

# WE GROW TOGETHER





# ABOUT THIS REPORT

Intraplás' third Integrated Report represents the company's accountability, with a focus on transparency and communication with the market.

It offers a comprehensive view of Intraplás' value creation, including information on the management of material topics, performance and goals in social, environmental and governance aspects (for more information on material topics and the methodology applied, see the technical notebook section).

The report covers Intraplás' operations in Portugal from 1 January to 31 December 2024.

Throughout the document, we have included testimonials from different functional areas, highlighting our employees' daily commitment to the established objectives. These testimonials demonstrