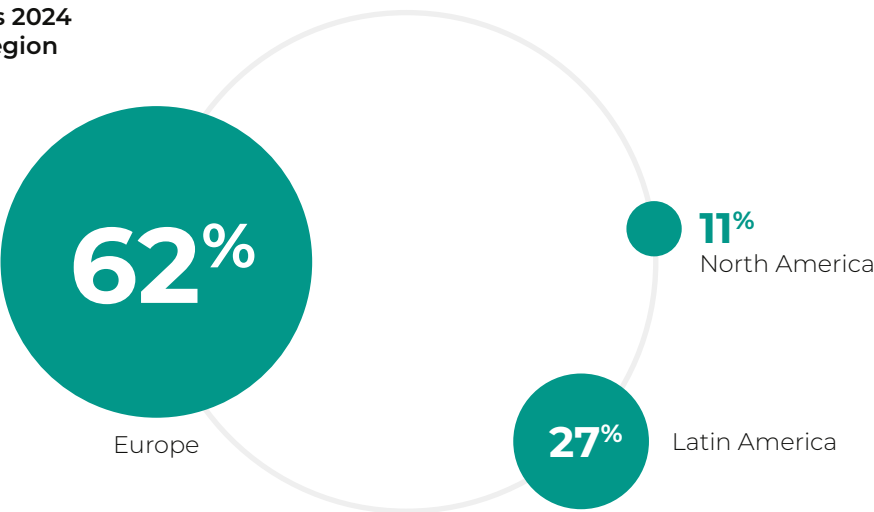
signalling a 5% increase from the previous year. Latin American continues to be responsible for almost one third of global revenue, with the remainder assigned to our Asia Pacific and North America regions.

In terms of market segment, personal care again proved our strongest sector accounting for over half of global sales. Food, homecare and health care made up a collective 13%, while sales to the industrial and technical sector accounted for close to one third. Despite the context of ongoing geopolitical, economic and supply chain uncertainty, our investments in

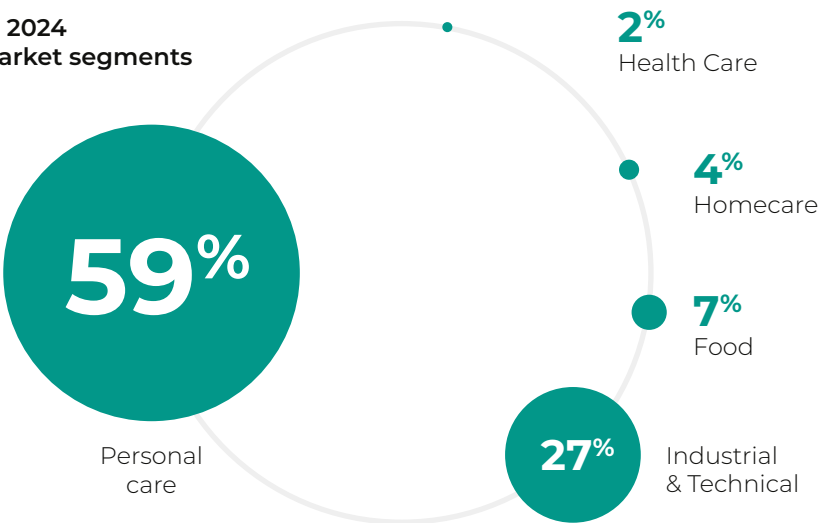


strategic partnerships, production capabilities, administrative processes and product development have helped secure solid financial results in 2024.

Sales 2024 by region



Sales 2024 by market segments



# Ecovadis and Certifications

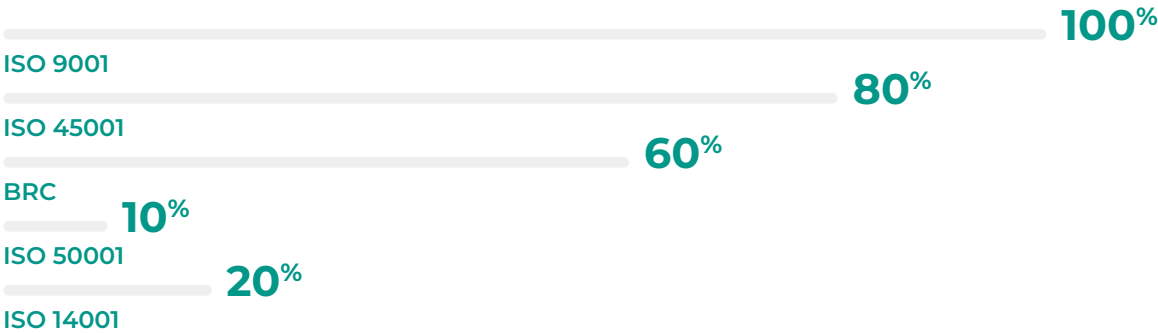
## Certifications

LINDAL is dedicated to maintaining the highest standards of quality, safety, and sustainability across all our operations. Our commitment is reflected in the various ISO certifications we have achieved, which underscore our adherence to international standards and our continuous improvement efforts.

**ISO 9001:2015** – Quality Management System: 100% of our sites are certified under ISO 9001. This certification demonstrates our ability to consistently provide products and services that meet customer and regulatory requirements, and our commitment to enhancing customer satisfaction through effective system implementation.

**ISO 45001:2018** – Occupational Health and Safety Management System: Ensuring the safety and well-being of our employees is paramount. 80% of our sites are certified under ISO 45001, reflecting our proactive approach to managing occupational health and safety risks and our dedication to creating a safe working environment.

**BRC Global Standard:** 60% of our sites are certified under the BRC standard, which highlights our commitment to maintaining high standards of hygiene, safety, and quality in our packaging processes. This certification is crucial for ensuring the safety and quality of our products, particularly in the food and beverage sectors.



**ISO 50001:2018** – Energy Management System: We are committed to improving our energy performance and reducing our environmental impact. Currently, one of our sites is certified under ISO 50001 and further roll out to more is planned, demonstrating our efforts to implement energy-efficient practices and reduce our carbon footprint.

**ISO 14001:2015** – Environmental Management System: In our ongoing journey towards sustainability, two of our sites are certified under ISO 14001 with a further roll out to more sites planned. This certification will further enhance our environmental performance by providing a framework for managing our environmental responsibilities in a systematic manner.

**Social Responsibility:** We recognise the importance of upholding ethical working conditions, human rights, and fair labour practices at all sites and with our business partners. In 2024, 40% of our facilities were SMETA audited and two of our sites transparently disclosed information on the SEDEX platform. In addition, Altachem has successfully completed the Together for Sustainability (TfS) audit. The audit evaluated key areas such as environmental impact, health and safety, human rights, and corporate ethics. We will continue to strive for excellence in all areas of our operations, ensuring we meet the highest standards, contribute positively to our communities and the environment, and support our customers by continually improving our products, processes and support systems and by also acquiring further certifications as necessary.



## Ecovadis and Certifications



### External reporting

LINDAL has been actively participating in the CDP (Carbon Disclosure Project) and Ecovadis, a leading provider of business sustainability ratings, to enhance its environmental transparency and performance.

#### CDP

Our latest CDP from 2024 score was **C for climate change** and C for water security, improving from our 2023 D score .

These scores highlight the areas where we have made progress and where further improvements are needed. We are committed to transparently disclosing our sustainability information and holding ourselves accountable for our environmental impact. This commitment is a cornerstone of our sustainability strategy, ensuring that we remain open about our challenges and achievements. At the time of this report being published, our CDP questionnaire has been submitted, and we eagerly anticipate the results, which will reflect the extensive efforts made since our last assessment in 2024.

#### Ecovadis

We are proud to announce an improvement in our Ecovadis score, reflecting our ongoing commitment to sustainability. Our overall score has increased from **56 to 60/100**, placing us in the **62<sup>th</sup> percentile** among evaluated companies. This progress is a testament to our dedicated efforts in enhancing our sustainability practices across various domains. In recognition of our substantial improvement, we have been awarded the **Ecovadis Commitment Badge**. This badge highlights our dedication to continuous improvement and our proactive approach to integrating sustainability into our core operations.



# GOVERNANCE, ETHICS & CYBER RISK MANAGEMENT

# Business Compliance

LINDAL's Compliance processes ensure conformity to all applicable laws, regulations, standards and guidelines set out by authorities and other governing bodies.

Compliance with the law, regulations and internal rules is a top priority for LINDAL and covers numerous areas, including business, finance, healthcare and government.

LINDAL's compliance procedures have been established to ensure our management teams, employees, as well as our business partners and suppliers act with integrity and with respect for the law at all times.

Non-compliance with relevant rules and regulations leads to legal consequences, fines, reputational damage and may even result in criminal charges. Therefore, LINDAL invests in compliance programmes that include the implementation of policies, procedures, and training to ensure all employees and stakeholders are aware of, and follow all relevant rules and regulations. Compliance is a continual process with laws and regulations often changing. It's therefore important that we adapt to any new requirements to remain in good standing with authorities and regulatory bodies and to maintain trust with our customers and the wider public.

The key areas of compliance at LINDAL include:



**Regulatory Compliance**  
LINDAL's businesses adhere to the laws and regulations established by government authorities and regulatory bodies.



**Data Privacy Compliance**  
**GDPR (General Data Protection Regulation):** LINDAL complies with GDPR to protect an individual's personal data. In the reporting year, there were no significant complaints regarding breaches or losses of customer data.  
**CCPA (California Consumer Privacy Act):** Similar to GDPR, LINDAL complies with CCPA, a state statute that governs data privacy for California residents.



**Environmental Compliance**  
LINDAL follows all environmental laws and standards relating to pollution control, waste management, and sustainability.



**Employee Compliance**  
LINDAL adheres to labour laws, workplace safety regulations, and follows fair employment practices.



**Ethical Compliance**  
LINDAL has published its own Code of Conduct and ethical standards that all employees must follow to promote fair and responsible behaviour.

## Anti-Corruption

LINDAL adopts a zero-tolerance approach to corruption and bribery. Our policy prohibits any form of improper advantage, whether offered or accepted, and applies to all employees and business partners globally. Clear expectations are set in our Code of Conduct, which reinforces lawful and ethical conduct across all business activities. While to date we are currently preparing formal training sessions, all employees are required to read and acknowledge the Anti-Bribery and Anti-Corruption Policy.

A corruption risk assessment has been conducted to identify potential vulnerabilities within our operations and business relationships. The insights gained helped to strengthen internal safeguards and clarify expectations for compliance.

In the reporting year 2024, LINDAL recorded no confirmed incidents of corruption, and no legal proceedings were initiated in connection with corrupt practices.

## Human Rights – non-discrimination & Statements on child and forced Labour

Respecting human rights plays a crucial role in our Corporate Social Responsibility model.

LINDAL does not tolerate threats or other forms of violence towards employees in the workplace. We also uphold zero tolerance towards child or forced labour, any form of modern slavery, or any work facilitated by human trafficking. This applies as much to our own companies as it does to our contractual partners and supply chains.

We define „child“ as any person under the age of 15, or under the age of completion of compulsory education, whichever is higher, in accordance with ILO Convention No. 138.

At LINDAL, we treat everyone with respect, and we expect our employees to treat all colleagues, customers, suppliers, partners and other

individuals with whom we work, with the same fairness, recognition and politeness. By doing so, we all protect the positive reputation of the company.

We firmly believe that a respectful environment leads to an encouraging and productive workplace culture.





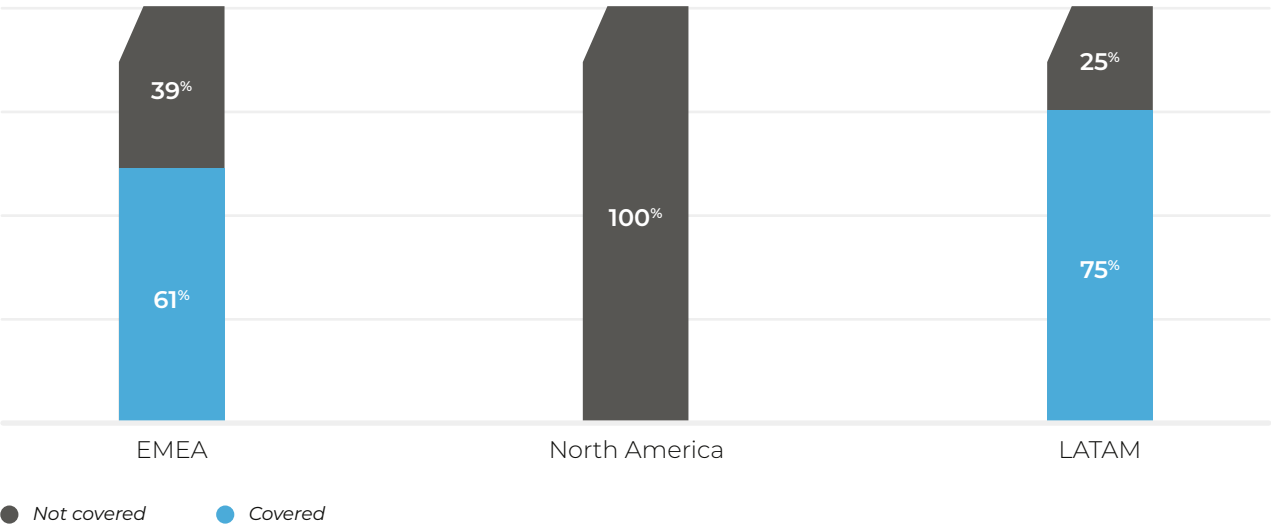
## Freedom of Association and Collective Bargaining Agreement

At LINDAL, we fully respect and uphold the right of our employees to join associations and to engage in collective bargaining, in line with the applicable local legislation and international standards, including ILO Conventions 87 and 98. Employees may choose to be represented by trade unions or other legally recognised employee representatives, without fear of interference, discrimination, retaliation, or harassment.

We foster constructive dialogue with employee representatives and are committed to maintaining a respectful and cooperative relationship. No employee shall be intimidated or pressured in their decision to join – or not to join – any organisation.

In the reporting year 2024, 61% of our employees in EMEA and 75% in LATAM were covered by collective bargaining agreements. For employees not covered by such agreements, working conditions are defined through internal HR policies, aligned with local labour legislation and comparable collective agreements where applicable.

Employees covered by collective bargaining agreements



## Respect for Land Rights and Indigenous Communities

At LINDAL, we are committed to respecting the land rights of individuals, indigenous people, and local communities. We do not engage in land grabbing and we ensure that all activities involving land or property are carried out with full respect for existing legal rights and customary ownership. We are dedicated to fostering and

maintaining constructive relationships with local communities. We resolute in ensuring that our business activities do not contribute to land grabbing, displacement, or the violation of indigenous land rights, and the consistently work to uphold the integrity of these rights across all our operations.

# Whistleblowing

At LINDAL, it is our aim to promote legally compliant and ethical behaviour, and to prevent any violations contrary to laws or our Code of Conduct. In doing so, we provide an accessible and confidential Whistleblowing Procedure for employees to raise their concerns.

Our Whistleblowing Procedure provides guidance on the nature of what can be reported, including concerns on anti-competitive practices, environmental and ethical issues, discrimination and harassment, corruption and bribery and child or forced labour and human trafficking.

LINDAL provides confidential and anonymous reporting channels (e.g. whistleblower hotline) for those raising a complaint, including a dedicated hotline and a dedicated mailbox. Following submission, all reports are processed by an independent external reporting office in compliance with legal regulations and confidentiality. We also offer the option for those raising a concern to arrange a personal meeting with the reporting office.

All details within the Whistleblowing report are considered and processed by an independent

external party, with status updates communicated via email, or through a dedicated login area where further dialogue on the concern can take place anonymously.

Throughout the process, LINDAL ensures confidentiality and anonymity of those raising a concern before, during, and after investigations, and guarantees their protection against any form of retaliation. In 2024, five reports were submitted through LINDAL's Whistleblowing mechanism.

# Cybersecurity Risk Management

Cybersecurity is an integral part of LINDAL's sustainability and sets the foundation for strong and secure business operations. Numerous initiatives to increase resilience within our IT and manufacturing environments to ensure stable operations, the reliable delivery of services and goods to our customers and data security have been implemented. These initiatives form four domains, including:



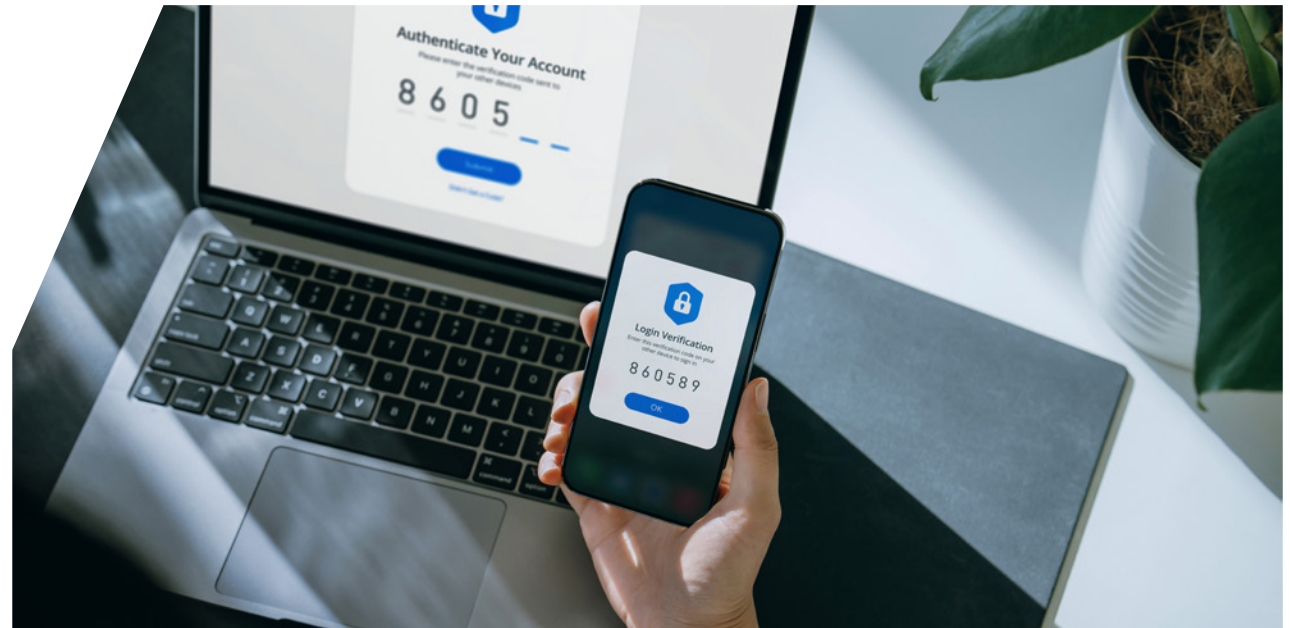
## Organisation

LINDAL has established a business-focused security organisation to provide an overall framework for implemented and planned cybersecurity initiatives.

To further increase readiness for a cyberattack, a Cyber Incident Coordination Team (CICT) drives the remediation of identified cybersecurity incidents, allowing for fast mitigation and remediation times and in alignment with global regularity and compliance requirements. LINDAL performs comprehensive risk assessments of its critical IT assets and processes to proactively identify potential threats and implement effective risk mitigation strategies.

## Protection

LINDAL has deployed a strong protective layer to reduce the likelihood of cyberattacks occurring within the IT and manufacturing environment. This is built around the LINDAL-Cyber-Defence-Essentials (LCDE), a framework that forms a minimum baseline of security measures required on a global and local level. The framework allows LINDAL to establish a harmonised security defence layer across all organisational units while maintaining flexibility on adopted tools and technologies.



Awareness training for all members of the organisation has been implemented and is complemented with phishing simulations to monitor its effectiveness and sensitise end-users and administrators regarding this widely used attack vector.

In terms of technology, Multi-Factor-Authentication (MFA), enhanced Identity and Access Management (IAM), and End User Computing (EUC)

security measures have also been implemented. In addition, an advanced Endpoint Detection and Response (EDR) solution to proactively prevent threats on all monitored endpoints and servers has been deployed. This technology also supports efficient and threat-targeted monitoring within the Detect domain.



## Detection

LINDAL has implemented comprehensive and real-time monitoring for its overall infrastructure. To support the internal team, an external service provider has been on boarded to facilitate round-the-clock global monitoring in a follow-the-sun approach. To further strengthen detection capabilities, a comprehensive cyber-attack surface management has been established to detect potential vulnerabilities and to assess in-depth, specific critical infrastructure for IT and manufacturing.

## Response

To prepare for a potential cyberattack, we have executed various initiatives in preparation for potential response scenarios. In 2024, LINDAL's CICT conducted two table-top cyberattack crisis simulations, including attack vectors within IT and manufacturing, the loss of critical data, and the handling of internal and external stakeholder communication. To support the CICT in the handling of cybersecurity crises, especially with highly specialised forensic capabilities, we have on boarded an external partner as an incident and forensics retainer. This partner will support us in handling potential cyberattacks to limit the overall impact on the organisation.

## Training

As part of our commitment to strengthening the company cybersecurity posture, we have implemented comprehensive employee training programmes to enhance awareness and response to evolving cyber threats. Leveraging a robust training platform, all employees are trained on demand, staying informed about the latest cyberattacks, including AI-powered cyberattacks, Phishing, Ransomware, and Malware. This platform equips them with the knowledge to detect and respond to these types of attacks effectively.

To further reinforce learning, we regularly conduct phishing simulations to test employees' ability to recognise and respond to real-life cyber threats. Additionally, the Group CISO delivers interactive training sessions to engage employees and address specific security concerns. This year, our IT administrators and the Head of IT Security participated in industry conferences to stay ahead of emerging trends and sophisticated attack vectors.

Our goal is to ensure that all employees are vigilant and equipped with the necessary tools to protect our organisation from cyber threats.



# SUSTAINABILITY COMMITMENT & STRATEGY

# Our Commitment

At LINDAL, we firmly believe that sustainability is a cornerstone of our business success and a vital responsibility we owe to our planet. Our commitment to sustainability is reflected in every aspect of our operations – from the design and manufacture of our products to their delivery and lifecycle management. We are dedicated to acting ethically and transparently in all our business dealings. This means being open about our sustainability efforts and progress and continuously striving to improve our practices. We are committed to reducing our environmental footprint through the implementation of best practices in environmental management.

Our Sustainability Roadmap outlines specific goals to be achieved by 2025 – these goals remain unchanged and continue to guide our efforts:

- / A 25% reduction in CO<sub>2</sub> emissions for Scope 1 and 2 at LINDAL facilities.
- / Incorporating 25% PCR resin in our actuators.
- / Establishing and continuously developing a robust Sustainability Management System.

This includes:



### Reducing Waste

Minimising waste generation and promoting recycling and reuse.



### Lowering CO<sub>2</sub> Emissions

Targeting significant reductions in CO<sub>2</sub> emissions and increasing the use of renewable energy sources.



### Conserving Water

Implementing measures to reduce water consumption across our facilities.



### Product Responsibility

Our products are designed, manufactured, and delivered with a focus on safety, reliability, durability, and efficiency. We aim to create products that not only meet the needs of our customers but also contribute to a more sustainable future.



### Energy Efficiency

Enhancing energy efficiency and reducing energy use.

Besides continuing our work toward these targets, we are currently reviewing and further refining our sustainability strategy and goals for 2030. Through these initiatives, LINDAL is committed to making a positive impact on the environment and fostering a culture of sustainability within our organisation. We believe that by taking these steps today, we can help build a more sustainable and prosperous future for generations to come.

## Sustainable Development Goals

The Sustainable Development Goals (SDGs), adopted by all United Nations Member States in 2015, represent a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity by 2030. These 17 interconnected goals are designed to be a “blueprint to achieve a better and more sustainable future for all.”

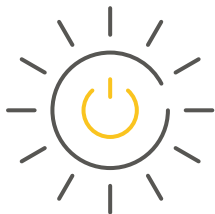
The LINDAL Group has identified the key SDGs that primarily reflect our material topics, our commitment and the areas where we can make a meaningful contribution to sustainable growth. Our Sustainability Strategy sets objectives and targets to help mitigate the impact we have on the environment and people, join forces with our sustainability partners, and advance our positive contribution to the planet in line with the five specific SDGs we have identified:



### Good health and well-being

Ensure healthy lives and promote well-being for all, at all ages

3



### Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all

7

Sustainable Development Goals

9



Industry,  
innovation,  
and  
infrastructure

Build resilient infrastructure, promote sustainable industrialisation and foster innovation

12



Sustainable  
consumption  
and  
production

Ensure sustainable consumption and production patterns. Sustainable consumption and production is about promoting resource and energy

13



Climate  
action

Take urgent action to combat climate change and its impacts

These sustainability commitments are embedded in our internal Code of Conduct and key policies and apply to all LINDAL employees and partners. The underlying principles are aligned with international frameworks such as the Sustainable Development Goals (SDGs) and are communicated throughout the organisation and with relevant stakeholders.



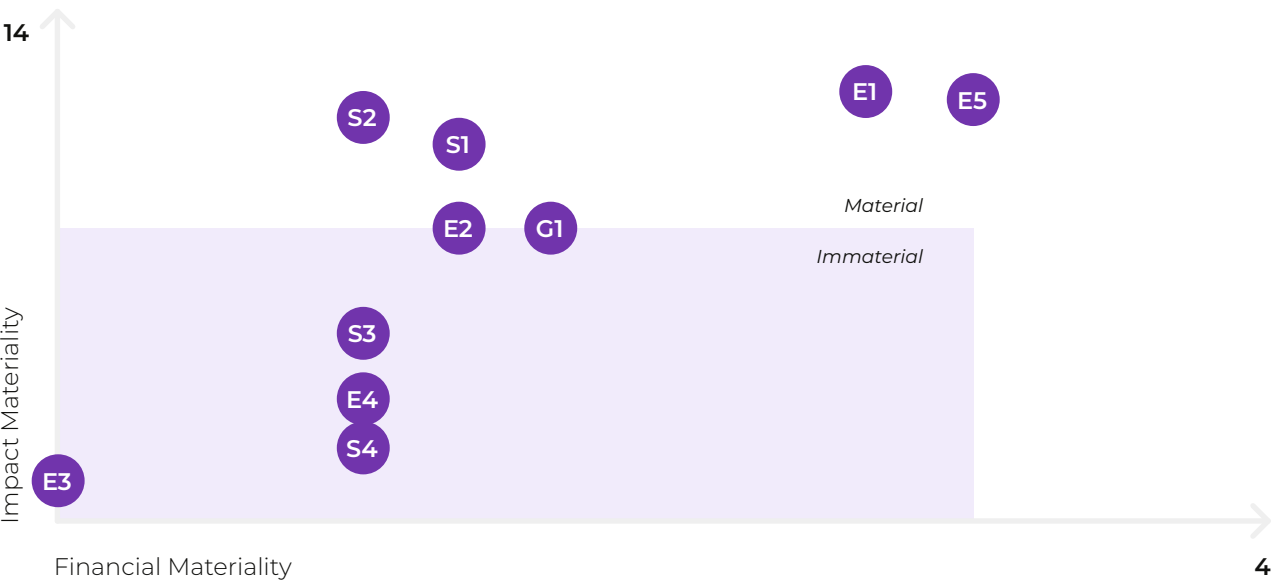
# IMPACT & FINANCIAL MATERIALITY

# Double Materiality Assessment

In preparation of the Corporate Sustainability Reporting Directive, LINDAL conducted its first Double Materiality Assessment in partnership with a third-party consultancy. The outcomes of the DMA are not confined to reporting alone; they are a valuable framework we used to assess, examine and prioritise our sustainability matters of utmost significance to both the organisation and its stakeholders and help shape the organisation's strategy, focus resources on areas of highest relevance, and foster informed decision-making.

Our assessment enabled us to identify the most significant sustainability matters within LINDAL through the lens of each of our diverse stakeholders. Through these different perspectives, we were able to understand how business is affected by sustainability issues (financial materiality) and how our activities impact society and the environment (impact materiality), revealing the topics that matter most and how we can increasingly integrate them into our strategic decisions, goal setting and company culture.

Preliminary Double Materiality Matrix



In line with the CSRD, the following topics were assessed:

- |                                       |                                      |
|---------------------------------------|--------------------------------------|
| <b>E1</b> Climate Change              | <b>S1</b> Own workforce              |
| <b>E2</b> Pollution                   | <b>S2</b> Workers in the value chain |
| <b>E3</b> Water and marine resources  | <b>S3</b> Affected communities       |
| <b>E4</b> Biodiversity and ecosystems | <b>S4</b> Consumers and end-users    |
| <b>E5</b> Circular economy            | <b>G1</b> Business conduct           |

The results of our preliminary DMA are shown in the corresponding matrix.

## Double Materiality assessment

To identify our impact, risk and opportunities from an impact and financial perspective, we conducted three multidisciplinary workshops on each individual sustainability topic with the Executive Management Team and department experts to gain internal alignment and to identify our key material topics. The significance of material matters was determined by assessing the severity, scope, remedy and likelihood of impacts and the magnitude and likelihood of the financial impacts.

To ensure that relevant stakeholder perspectives were reflected in the initial phase of our double

materiality assessment, LINDAL involved internal experts acting as proxy stakeholders, representing the interests and expectations of key external groups such as customers, suppliers and regulatory bodies.

To additionally integrate and understand external stakeholders' perspectives and representatives most relevant to our core business, we are going to conduct one-to-one interviews and surveys. This will allow us to engage directly, fully examine responses and conduct a comprehensive assessment on our key material topics with our clients, suppliers and finance institutions.

Following our initial assessment, we will further refine our DMA process and methodology based on updated regulatory guidance and upcoming stakeholder engagement activities to ensure a continuously robust, stakeholder-informed and legally aligned approach.

The table below provides an overview of LINDAL's primary stakeholder groups and the corporate functions responsible for maintaining these relationships:

### Overview of Stakeholder Groups and Responsible Corporate Functions

| Stakeholder Group        | Description  | Responsible Corporate Function    |
|--------------------------|--|-----------------------------------|
| Customers                | Companies using LINDAL products in their applications                      | Sales, Customer Technical Service |
| Suppliers                | Providers of materials and services to LINDAL                              | Procurement, Quality Management   |
| Employees                | All personnel working within the LINDAL Group                              | Human Resources, Site Management  |
| Shareholders & Investors | Individuals or institutions with financial interest in the company         | Finance, Executive Management     |
| Regulatory Authorities   | Public bodies setting laws, standards and compliance expectations          | Legal, Compliance                 |
| Local Communities        | People and institutions near LINDAL production and office locations        | Site Management                   |
| Research Institutions    | Partners in R&D collaborations, e.g. universities and technical institutes | R&D, Strategic Partnerships       |

# PLANET

## Environmental Management

LINDAL is deeply committed to environmental sustainability and the responsible stewardship of our planet's resources. Our approach is rooted in the belief that sustainable practices are not only essential for the health of our environment, but also for the long-term success and resilience of our business. Our environmental sustainability initiatives focus on reducing our carbon footprint, enhancing energy efficiency, and promoting the use of renewable energy sources. We aim to minimise our environmental impact while maximising our positive contributions to the communities we serve.

Environmental topics, such as energy, emissions, resource use and circular economy are considered material to LINDAL due to their direct impact on our operations, compliance requirements, and stakeholder expectations. We manage these impacts through our Group-wide Environmental Policy, which defines clear responsibilities, reduction targets, and principles for resource management, emissions, and waste. Progress is reviewed annually and integrated into strategic decision-making processes. Our commitment is endorsed by the Group's executive team and reflects our long-term ambition to align growth with environmental responsibility.

## Energy Consumption

Monitoring and managing our energy consumption is an integral part of our commitment to sustainability. We take a comprehensive approach to energy management by focusing on reducing overall consumption, enhancing efficiency, and transitioning to renewable energy sources.

GRI 3-3  
GRI 2-22

### Total Energy Consumption

56.449 MWh

22.477 MWh Green Energy

33.972 MWh From Grid





# Energy Consumption

Due to the nature of existing long-term energy contracts, only a small increase in our renewable energy performance between 2023 and 2024 is visible. Although several agreements have already been converted to certified green energy sources in 2024, the actual energy delivery under these new contracts will not take effect until the next one to two years. As a result, the environmental benefits of our transition efforts are not yet fully reflected in the current reporting figures.

To support our long-term energy strategy and prepare for the full transition to renewable supply contracts, several key measures were implemented at operational level in recent years.

These included:



### Upgrading Equipment

Investing in state-of-the-art, energy-efficient electrical moulding machinery reduced our energy usage while maintaining high production standards.



### Process Optimisation

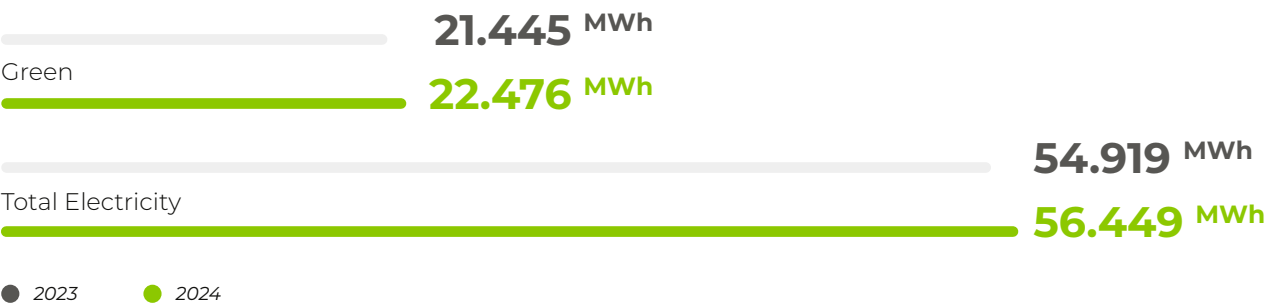
By adopting smarter automation technologies to streamline our assembly lines, energy waste was minimised and overall efficiency improved.



### Renewable Energy

We are increasingly incorporating renewable energy sources into our operations, further reducing our reliance on non-renewable energy, through a combination of on-site production, such as solar panels at LINDAL Fischer, and the direct purchase green power from the grid.

## Total Energy Consumption 2023 vs. 2024



GRI 302-1 GRI 302-4  
GRI 302-3

In addition to monitoring our total energy consumption, we also track the energy intensity of our production. While overall energy use was slightly higher in 2024 compared to the previous year, our energy intensity per 1.000 units produced decreased from 3,9 kWh in 2023 to 3,8 kWh in 2024. This improvement reflects the impact of our continued commitment to reducing the environmental footprint per unit produced, even in the context of increased production volumes.

# Carbon emissions

LINDAL applies the Greenhouse Gas Protocol standards to identify, measure, report, and manage its carbon emissions. Our carbon accounting includes all manufacturing sites and offices, with the exception of our joint venture RxPack S.r.l., due to lack of operational control.

## / Scope 1 Emissions

These are direct emissions from sources that are owned or controlled by LINDAL, such as emissions from our manufacturing processes, company vehicles, and other on-site activities. In 2024, our Scope 1 emissions amounted to 1.039,8 tons CO<sub>2</sub>e.

## / Scope 2 Emissions

These are indirect emissions from the generation of purchased energy. These emissions are reported using two different methods:

**Market-Based Method:** This method considers the specific energy contracts and sources we purchase. Our market-based Scope 2 emissions for 2024 were 7.587,5 tons CO<sub>2</sub>e.

**Location-Based Method:** This method reflects the average emissions intensity of the grids where our energy consumption occurs. Our location-based Scope 2 emissions for 2024 were 12.589,4 tons CO<sub>2</sub>e.

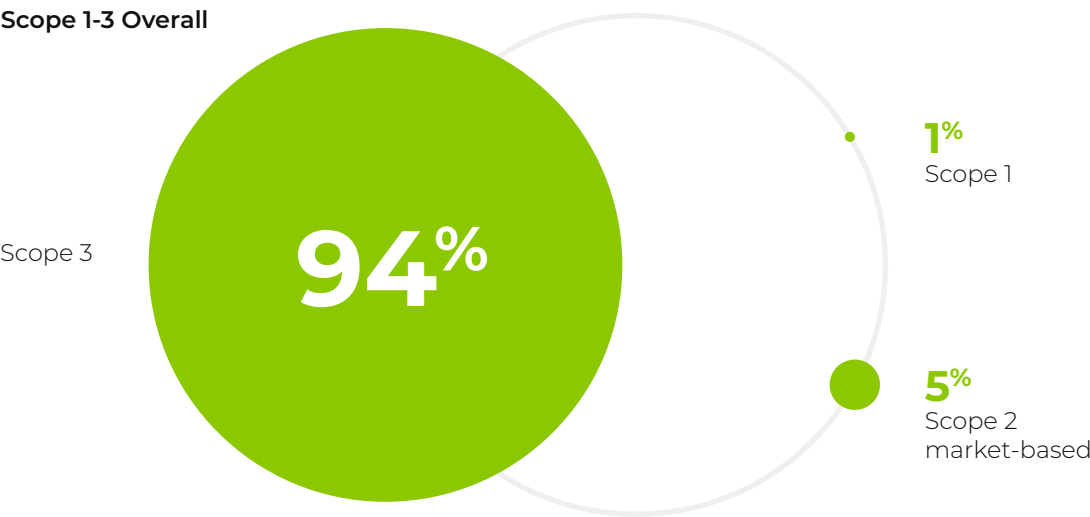
## / Scope 3 Emissions

Scope 3 emissions include all other indirect emissions along our value chain, such as those e.g. from business travel, waste treatment, and the production of purchased goods and services. In 2024, we completed a more comprehensive Scope 3 emissions calculation, totaling 141.078,8 t CO<sub>2</sub>e. This

expanded assessment provides a detailed view of our indirect climate impact and strengthens the baseline for future action. Based on these insights, we are now better equipped to identify key emission sources and implement targeted strategies to reduce our overall environmental footprint.

| Total Carbon emissions 2024 (tons CO <sub>2</sub> e) |              |                |           |
|--|--------------|----------------|-----------|
| Scope 1  | Scope 2      |                | Scope 3   |
|  | market-based | location-based |           |
| 1.039,8  | 7.587,5      | 12.589,4       | 141.078,8 |

## Scope 1-3 Overall

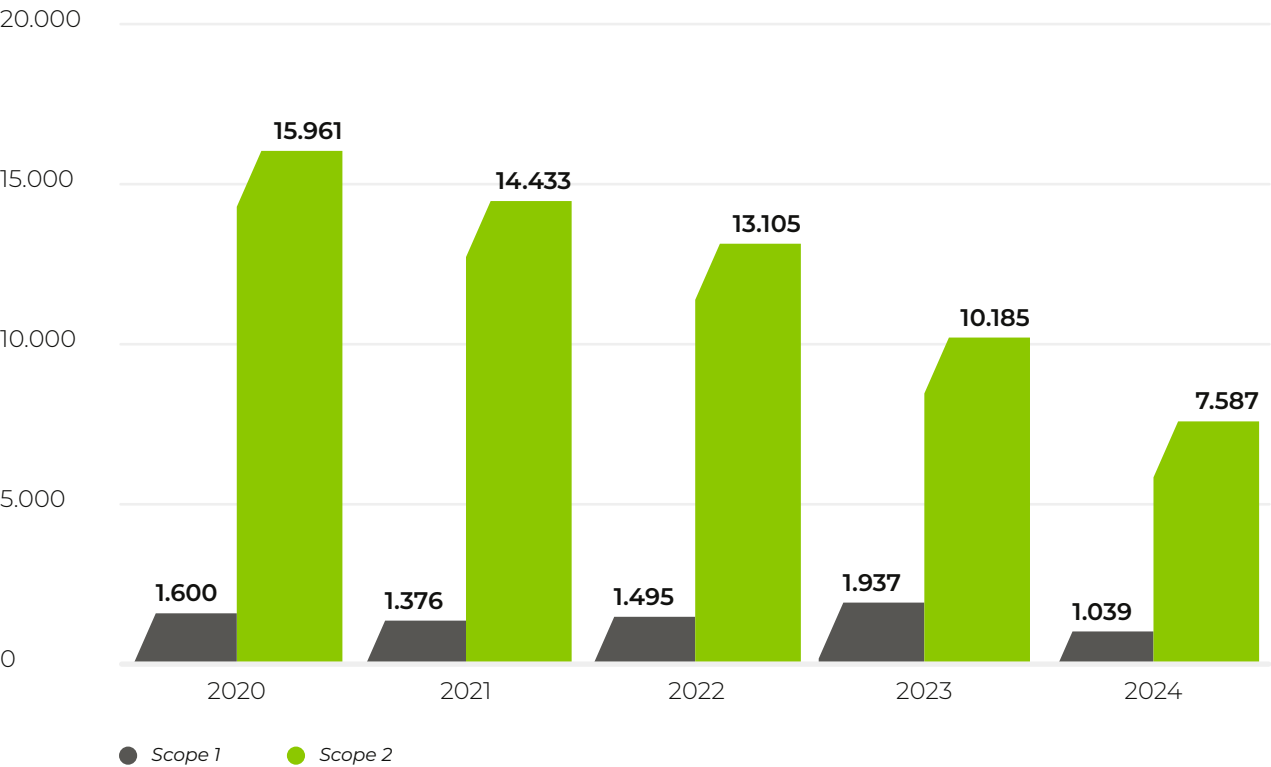


# Carbon emissions

In 2024, the majority of LINDAL’s greenhouse gas emissions were classified as Scope 3, representing 94% of the total emissions footprint. Scope 2 emissions accounted for 5%, while Scope 1 comprised just 1%.

We are proud to share that since 2020 – when we first began systematically measuring our Scope 1 and Scope 2 greenhouse gas emissions – we have successfully reduced these emissions by an impressive 49%. This achievement reflects our ongoing commitment to environmental responsibility and operational efficiency. By implementing targeted energy-saving initiatives, transitioning to greener technologies, and optimising our production processes, we have not only made substantial progress but have also exceeded our original reduction target set for 2025 – well ahead of schedule. This milestone underscores the effectiveness of our sustainability strategy and motivates us to continue pushing for even greater climate action across our operations.

Scope 1 & 2 emissions over the last 5 years in tCO<sub>2</sub>e



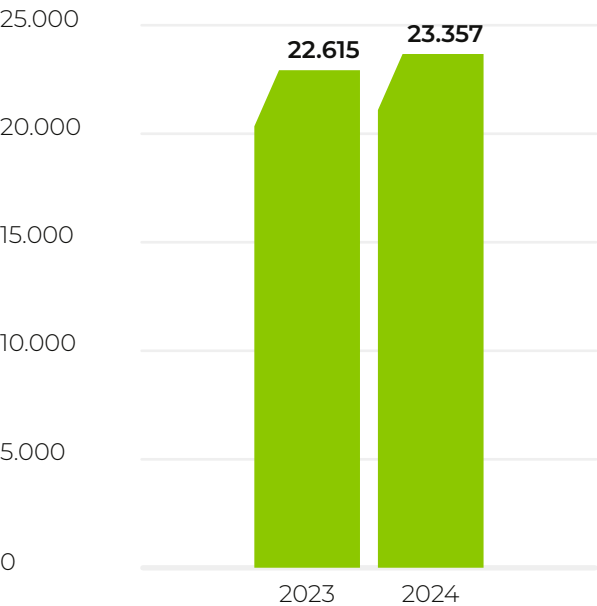
# Water

Water is not significantly material for LINDAL's core manufacturing processes. It is primarily used for cooling injection moulding machines, circulating in a closed-loop system, and for domestic purposes across our facilities.

Each facility sources water from public suppliers and ensures full compliance with local legal requirements for disposal, avoiding the use of chemicals or hazardous substances. Although our operational dependence on water is limited, we recognise its importance to the environment and local communities. We are therefore committed to responsible water management and actively seek to reduce consumption where possible. LINDAL monitors water consumption across the entire group annually and encourages employees to use water consciously.

In 2024, we recorded a small increase in total water use compared to the previous year proportional to our higher production output. Despite this rise, our overall water use remains efficient and relatively stable year over year due to the nature of our closed water-loop systems.

Water Consumption in m³



Total Water Consumption

23.357 m³

Waste



LINDAL is committed to responsible waste management practices aimed at minimising the environmental impact of its operations. In line with applicable local and international regulations, including the EU Directive 94/62 on packaging waste, we work to manage waste in a safe, compliant and environmentally conscious manner.

The majority of waste generated is non-hazardous and arises from our standard manufacturing activities such as injection moulding and

assembly. LINDAL ensures that all waste is handled and disposed of in accordance with applicable legal requirements. Waste volumes are monitored annually to ensure compliance, support internal reporting, and identify areas for optimisation.

Despite increased production volumes, in 2024, the total amount of waste generated across all sites was 6.719 tons, representing a 12% reduction compared to 2023.

Waste generated in 2024

5.617 tons



Recycled

673 tons



Landfill

284 tons



Combustion

122 tons



Hazardous Waste

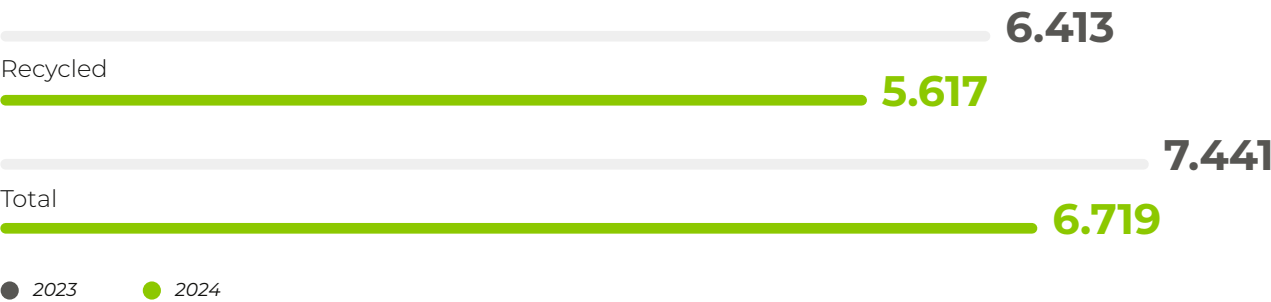


# Waste

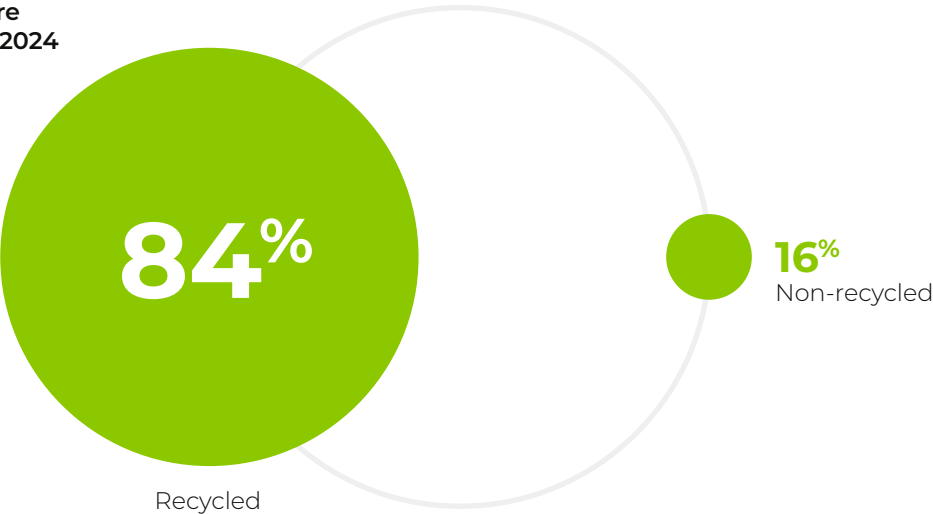
Out of the total waste generated, 5,617 tons were recycled, resulting in a recycling rate of 84%. The share of waste sent to landfill was 10%, while 4% were directed to combustion. Hazardous waste decreased significantly to 122 tons (2%).

We continuously evaluate opportunities for further waste reduction through process improvements, material efficiency, and awareness-raising at site level.

Group Waste in Tonnes



Recycling share of total waste 2024



# PEOPLE

## Our employees

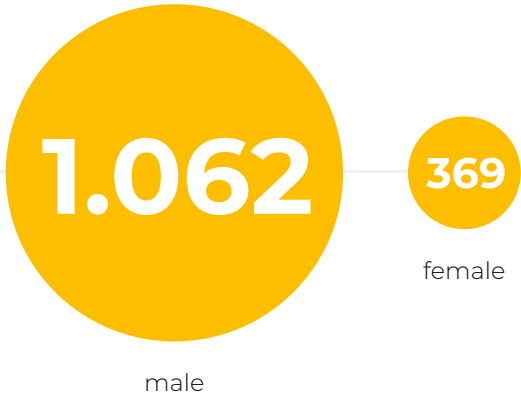
Our responsibility extends not only to our own workforce but also to the workers throughout our value chain, emphasising the importance of ensuring fair, safe, and empowering working conditions wherever LINDAL exerts influence.

At the heart of LINDAL’s success are our employees – in 2024, 1,431 individuals whose dedication, creativity, and resilience drive our business forward every day, spread across diverse regions and backgrounds. LINDAL employees are more than just part of our workforce. Whether working in production facilities, R&D labs, customer service, or corporate offices, each person plays a vital role in shaping our impact.

In 2024, LINDAL reported an employee turnover rate of 22,5% and a new hire rate of 28,2%. The increase in new hires was primarily driven by production requirements and strategic workforce planning. Further details on employee turnover and new hires, disaggregated by region, gender, and age group, are provided in the appendix table.



1.431  
EMPLOYEES



## Strengthening our People Commitment



LINDAL continued to evolve its people management to strengthen our employer brand as an employer of choice. Building on the progress and systems established in 2023, we launched various initiatives on employee well-being and employee engagement.

A key development this year was the adoption of a global Labour and Human Rights Policy, which defines our company-wide commitment to fair and ethical working conditions.

The global HR organisation introduced in previous years – such as the global HR Business Partner model, our digital HR Management System (Personio), and standardised processes – have proven effective in 2024. They allowed us to further streamline onboarding, talent acquisition, and development, while ensuring secure handling of employee data and high transparency across HR processes.

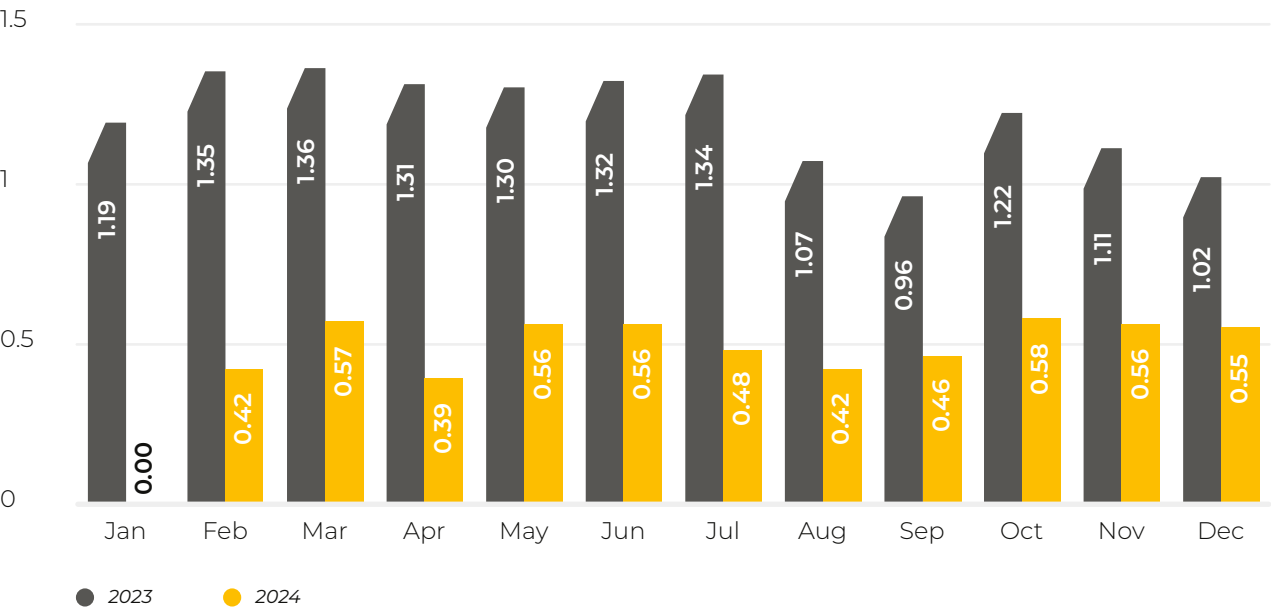
Our first Employee Engagement Survey, launched in 2024, was rolled out to all sites and gave employees across all levels and regions a voice in shaping their work environment. Insights from the survey now serve as a compass for our global strategy and help us identify improvement areas. All our sites defined local strategic initiatives that focus on subjects reflecting the employee feedback from the survey. Each of the initiatives has a sponsor from the management team to make sure people see and feel that their leadership takes responsibility for the employee well-being. The survey will be conducted every second year to continuously monitor the progress and the changes.

# Occupational Health and Safety

In 2024, LINDAL introduced a Group-wide Health & Safety Policy, marking a pivotal step toward harmonising safety standards and fostering a proactive, preventive culture across all locations. This initiative reflects our commitment to embedding health and safety into every aspect of our operations. Our global EHS teams worked closely with site managers to implement and monitor key performance indicators, including the Total Recordable Incident Rate (TRIR) and reported safety risks with corrective actions. These metrics form the backbone of our structured approach to risk reduction and continuous improvement.

We remain dedicated to creating a safe and healthy workplace for all employees, contractors, and visitors. Our long-term vision is zero injuries, and we are actively working toward this goal by setting ambitious targets, cultivating consistent safety practices, and building competencies at every level of the organisation. To strengthen engagement and accountability, we have implemented several initiatives such as Group Safety Day, Safety Incident Reporting, and a comprehensive Safety Induction Programme for new employees, resulting in a significant improvement of our TRIR score in 2024 in comparison to 2023.

TRIR Group Score 2023 vs. 2024



TRIR is the sum of all LTI (Lost Time Incidents) for LINDAL employees. It is calculated by total number of LTI multiplied by 200,000/total hours worked. Resulting in a number representative of per 100 employees.

Currently, 8 of our 10 manufacturing sites are certified under the ISO 45001 Safety Management System, underscoring our alignment with internationally recognised standards. A global network of EHS professionals continuously monitors safety KPIs across regions, enabling us to systematically reduce risks and reinforce a culture of safety throughout the company.

To measure our progress, we rely on two key metrics: the Total Recordable Incident Rate (TRIR) and the volume of reported safety risks alongside the corrective actions taken. These indicators help us maintain transparency, drive improvement, and ensure that safety remains a shared priority across all levels of LINDAL.



## Our Social Impact

### One LINDAL · Many Colours



**We embrace diversity!**



We continued our commitment to diversity through our global anti-racism campaign, “One LINDAL: Many Colours,” and promoted intercultural awareness through local initiatives and workshops.

Community and social impact projects were also initiated in 2024. “Cancer Awareness Initiatives”, “Altafit” and “Community Support” are examples of how we continue to support both employee well-being and the communities in which we operate.

## LINDAL Global Hardship Fund

With the establishment of a Hardship Fund, LINDAL intends to provide special support for employees who find themselves in an exceptional emergency/crisis. Exceptional hardship is deemed to exist if special social, personal or family reasons prevent an employee from temporarily carrying out their work at LINDAL and/or if the individual is suffering from an outstanding hardship. The fund is dedicated to employees who have become a victim of e.g.:

- / A serious illness/accident of their own or of a close relative they live in one household with
- / Domestic abuse
- / Destruction of their apartment/house due to a natural disaster
- / Extraordinary financial crisis.

It will also apply to any kind of crisis which hits a country where LINDAL operates. This could be an earthquake, flood, fire, storm. In these cases, local HR and the local Management Team will draft a proposal of how LINDAL can support the victim and send this to the chairperson of the Hardship Fund Committee for review.

## Our Social Impact

### Cancer Awareness Initiatives

Promoting health and well-being is a core element of LINDAL's responsibility towards its employees. In 2024, several of our sites organised awareness days to highlight the importance of cancer prevention and early detection.

At Altachem, we participated in Pink@Work, an initiative led by Think Pink Belgium. As part of the campaign, we held an awareness session for employees, underlining the relevance of regular self-examinations and providing practical tips. To symbolise solidarity, our colleagues wore pink, creating a visible sign of support within the workplace. Similar activities also took place across other LINDAL locations. In Brazil, employees joined a Pink initiative to promote breast cancer awareness, reinforcing the message of early detection and preventive health care. In Mexico, free ultrasound screenings were offered to employees as part of a broader awareness campaign, making preventive measures more accessible. Beyond these examples, additional sites organised Cancer Awareness Days, ensuring that important health topics are regularly addressed across the Group. These initiatives demonstrate LINDAL's strong commitment to supporting its employees' health and creating a workplace culture where well-being is valued and actively promoted.



## Our Social Impact



### Altafit

At our Altachem site, employees benefit from a structured annual programme that combines sports, well-being, and awareness activities. The initiative includes workshops on stress management, mindfulness, sleep, and resilience, as well as sporting events such as padel, boxing, running, and teambuilding activities. These programmes are designed to strengthen both physical and mental health, while also fostering team spirit and social connection.

A special highlight was Altachem's participation in the "Kom op tegen Kanker – 1000 km Charity Bike Ride", a project filled with solidarity and hope. Two

Altachem teams cycled a combined distance of 1,000 kilometers, enabling a donation of €11,000 to support Kom op tegen Kanker and its life-saving cancer research. Each kilometer and each euro raised represented a contribution towards supporting those affected by cancer.

This initiative was only possible thanks to the commitment of our colleagues and the generosity of sponsors, with every participant bringing their own story and motivation. The event not only raised significant funds but also reinforced the shared values of solidarity, resilience, and collective responsibility that define LINDAL's culture.



# Our Social Impact

## Community support in Argentina

At our site in Argentina, an annual tradition has been established to support local communities by collecting donations for nearby schools. Each year, a wide range of items is gathered that make a tangible difference for children – from essential school supplies such as notebooks, pens, and learning tools to clothing, including warm garments for the colder season. This recurring initiative strengthens the bond between LINDAL and the communities where we operate, while providing children with better opportunities for education and everyday life. By supporting schools and families in need, our site in Argentina demonstrates how LINDAL's presence can create a positive and lasting social impact beyond the workplace.



## Our Social Impact

### LdB Student Programme Brazil

As of September 2023, LINDAL launched the LdB Student Programme offering three scholarships per year to students in technical disciplines in cooperation with SENAI. SENAI is Latin America's largest private network of industry-focused technical and vocational education, technological support, and innovation. The 2-year programme aims to attract local talent to work in diverse areas of the industry. During the programme, students gain hands-on experience working at a LINDAL plant. It gives us the opportunity to grow our talent pipeline as we continue to operate in a competitive labour market.



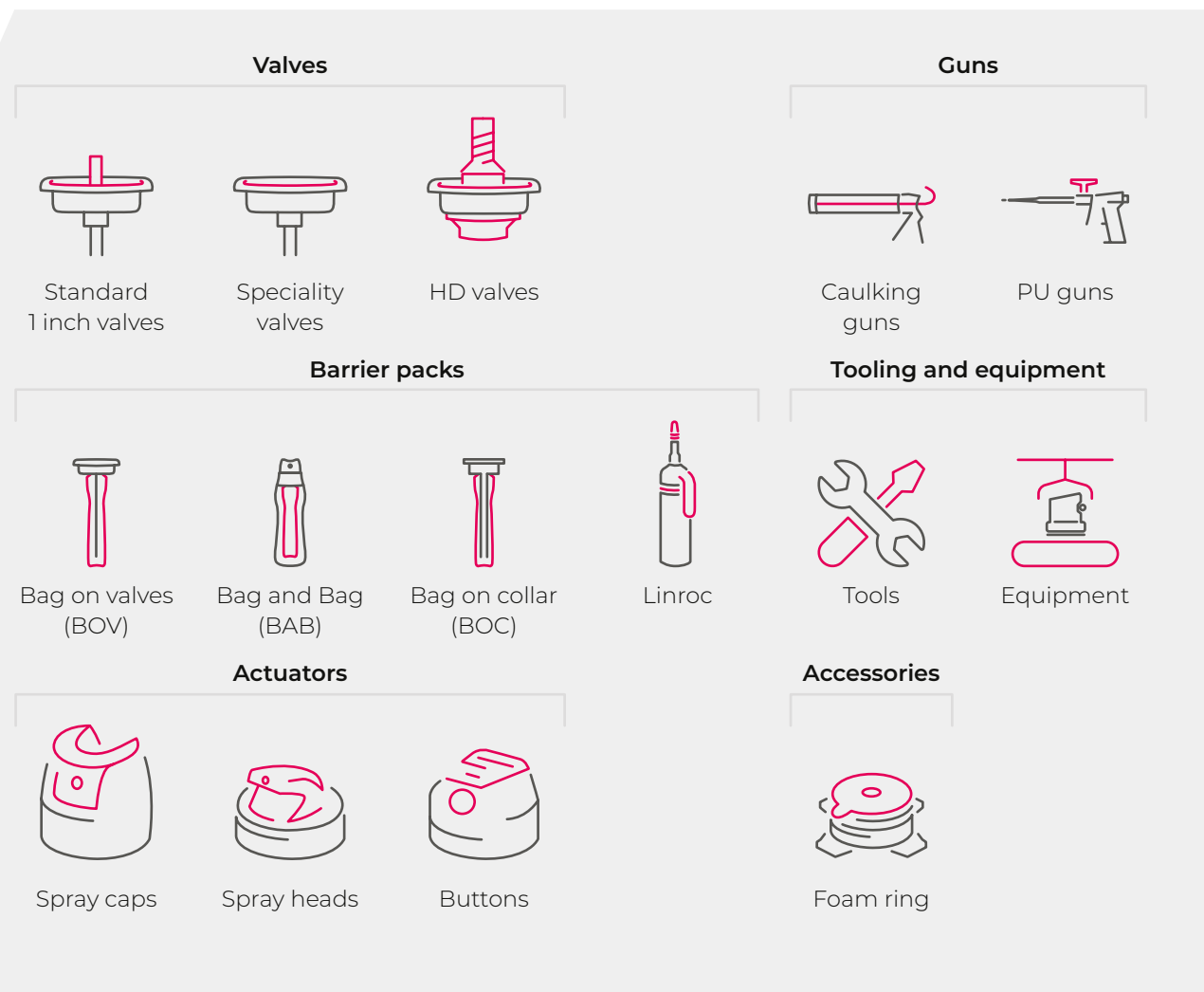
In this cycle of our apprenticeship programme, we introduced a special integration. Alongside a comprehensive onboarding for our apprentices, we invited their families to join the first day of the company's presentation. This initiative aims to build stronger bonds and allow family members to learn more about the work environment and the opportunities we offer.

This programme not only enhances our talent pipeline but also significantly boosts community engagement. By involving families and providing local students with valuable opportunities, we foster a stronger connection with the community, demonstrating our commitment to their growth and development.



# PRODUCT

## Our Portfolio



For over 60 years, LINDAL has been designing and producing a range of aerosol dispensing systems including valves, actuators, barrier packs, guns and accessories for our customers in personal care, homecare, technical & industrial and food market segments.

- / Over 50 actuator designs
- / More than 15 types of valves
- / Various Barrier Pack solutions
- / 19 different PU and caulking guns
- / Dispensing accessories
- / Machine tools and equipment

## Innovation

Our ISO 9001 accredited R&D hub for new product development, Global Innovation Centre (GIC) in France, plays an integral role in addressing product sustainability challenges and on our product innovation work as a whole.

From design, spray performance, lab testing and industrial solutions, the GIC team uses its comprehensive expertise to build and improve new and re-packaging solutions for increasingly complex projects. Together with our Germany-based in-house machine manufacturing technology company, Leonhard Fischer & Co. GmbH, customers are supported from ideation and concept creation stages of new product development and proof of principle, through to the innovation and development cycle and into rapid prototyping and high-volume manufacture and supply. They are involved in the early stages of the product development cycle to ensure valuable insights are integrated into the product design process.



## Design expertise

Our R&D team not only looks at materials suitable for recycling but also the influence of design on sustainability. For example, to enable more effective PET aerosol recycling, our research teams investigate the concept of a full plastic valve, eliminating the use of a metal component, and helping streamline aerosol recycling processes. We also continuously search for, evaluate, and implement new processing technologies to

enhance the capability, reliability, and energy efficiency of existing processes.

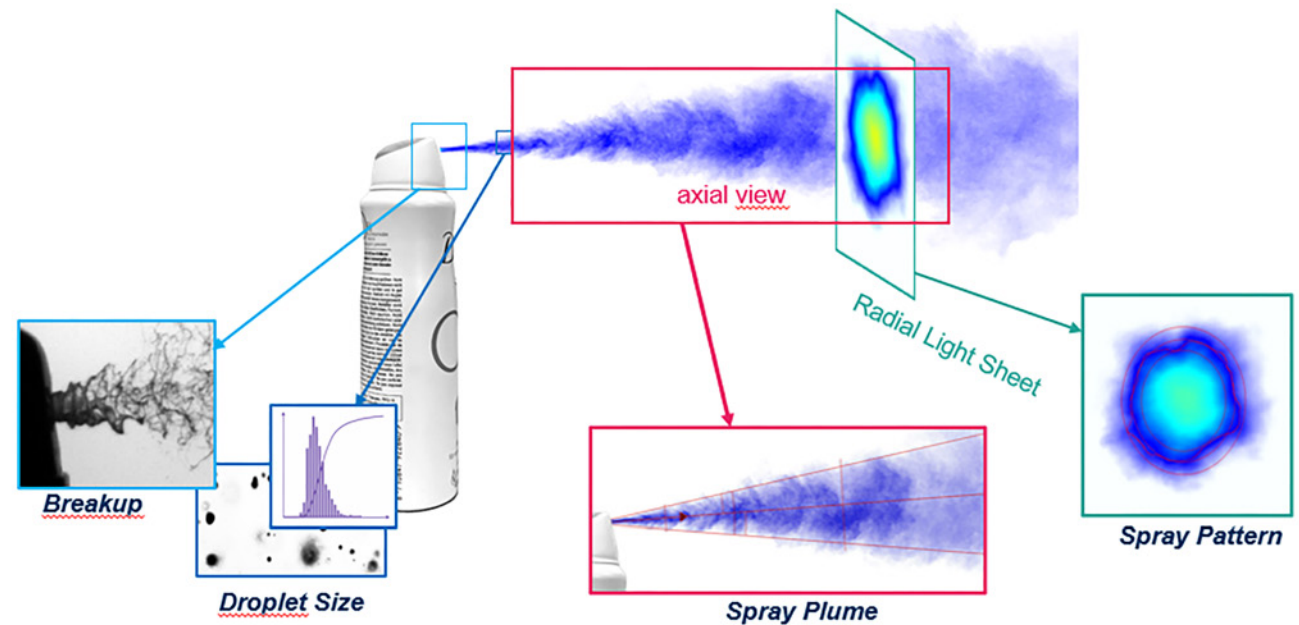
Our new products, whether valves or spray caps, are designed using as little material as possible, while retaining their aesthetic and technical characteristics. CAD software and digital simulation tools assess the sustainability value of a product and help create models that minimise material waste.

## Innovation

### Testing equipment and rapid prototyping

At our GIC laboratory, we have the capability to perform can filling trials using nitrogen, compressed air, and CO<sub>2</sub> under conditions that closely mirror those of industrial machinery. This setup enables accurate and reliable validation of new valve designs, ensuring performance consistency before full-scale implementation.

To assess product efficacy, durability, and define material specifications, our R&D teams leverage advanced rapid prototyping technologies such as Stereolithography (SLA) 3D printing and high-precision component machining. Functional testing, formulation compatibility checks, and long-term stability evaluations are conducted in our dedicated in-house workshop, equipped with low cavity production tools. By employing low cavitation molds – typically ranging from one to four cavities – we accurately simulate industrial-grade tooling while maintaining low initial investment. This approach accelerates the prototyping phase, streamlines design validation, and ensures a smooth transition to full-scale manufacturing.



## LINDAL's 4-Pillar product strategy

Alongside our research and development work, we aim to meet our sustainability targets with innovative solutions that draw on the principles of replace, reduce, reuse, and recycle.



**Replace** – replace conventional materials and substances with sustainable alternatives

LINDAL is working towards the replacement of harmful substances inherent in aerosol packaging. Where feasible, alternatives like bio-sourced materials, PCR and compressed air can replace conventional materials used within its product portfolio that may have an adverse impact on the environment. Reduce – develop light-weight, eco-designed dispensing solutions



**Reduce** – develop light-weight, eco-designed dispensing solutions

LINDAL develops valve technology suitable for concentrated aerosols, helping to reduce the volume of LPG and solvent used, compared to traditional LPG aerosols. We are also working continuously on lightweight actuators and valve solutions with reduced virgin plastic or metal, to decrease the use of raw materials and reduce plastic/packaging waste. By using finite element analysis during product engineering, we optimise the flow in the cavity and the mechanical characteristics, achieving the best performance with minimised material use. In compliance with the EU Packaging and Packaging Waste Directive, we are also developing lockable capless actuators.



**Reuse** – investigate alternative refillable solutions

Reusable aerosol dispensing solutions are being developed, with exploration into alternative refillable solutions, including the concept of a refillable BOV aerosol package that can be reused multiple times. Currently, we are collaborating on the development of a new refillable spray technology, based on alternative pressurising devices instead of using agas as a propellant to deliver an aerosol-like spray performance. This new solution can also be made with PCR material, reducing the environmental impact of virgin plastic.



**Recycle** – develop dispensing systems to improve the recyclability of the aerosol package

The majority of aerosol cans are currently produced from recycled tinplate or aluminium. To further address the challenge of plastic recycling, we are working on the development of a fully plastic aerosol valve. This single material valve would enable plastic aerosols to be recycled within the existing plastic recycling streams, where plastic water bottles are also recycled. As part of LINDAL's Design for Recycling strategy, we are also developing mono-material actuators with inserts.

## Sustainable Product Development



### Preparing for PCR demand

As global demand for sustainable packaging solutions continues to rise, LINDAL is proactively preparing by offering a product portfolio made from recycled plastic materials, specifically Post-Consumer Recycled (PCR) resin. This strategic shift reflects our commitment to reducing environmental impact while meeting evolving customer and regulatory expectations.

A key milestone in our journey was the launch of the Mini Engine Platform in 2018. This innovative technology enables the use of PCR material up to 95%, without any contact between the recycled plastic and the product formulation. The design separates a standard one-piece actuator into two distinct components: an outer body made entirely from PCR resin and an internal Mini Engine engineered for optimal spray performance. To integrate this platform efficiently, we reduced machine equipment and customised existing assembly lines, resulting in lower energy consumption and improved operational sustainability.

From a regulatory standpoint, our dedicated PCR project team is focused on ensuring compliance with future requirements. We conduct ongoing testing of PCR materials within our production facilities, aiming to reduce reliance on virgin plastics and make a measurable positive impact on the environment. In addition to PCR, we are actively exploring and qualifying other types of recycled plastics to broaden our sustainable offerings.

Progress is already underway. In Europe, two PCR grades have been successfully qualified, with two additional grades currently under evaluation. Meanwhile, our teams in Latin America are working diligently to identify and collaborate with the most suitable suppliers. Despite the challenges posed by global material availability and the differing technical properties of PCR compared to virgin materials, we remain committed to securing reliable resin supplies through close partnerships with our suppliers.

Our goal is to offer PCR-based products across our portfolio by 2025. This ambition underscores our dedication to innovation, environmental stewardship, and delivering sustainable value to our customers worldwide.



## Sustainable Product Development

### LINDAL's compressed gas solutions

As consumer preferences shift toward more environmentally friendly products, it is anticipated that concentrated aerosols and compressed air-based systems will gain significant traction in the market. In response, LINDAL has developed – and continues to develop – advanced solutions that enhance spray performance while supporting the transition to sustainable propellants.

Our **Enhanced Mist Technology (EMT)** is an example. Designed as an insert platform, EMT delivers optimal spray performance when used with compressed gas for water spray applications. It operates effectively with compressed air, dip tube valves, and Bag-on-Valve systems, offering superior performance for water-based formulations. By reducing Volatile Organic Compounds (VOCs), EMT contributes to improved indoor air quality and aligns with our commitment to environmental stewardship.

To meet the challenge of replacing liquefied petroleum gas (LPG) with compressed gas alternatives, LINDAL has engineered a high-performance valve system paired with **low-flow rate inserts**. These inserts feature precise geometries and fine-tuned components that enable excellent spray performance. The new range will be available in Polypropylene

(PP), offering a more sustainable alternative to Polyoxymethylene (POM).

LINDAL's **Turbo Valve** further advances our capabilities by delivering a precise combination of compressed gas and liquid formulation. This two-way valve includes a specialised feature that ensures accurate gas supply and complete restitution, resulting in optimised spray quality and a premium consumer experience.

In addition to these innovations, LINDAL is developing a **refillable and reusable device designed for formula refills** and manually pressurised with ambient air. Operable with one hand and functional in any orientation, this solution produces a fine, light, yet powerful mist – combining convenience, sustainability, and performance.

By replacing potentially harmful substances with more environmentally friendly alternatives wherever possible, LINDAL continues to expand its portfolio of compressed gas-compatible aerosol technologies. These efforts reflect our dedication to reducing environmental impact, improving product performance, and meeting the evolving expectations of consumers and regulators alike.

### Refillable solutions

Developed in collaboration with Alternative Packaging Solutions, **twistMist™** is a refillable dispensing solution that uses non-harmful propellants and is powered using a simple twist motion. It functions at any angle and orientation, allowing consumers to spray hard-to-reach areas, and its spray head is designed for a minimum of six reuse cycles.



## Sustainable Product Development

### Advancing Bag-on-Valve technology

Bag-On-Valve technology is a successful and established aerosol technology at LINDAL. As a more environmentally sustainable alternative to hydrocarbon-based dispensing systems, BOV can be used with liquids of varying viscosity.

An active ingredient is filled into a sealed bag inside an aerosol can, while the propellant is on the outside of the bag. When the actuator is activated, the compressed air forces the product out of the pack evenly and with a 96-98% evaluation rate. This means that products can be used in their purest form as they are separate from the propellant.

The technology addresses the issue of VOCs because it uses compressed air or nitrogen which does not produce VOCs, unlike LPG which contributes towards indoor and outdoor air pollution. Not only this, but the evacuation rate also helps reduce wasted product for the consumer.



*Bag-on-Valve Technology*



*Bag-on-Bag Technology*

### LINDAL's Bag-on-Bag (BAB) technology

LINDAL has developed further enhancement of its BOV technology, which is the Bag-and-Bag (BAB) technology.

Incorporating traditional BOV features, BAB allows two separate formulations of varying viscosity to be dispensed from the same pack. Both products are separated from the propellant or compressed gas within the can, and can be mixed during dispensing with precise custom ratios. Material use to packaging two products into one solution reduces the need for materials such as cardboard, plastic and aluminium.

Like BOV, BAB uses a pressurised packaging system with not one, but two sealed bags inside the can, allowing it to dispense two incompatible formulations simultaneously and from the same pack.

BAB has proven effective for Hair colour or wound wash packaging solutions. LINDAL's patented BAB technology won the FEA Packaging Element Design award at the Global Aerosol Awards 2020. It was also utilised in foaming wound cleaner, HemaScrub™ which was recognised in the BAMA New Aerosol of the Year category in 2021

## Sustainable Product Development

### New actuator – Lightweight and Sustainable by design

As part of our product strategy to reduce environmental impact through design, LINDAL developed the Matteo actuator – a lightweight, cap-free dispensing solution that supports circularity and material efficiency.

#### Lightweight construction

The Matteo actuator is lighter than its predecessor Charlie, helping reduce raw material use and carbon emissions associated with manufacturing and transport. Lightweight packaging is a key driver in reducing the environmental footprint of aerosol dispensing systems.

#### Cap-free design

Matteo features an innovative cap-free design, eliminating the need for an additional plastic component. This not only reduces overall plastic usage but also simplifies the recycling process by reducing the number of components and materials involved.

#### Post-consumer recycled materials

Responsible material use is central to Matteo's design. The actuator can be manufactured with up to 74% PCR plastic, significantly lowering dependence on virgin plastics and supporting our goals around recycled content, carbon reduction and circular product design.

The Matteo actuator demonstrates how sustainable product innovation can align performance, design and environmental responsibility – contributing to LINDAL's commitment to reduce plastic waste and accelerating the shift toward more sustainable packaging systems.



*Matteo  
actuator*

## Regulatory Product Compliance

At LINDAL, we prioritise regulatory compliance for all our products. Our regulatory affairs department follows all product-related regulations meticulously. Collaborating with our PCR project team, we ensure our product range is both compliant and sustainable. Ensuring our products comply with future regulations on per- and polyfluoroalkyl substances (PFAS) is one of our highest priorities.

### A Strong Global Network

Each LINDAL location has a designated regulatory representative to support and address various regulatory and technical queries. Additionally, many of our employees stay informed on global product sustainability issues through their memberships in international trade associations.

These memberships cover the following regions:

- / United Kingdom (BAMA)
- / France (CFA)
- / Germany (IGA)
- / Belgium (DETIC)
- / Brazil (ABAS), Mexico (IMAAC)
- / Italy (AIA), Belgium (DETIC)
- / Spain (AEDA)
- / China (CPF)
- / Switzerland (ASA)
- / Argentina (CADEA)
- / Turkey (ASAD)
- / Europe (FEA)
- / United States (HCPA)

### In-house training

Every LINDAL employee has access to comprehensive internal training programmes on chemical, food contact, and product compliance. Our in-house regulatory consulting service is available to all departments, including R&D, customer service, sales, and technical departments, to maintain the highest degree of compliance and anticipate future regulations.

### Sharing Regulatory Compliance Information

- / Our internal SharePoint platform provides access to training, regulatory literature, newsletters, and company compliance documents.
- / An internal centralised database allows us to monitor LINDAL regulatory compliance data and updates.
- / Our global regulatory watch ensures we adhere to regulatory changes in real-time.
- / An internal monthly newsletter shares the latest regulatory updates.

### The Future of Regulatory Affairs

Our goal is to enhance our regulatory compliance capabilities by developing a software that stores regulatory data linked to our product portfolio and automatically generates compliance declarations. Our increased engagement and active participation with global aerosol associations and committees contribute positively to the aerosol industry.





## Alupro partnership



As a major supplier to the global aerosol supply chain, we appreciate the importance of increasing aerosol recycling rates, and the imperative to raise awareness to drive improvements and create a more sustainable future.



**It's fantastic to have Lindal Group as a partner in this important work. Their support is important to ensure we are looking at the right design factors that could support aerosols' recyclability."**

**Tom Giddings**

Executive Director of Alupro  
(the organisation which runs the UKARI project)

Since 2023 LINDAL Group joined the UK Aerosol Recycling Initiative (UKARI) as a funding partner. The UKARI is a collaborative project funded by the metal aerosol value chain in the UK. Its members, from can makers to fillers to metal recyclers, are working to improve the recycling rates of metal aerosols in the UK. They have been building on the launch of their roadmap with a series of trials with Local Authorities to learn about aerosol recycling habits and test our behaviour change materials. These behaviour change campaigns will help improve the proportion of empty aerosols being placed out for recycling by the public. In parallel, it explores how the recycling systems and infrastructure can be improved to better sort and recycle metal aerosols.

As a partner, LINDAL helps accelerate the programme's feasibility studies, data collection activities, pilot programmes and consumer engagement campaigns.

## LINDAL invests in B4Plastics

At the end of 2022, the LINDAL Group took an important step in its sustainability journey by acquiring an equity stake in **B4Plastics**, a Belgian company that develops groundbreaking biomaterials.

B4Plastics is known as a *Biopolymer Architecture company* – they design and scale new biomaterials, bringing them from niche applications to large-scale use. With their advanced R&D centre, they can screen and scale materials quickly – from just a few grams to tons. Their production facilities already supply biomaterials up to 1 Kton, while their licensing platforms make it possible to transfer these technologies directly to partners' equipment. On top of that, B4Plastics has started transforming its innovations into everyday products such as tie wraps, drinking straws, industrial brushes, and agricultural clips – tangible examples of how sustainable materials can become part of daily life.

Together with the **European Innovation Council (EIC)**, LINDAL stepped in as a lead investor to support B4Plastics's growth. This partnership is much more than financial:



LINDAL will actively contribute to accelerating the company's mission, strengthening its own sustainability agenda, and working towards global reductions in material waste and CO<sub>2</sub>. At the same time, we benefit from direct access to B4Plastics's deep expertise in sustainable materials, as well as broader innovation networks that open doors to future R&D opportunities.

B4Plastics has already achieved remarkable milestones in recent years:

- / Establishing a joint venture with **Normec-OWS** to offer innovative biodegradability services across industries.
- / Preparing product launches with customers for applications such as brushes, drainage tubes, trimming G lines, and drinking straws.
- / Delivering successful prototypes including films for food packaging and coatings for controlled-release fertilizers (which will be regulated in the EU by 2028).
- / Growing its patent portfolio to 14 active patents covering new biomaterials and their applications.
- / Securing over €1 million annually in European Horizon and Belgian R&D project support, confirming its role as a recognised innovator at the highest European level.

Looking ahead, B4Plastics aims to grow revenues through sales of its granulated compounds and licensing agreements with corporate partners and continues to push forward with its mission to pioneer the **New Plastics Economy**. Exciting developments in areas such as sustainable rubbers offer new opportunities for synergies. At the heart of this partnership lies a shared vision: As B4Plastics scales production and builds recurring business, LINDAL will gain new opportunities for innovation and cutting-edge R&D. In turn, B4Plastics benefits from LINDAL's operational excellence. A true win-win – one that began nearly three years ago and continues to evolve into a powerful alliance for a sustainable future.





# PROCUREMENT

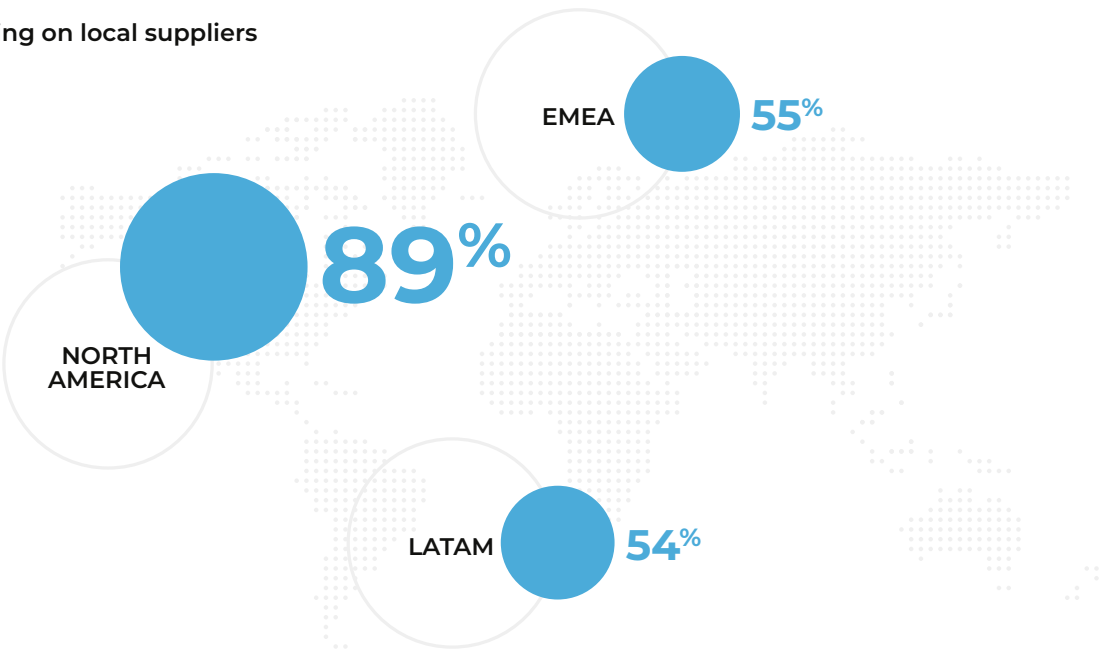
# Procurement

As a market leader in a broad range of aerosol packaging technology, and manufacturing sites spanning 10 countries, LINDAL is mindful of our environmental and social responsibilities. We implement various sustainability practices throughout our value chain, from the raw materials we use to the suppliers we collaborate with, ensuring we make a positive impact.

## Our suppliers

At LINDAL, sustainability is not just a guiding principle – it’s a practical commitment that shapes our operations, including the way we source materials and services. We manage a procurement portfolio of over € 130 million, working with over 1.000 suppliers across three primary spending categories. These include Productive Items (PI), which encompass raw materials, components, and packaging used directly in manufacturing; Non-Productive Items (NPI), covering a broad range of operational expenses such as utilities, equipment, maintenance, logistics, professional services, IT and telecom, site-related materials and services, and employee-related supplies; and Third-Party Manufacturing (3PM), which involves contract manufacturing of moulded and assembled components.

### Spending on local suppliers



Within this framework, local sourcing plays a vital role in advancing our sustainability goals. By prioritising suppliers located near our manufacturing facilities, we reduce transportation-related emissions, shorten supply chains, and enhance responsiveness. Our commitment to local suppliers goes beyond transactional relationships. We invest in long-term partnerships that offer stability and mutual growth, often through multi-year contracts and collaborative development. In 2024, over

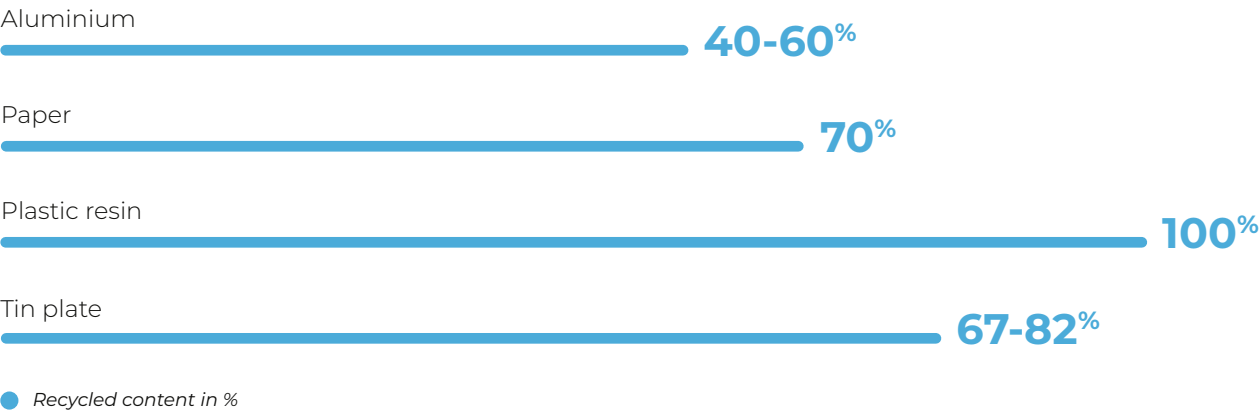
59% of our procurement spend was directed toward suppliers within a 300 km radius of our production sites. By integrating local suppliers into our global procurement strategy, LINDAL not only minimises its environmental footprint but also plays an active role in cultivating sustainable, inclusive communities.

## Raw materials

The raw materials we use in our production process are plastic resin, aluminium and tinplate. In addition, we source rubber, plastic and steel parts to manufacture our components from external suppliers. We adopt the use of recycled materials wherever viable and ensure they meet the required safety standards, relevant legislation, performance and functionality. To measure the integrity of the materials used in our components, our inspection teams undertake a series of thorough assessments to ensure a high-quality product that meets the needs of our customers. This includes AQL (Acceptable Quality Limit) methods, product life cycle testing, sampling and technical criteria set out by our Quality Assurance teams. We continuously evaluating the efficacy of recycled materials such as post-consumer resins for use in our production processes.

Our non-renewable inputs – virgin plastic resin, laminate foil, rubber, and dip-tubes – contain no recycled content. These materials, while essential for certain product functionalities, present a challenge in terms of circularity, and we are actively exploring alternatives and innovations to improve their recyclability.

### Recycled content of renewable raw materials



In contrast, the renewable materials, we use, demonstrate strong performance in terms of recycled content. Aluminium, for instance, contains between 40 and 60% recycled material, while paper reaches up to 70%. Tin plate contains 67 to 82% recycled content. Most notably, our renewable plastic resin is made entirely from recycled sources, achieving a full 100% recycled content rate.

By prioritising materials with high recycled content and continuously seeking improvements in our supply chain, we aim to reduce our environmental footprint and contribute to a more sustainable future.

# The LINDAL Supplier Code of Conduct

Setting out the terms of engagement, the code incorporates LINDAL's company Code of Conduct, and is in alignment with both our sustainability strategy, and recognised international standards and conventions. In compliance with the Code, all suppliers shall:

## Human rights and working conditions

- / Adhere to national laws and implement systems to stay updated
- / Respect human rights and reject forced labour or human trafficking
- / Reject the employment (directly or indirectly) of children
- / Ensure young workers are protected against conditions of work which are prejudicial to their health, safety, morals, and development
- / Recognise the right to Freedom of Association and Collective Bargaining Provide a safe and healthy working environment
- / Comply with fair working conditions for everyone
- / Offer fair remuneration, employment and working hours to every possible extent
- / Not discriminate in hiring, compensation, access to training, promotion, termination, or retirement based on ethnicity, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

## Respect for the environment and local communities

- / Have responsible systems in place for waste and wastewater
- / Minimise or eliminate negative environmental impacts by practices such as modifying production, maintaining and facility processes, recycling, and material reutilisation.
- / Use climate-friendly products and processes to reduce power consumption and greenhouse gas emissions
- / Implement a robust environmental management system to identify and reduce significant environmental impacts and collect relevant data
- / Be diligent in the sourcing of no-conflict materials such as tin, tantalum and gold.

## Ethical business behaviour

- / Uphold high levels of integrity, honesty and fairness Reject involvement in any act of corruption, extortion, or embezzlement, bribery
- / Keep accurate records on activities, structure, and performance
- / Neither participate in falsifying such information, nor in any act of misrepresentation in the supply chain. Furthermore, they shall collect, use, and otherwise process personal information (including that from workers, suppliers, customers, and consumers in their sphere of influence) with reasonable care. The collection, use and other processing of personal information is to comply with privacy and information security laws and regulatory requirements.

## Supply Chain

LINDAL has established a robust and efficient supply chain that supports our commitment to sustainability and innovation. We recognise that promoting sustainable practices within a global supply base is both complex and essential. Therefore, our sourcing and logistics management of products are pivotal in addressing the social and environmental impacts of our operations. From LINDAL's perspective, the supply chain encompasses the comprehensive management of a customer order, both before and after production. It involves managing upstream and downstream relationships with suppliers and customers to deliver superior value at a reduced cost to the entire supply chain. Our manufacturing sites are positioned across EMEA and the Americas. This global presence ensures that we can meet the demands of our diverse customer base while minimising transportation emissions and enhancing supply chain efficiency. We are committed to continuously improve our supply chain operations, this includes an overall assessment of our logistic processes and relocation of production to further strengthen our local businesses, to enhance efficiency and to optimise transportation.

## Reducing CO<sub>2</sub> with multimodal supply chains at Altachem

Since 2023, LINDAL's Altachem facility in Harelbeke has taken decisive steps to decarbonise its logistics operations by restructuring key supply chain routes. By shifting from conventional truck transport to multimodal solutions, including inland shipping and rail, Altachem has significantly reduced CO<sub>2</sub> emissions while improving cost efficiency and mobility impact.

Altachem, manufactures high-delivery valves, 1K-PU foam guns, accessories, and caulking guns, is ideally positioned just 10 km from the Wielsbeke River Terminal and 73 km from the Port of Zeebrugge. This proximity to major transport hubs has enabled the facility to maximise multimodal opportunities for both inbound and outbound flows.

Substantial strides have been made in optimising inbound supply chain by embracing multimodal transport solutions that reduce reliance on road freight. A key improvement involves the import of components from Ningbo, China. Previously, shipments arriving by vessel in Antwerp were transported directly to Harelbeke by truck. Now,

these goods are transferred via inland shipping from the Antwerp River Terminal to the Inland Container Yard in Wielsbeke, followed by a short truck journey to the facility. This change not only shortens the land transport leg but also enables the return of empty containers via inland shipping, further reducing road traffic. The result is a savings of approximately 10.000 km annually and a 33% reduction in CO<sub>2</sub> emissions.

In addition to the China route, Altachem has restructured two major inbound flows from Slovenia by integrating rail transport through terminals in Ljubljana and Duisburg, reducing up to 53% drop in CO<sub>2</sub> emissions. Another key component previously shipped by truck from Milan is now transported via rail to Zeebrugge and then by truck to Harelbeke, saving 38.000 km annually and cutting CO<sub>2</sub> emissions by 65%.

65%

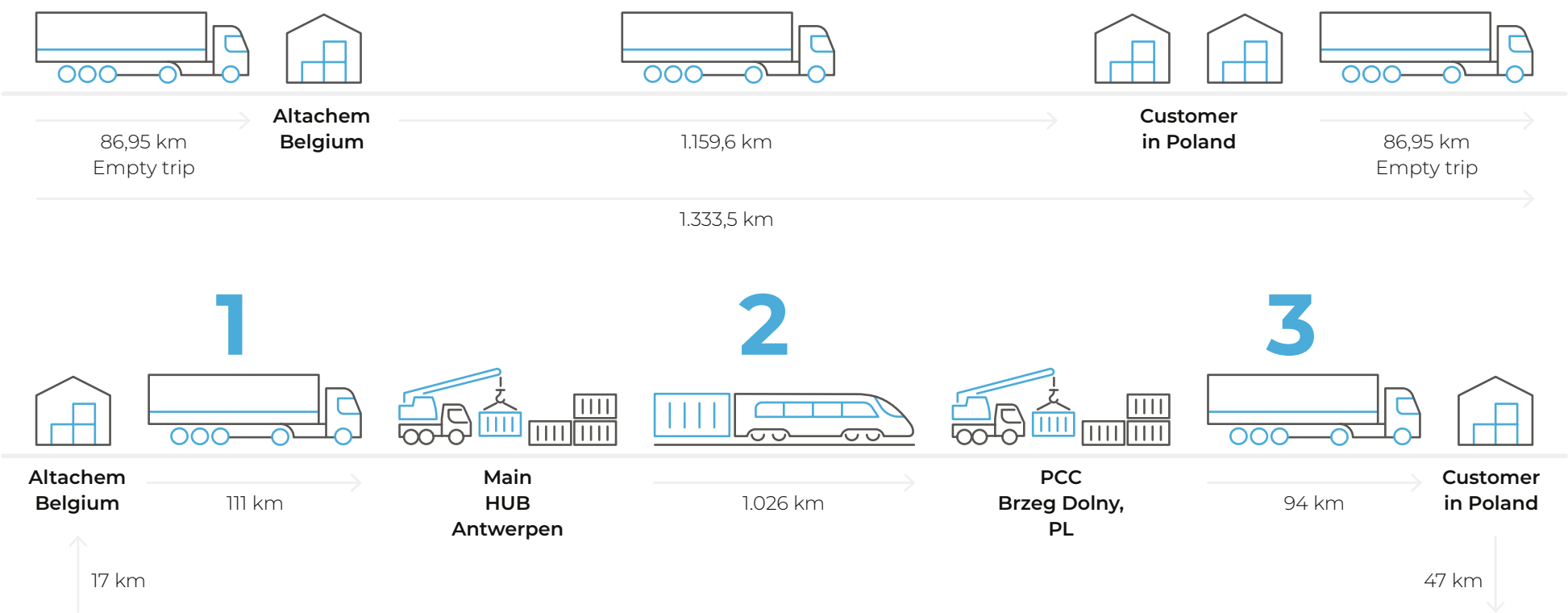
CO<sub>2</sub>  
REDUCTION

# Reducing CO<sub>2</sub> with multimodal supply chains at Altachem

In parallel, tests are currently performed to transition outbound shipments to Poland from road transport to rail-based multimodal solution. These initiatives highlight Altachem’s

commitment to sustainable logistics and its strategic use of multimodal transport to lower its environmental footprint.

## Road transport route vs. improved multimodal route





# APPENDIX

Appendix

Table 1  
Certifications per site

| LINDAL Site                       | Quality<br>ISO9001 | Health & Safety<br>ISO45001 | Food Safety<br>BRC | Social Responsibility<br>URSA / SMETA | Environmental<br>ISO 14001 | Energy<br>ISO 50001 |
|-----------------------------------|--------------------|-----------------------------|--------------------|---------------------------------------|----------------------------|---------------------|
| LINDAL Argentina S.A.             | ✓                  | ✓                           | ✓                  | ✓                                     |                            |                     |
| Altachem N.V.                     | ✓                  | ✓                           |                    |                                       |                            |                     |
| LINDAL do Brasil LTDA             | ✓                  | ✓                           | ✓                  | ✓                                     | ✓                          |                     |
| LINDAL Dispenser GmbH             | ✓                  |                             |                    |                                       |                            | ✓                   |
| LINDAL France S.A.S.              | ✓                  | ✓                           |                    |                                       |                            |                     |
| Litec Moulding Ltd                | ✓                  | ✓                           |                    |                                       |                            |                     |
| LINDAL de Mexico S.A. de C.V.     | ✓                  | ✓                           | ✓                  | ✓                                     |                            |                     |
| LINDAL Turkey Paketleme Ltd. Sti. | ✓                  | ✓                           | ✓                  | ✓                                     |                            |                     |
| LINDAL Valve Co. Ltd.             | ✓                  | ✓                           | ✓                  |                                       |                            |                     |
| LINDAL North America, Inc.        | ✓                  |                             | ✓                  |                                       |                            |                     |

Table 2  
Fuel consumption

| Region        | Fuel type   | Fuel consumption | Fuel unit |
|---------------|-------------|------------------|-----------|
| EMEA          | Natural Gas | 2100583          | kWh       |
|               | Propane     | 6591             | kg        |
| North America | Natural Gas | 49576            | kWh       |
| LATAM         | Natural Gas | 248682,71        | kWh       |
|               | Diesel      | 3299             | kg        |

Appendix

Table 3  
Energy consumption

| Region        | Fossil energy<br>in Mwh | Renewable energy<br>in Mwh |
|---------------|-------------------------|----------------------------|
| EMEA          | 16145,21                | 15130,37                   |
| North America | 3848,36                 | 0                          |
| LATAM         | 13978,99                | 7346,42                    |
| Total         | 33972,56                | 22476,79                   |

Table 4  
Water

| Region        | Water consumption<br>in m³ |
|---------------|----------------------------|
| EMEA          | 6788,74                    |
| North America | 904,71                     |
| LATAM         | 15663,91                   |
| Total         | 23357,37                   |

Table 5  
Direct (Scope 1) GHG emissions

| Region        | GHG emissions<br>in tCO <sub>2</sub> e |
|---------------|--|
| EMEA          | 730,6                                  |
| North America | 51,8                                   |
| LATAM         | 257,4                                  |
| Total         | 1039,8                                 |

Table 6  
Indirect (Scope 2) GHG emissions

| Region        | GHG emissions in tCO <sub>2</sub> e |                | Energy consumption<br>in Mwh |
|---------------|-------------------------------------|----------------|------------------------------|
|               | market-based                        | location-based |                              |
| EMEA          | 894,1                               | 5817,8         | 31275,58                     |
| North America | 1276,5                              | 1276,5         | 3848,36                      |
| LATAM         | 5405,6                              | 5484           | 21325,41                     |
| Total         | 7576,2                              | 12578,3        | 56449,35                     |

## Appendix

Table 7

### Indirect (Scope 3) GHG emissions

| Category     | Category name                    | GHG emissions in tCO <sub>2</sub> e |
|--------------|----------------------------------|-------------------------------------|
| 1            | Purchased goods and services     | 114214,6                            |
| 2            | Capital goods                    | 3386,3                              |
| 3            | Fuel- & energy-related emissions | 5589                                |
| 4            | Upstream Transportation          | 3813,8                              |
| 5            | Waste generated                  | 703,5                               |
| 6            | Business Travels                 | 908,1                               |
| 7            | Employee Commuting               | 3838,3                              |
| 9            | Downstream Transportation        | 8619,5                              |
| 12           | End-of-life treatment            | 275,2                               |
| 15           | Investments                      | 566,4                               |
| <b>Total</b> |                                  | <b>141.078,8</b>                    |

Table 9

### Intensity

| Intensity | per 1000 units        |
|-----------|-----------------------|
| Energy    | 3,8 Kwh               |
| Water     | 0,0001 m <sup>3</sup> |
| Waste     | 0,4 kg                |

Table 8

### Waste Management

| Total Waste   | 2024 in tonnes |
|---|----------------|
| <b>Hazardous waste</b>  | <b>122,77</b>  |
| <b>Waste diverted from disposal</b>   | 6,96           |
| Preparation for reuse   | 0              |
| Recycling   | 6,96           |
| Other recovery operations   | 0              |
| <b>Waste directed to disposal</b>   | 115,81         |
| Incineration (with energy recovery)   | 115,81         |
| Incineration (without energy recovery)  | 0              |
| Landfilling   | 0              |
| Other disposal operations   | 0              |
| <b>Non-hazardous waste</b>  | <b>6586,56</b> |
| <b>Waste diverted from disposal</b>   | 5628,29        |
| Preparation for reuse   | 20,55          |
| Recycling   | 5607,74        |
| Other recovery operations   | 0              |
| <b>Waste directed to disposal</b>   | 958,27         |
| Incineration (with energy recovery)   | 284,79         |
| Incineration (without energy recovery)  | 0              |
| Landfilling   | 673,48         |
| Other disposal operations   | 0              |
| Intensity KPI: tot waste normalised by number of sold finished parts * 1000 [kg/1000 units] | 0,4            |

## Appendix

Table 10

31. December 2024

### Employees by Gender and region

| Region        | Number of ... (in FTE)         | Female     | Male           | Other    | Total         |
|---------------|--------------------------------|------------|----------------|----------|---------------|
| EMEA          | Employees                      |            |                | -        | <b>990,68</b> |
|               | permanent employees            | 213        | 692            | -        | 905,02        |
|               | temporary employees            | 27,9       | 57,5           | -        | 85,66         |
|               | non-guarenteed hours employees | -          | -              | -        | -             |
|               | full-time employees            | 190        | 680            | -        | 869,75        |
|               | part-time employees            | 23         | 12             | -        | 35,27         |
| North America | Employees                      |            |                | -        | <b>112</b>    |
|               | permanent employees            | 43         | 68             | -        | 111           |
|               | temporary employees            | 0          | 1              | -        | 1             |
|               | non-guarenteed hours employees | -          | -              | -        | -             |
|               | full-time employees            | 43         | 68             | -        | 111           |
|               | part-time employees            | -          | -              | -        | -             |
| LATAM         | Employees                      |            |                | -        | <b>428,88</b> |
|               | permanent employees            | 113        | 302            | -        | 414,88        |
|               | temporary employees            | 3          | 11             | -        | 14            |
|               | non-guarenteed hours employees | -          | -              | -        | -             |
|               | full-time employees            | 110        | 300            | -        | 409,88        |
|               | part-time employees            | 3          | 2              | -        | 5             |
| <b>LINDAL</b> | <b>Total Employees</b>         | <b>369</b> | <b>1061,58</b> | <b>-</b> | <b>1430,9</b> |



## Appendix

Table 11

31. December 2024 in FTE

### Employees new hires and turnover rates per region, gender and ages

| Region              | Type                      | Ages <25 | Ages 25-34 | Ages 35 - 44 | Ages 45 -54 | Ages >55 | Male   | Female | Total         |
|---------------------|---------------------------|----------|------------|--------------|-------------|----------|--------|--------|---------------|
| EMEA                | New employee hires number | 54       | 49         | 50           | 26          | 15       | 156    | 38     | <b>193,98</b> |
|                     | New employee hires rate   | 5,5%     | 4,9%       | 5,0%         | 2,6%        | 1,5%     | 15,8%  | 3,8%   | <b>19,6%</b>  |
|                     | Terminations              | 30       | 44         | 33           | 24          | 34       | 127    | 38     | <b>164,57</b> |
|                     | Turnover                  | 3,0%     | 4,4%       | 3,3%         | 2,4%        | 3,4%     | 12,8%  | 3,8%   | <b>16,6%</b>  |
| North America       | New employee hires number | 8        | 14         | 11           | 13          | 4        | 29     | 21     | <b>50</b>     |
|                     | New employees hires rate  | 7,1%     | 12,5%      | 9,8%         | 11,6%       | 3,6%     | 25,9%  | 18,8%  | <b>44,6%</b>  |
|                     | Terminations              | 4        | 7          | 8            | 17          | 4        | 31     | 9      | <b>40</b>     |
|                     | Turnover                  | 4%       | 6%         | 7%           | 15%         | 4%       | 28%    | 8%     | <b>36%</b>    |
| LATAM               | New employee hires        | 18       | 61         | 57           | 22          | 1        | 100    | 59     | <b>159,1</b>  |
|                     | New employees hires rate  | 4,2%     | 14,2%      | 13,3%        | 5,1%        | 0,2%     | 23,3%  | 13,8%  | <b>37,1%</b>  |
|                     | Terminations              | 6        | 48         | 44           | 17          | 2        | 82     | 35     | <b>117,04</b> |
|                     | Turnover                  | 1%       | 11%        | 10%          | 4%          | 0%       | 19%    | 8%     | <b>27%</b>    |
| <b>LINDAL Total</b> | New employee hires number | 80       | 124,1      | 118          | 61          | 19,98    | 285,23 | 117,85 | <b>403,08</b> |
|                     | New employee hires rate   | 5,6%     | 8,7%       | 8,2%         | 4,3%        | 1,4%     | 19,9%  | 8,2%   | <b>28,2%</b>  |
|                     | Terminations              | 40       | 99,04      | 84,74        | 58          | 39,83    | 239,8  | 81,81  | <b>321,61</b> |
|                     | Turnover                  | 2,8%     | 6,9%       | 5,9%         | 4,1%        | 2,8%     | 16,8%  | 5,7%   | <b>22,5%</b>  |

# GRI CONTENT INDEX

## GRI Content Index

|                                       |  |
|---------------------------------------|--|
| <b>Statement of use</b>               | LINDAL Group Holding GmbH has reported in accordance with the GRI Standards for the period 2024 January 1 <sup>st</sup> to December 31 <sup>st</sup> . |
| <b>GRI 1 used</b>                     | GRI 1: Foundation 2021.  |
| <b>Applicable GRI Sector Standard</b> | No sector standard applicable.   |

| GRI STANDARD                           | REPORTING REQUIREMENT   | LINDAL'S RESPONSE  |
|--|---|--|
| <b>GRI 2: General Disclosures 2021</b> |   |  |
| 2-1                                    | Organisational details  | p. 5; 7  |
| 2-2                                    | Entities included in the organisation's sustainability reporting            | All entities shown on p. 5 and 7, excluding RX Pack S.r.l due to the lack of operational control and offices (Spain, Germany and Luxembourg) due to little impact.   |
| 2-3                                    | Reporting period, frequency and contact point                               | p. 5   |
| 2-4                                    | Restatements of information   | p. 5   |
| 2-5                                    | External assurance  | p. 5 – No external assurance in place.   |
| 2-6                                    | Activities, value chain and other business relationships                    | p. 7   |
| 2-7                                    | Employees   | p. 37 – all workers are expressed in FTE   |
| 2-8                                    | Workers who are not employees   | Appendix: Table 10   |
| 2-9                                    | Governance structure and composition  | p. 10 – The two managing directors (CEO and CFO) have the general authority to represent the company and the Executive Team is responsible for the definition of long-term strategy and resources allocation, execution, communication, providing inputs to shape the strategy, evaluating regional requirements and for periodic institutional meetings.<br>The Executive Team is made up of the CEO, CFO, Technology, Commercial, HR, Regional Operations and IT Director. |
| 2-10                                   | Nomination and selection of the highest governance body                     | The Board of Director of the LINDAL Group Holding composition is approved by the LINDAL Group Holding shareholders.  |
| 2-11                                   | Chair of the highest governance body  | p. 10 – The Board of Director of the LINDAL Group is chaired by Katharina Lilienthal.  |
| 2-12                                   | Role of the highest governance body in overseeing the management of impacts | p. 10  |

## GRI Content Index

| GRI STANDARD | REPORTING REQUIREMENT   | LINDAL'S RESPONSE   |
|--------------|---|---|
| 2-13         | Delegation of responsibility for managing impacts               | The Executive Team is responsible for defining the sustainability strategy and determining the actions required to ensure compliance. The Global Sustainability Manager, who reports directly to the CEO, assumes responsibility for managing sustainability-related issues and decisions in coordination with the relevant departments.  |
| 2-14         | Role of the highest governance body in sustainability reporting | p. 5 – The Board of Directors is periodically informed about progress and key sustainability topics, ensuring oversight at the highest governance level.  |
| 2-15         | Conflicts of interest   | At LINDAL, all decisions must be taken in the best interest of the company, and employees are required to avoid any situation that could give rise to a personal, financial, or family conflict of interest. Any actual or potential conflict must be disclosed without delay to the direct supervisor or relevant compliance function to ensure transparency and integrity in decision-making. No conflicts of interest were reported in 2024. |
| 2-16         | Communication of critical concerns                              | p. 18   |
| 2-17         | Collective knowledge of the highest governance body             | p. 10   |
| 2-18         | Evaluation of the performance of the highest governance body    | Information not available due to confidentiality.   |
| 2-19         | Remuneration policies   | LINDAL complies with all labor laws in each of the countries in which it operates.  |
| 2-20         | Process to determine remuneration                               | LINDAL complies with all labor laws in each of the countries in which it operates.  |
| 2-21         | Annual total compensation ratio                                 | Information not available due to confidentiality.   |
| 2-22         | Statement on sustainable development strategy                   | p. 4; 29  |
| 2-23         | Policy commitments  | pp. 8; 15; 24; 38   |
| 2-24         | Embedding policy commitments                                    | p. 12; 15   |
| 2-25         | Processes to remediate negative impacts                         | pp. 18; 60 – LINDAL addresses potential negative impacts through a comprehensive framework of policies, including our Code of Conduct, Supplier Code of Conduct, Environmental Policy, Labour and Human Rights Policy, Health and Safety Policy, and others. To ensure accountability, we maintain a whistleblowing hotline that allows employees and stakeholders to raise concerns anonymously and without fear of retaliation.               |

## GRI Content Index

| GRI STANDARD                               | REPORTING REQUIREMENT  | LINDAL'S RESPONSE   |
|--|--|---|
| 2-26                                       | Mechanisms for seeking advice and raising concerns                       | p. 18   |
| 2-27                                       | Compliance with laws and regulations                                     | p. 15 – LINDAL did not incur any financial or non-financial sanctions in 2024.  |
| 2-28                                       | Membership associations  | p. 54   |
| 2-29                                       | Approach to stakeholder engagement                                       | p. 27   |
| 2-30                                       | Collective bargaining agreements   | p. 17   |
| <b>GRI 3: Material Topics 2021</b>         |  |   |
| 3-1  | Process to determine material topics                                     | pp. 26  |
| 3-2  | List of material topics  | pp. 26  |
| 3-3  | Management of material topics  | pp. 26; 31; 37  |
| <b>GRI 204: Procurement Practices 2016</b> |  |   |
| 204-1                                      | Proportion of spending on local suppliers                                | p. 58; 61   |
| <b>GRI 205: Anti-Corruption 2016</b>       |  |   |
| 205-1                                      | Operations assessed for risks related to corruption                      | p. 16   |
| 205-2                                      | Communication and training about anti-corruption policies and procedures | p. 16   |
| 205-3                                      | Confirmed incidents of corruption and actions taken                      | <p>p. 16</p> <p>During the reporting period, LINDAL recorded no incidents in the following areas:</p> <ul style="list-style-type: none"> <li>/ Confirmed cases of corruption,</li> <li>/ Dismissals or disciplinary measures of employees due to corruption,</li> <li>/ Termination or non-renewal of contracts with business partners due to corruption- related violations, and</li> <li>/ Public legal proceedings related to corruption involving the organisation or its employees, including their outcomes.</li> </ul> |
| <b>GRI 301: Materials 2016</b>             |  |   |
| 301-1                                      | Materials used by weight or volume                                       | p. 59   |



## GRI Content Index

| GRI STANDARD   | REPORTING REQUIREMENT   | LINDAL'S RESPONSE   |
|--|---|---|
| <b>GRI 302: Energy 2016</b>                            |   |   |
| 302-1  | Energy consumption within the organisation  | p. 30   |
| 302-3  | Energy intensity  | p. 30   |
| 302-4  | Reduction of energy consumption   | p. 30   |
| 302-5  | Reductions in energy requirements of products and services  | Not applicable.   |
| <b>GRI 303: Water and Effluents 2018</b>               |   |   |
| 303-1  | Interactions with water as a shared resource  | p. 33 – Water is not considered material for LINDAL.  |
| 303-3  | Water withdrawal  | p. 33   |
| 303-5  | Water consumption   | p. 33   |
| <b>GRI 304: Biodiversity 2016</b>                      |   |   |
| 304-1  | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | LINDAL ensures that all of its sites are located at a sufficient distance (over 2 km) from protected biodiversity areas, and none of the sites have a significant impact on biodiversity. |
| <b>GRI 305: Emissions 2016</b>                         |   |   |
| 305-1  | Direct (Scope 1) GHG emissions  | pp. 31  |
| 305-2  | Energy indirect (Scope 2) GHG emissions   | pp. 31  |
| 305-3  | Other indirect (Scope 3) GHG emissions  | pp. 31  |
| 305-5  | Reduction of GHG emissions  | pp. 31; 32  |
| <b>GRI 306: Waste 2020</b>                             |   |   |
| 306-2  | Management of significant waste-related impacts   | pp. 34  |
| 306-3  | Waste generated   | pp. 34  |
| 306-4  | Waste diverted from disposal  | pp. 34  |
| 306-5  | Waste directed to disposal  | pp. 34  |
| <b>GRI 308: Supplier Environmental Assessment 2016</b> |   |   |
| 308-1  | New suppliers that were screened using environmental criteria   | p. 60   |

## GRI Content Index

| GRI STANDARD  | REPORTING REQUIREMENT  | LINDAL'S RESPONSE   |
|---|--|---|
| <b>GRI 401: Employment 2016</b>                                       |  |   |
| 401-1   | New employee hires and employee turnover   | p. 37 – Appendix: Table 11  |
| <b>GRI 402: Labor/Management Relations 2016</b>                       |  |   |
| 402-1   | Minimum notice periods regarding operational changes   | At LINDAL, notice to employees is provided in full compliance with local legislation, applicable state-specific regulations, and, where relevant, the respective collective bargaining agreements.  |
| <b>GRI 403: Occupational Health and Safety 2018</b>                   |  |   |
| 403-1   | Occupational health and safety management system   | p. 39   |
| 403-3   | Occupational health services   | p. 15   |
| 403-9   | Work-related injuries  | p. 39 – Our total TRIR Group score in 2024 was 0,55, reflecting solid progress toward our 2025 target of reducing the rate to below 0,50. This demonstrates that our ongoing safety initiatives are moving us in the right direction. (TRIR is the sum of all LTI (Lost Time Incidents) for LINDAL employees. It is calculated by total number of LTI multiplied by 200.000/total hours worked. Resulting in a number representative of per 100 employees.) |
| <b>GRI 406: Non-discrimination 2016</b>                               |  |   |
| 406-1   | Incidents of discrimination and corrective actions taken   | p. 16 – There were no cases of discrimination identified by or notified to LINDAL during the reporting period.  |
| <b>GRI 407: Freedom of Association and Collective Bargaining 2016</b> |  |   |
| 407-1   | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | p. 17; 38   |
| <b>GRI 408: Child Labor 2016</b>                                      |  |   |
| 408-1   | Operations and suppliers at significant risk for incidents of child labor                                      | p. 16   |
| <b>GRI 409: Forced or Compulsory Labor 2016</b>                       |  |   |
| 409-1   | Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | p. 16   |
| <b>GRI 411: Rights of Indigenous Peoples 2016</b>                     |  |   |
| 411-1   | 411-1 Incidents of violations involving rights of indigenous peoples   | p. 17 – There were no Incidents of violations involving rights of indigenous peoples during the reporting period.   |

GRI Content Index

| GRI STANDARD                             | REPORTING REQUIREMENT  | LINDAL'S RESPONSE |
|--|--|-------------------|
| GRI 413: Local Communities 2016          |  |                   |
| 413-1                                    | Operations with local community engagement, impact assessments, and development programme    | pp. 40            |
| GRI 414: Supplier Social Assessment 2016 |  |                   |
| 414-1                                    | New suppliers that were screened using social criteria                                       | p. 60             |
| GRI 418: Customer Privacy 2016           |  |                   |
| 418-1                                    | Substantiated complaints concerning breaches of customer privacy and losses of customer data | p. 15; 18         |

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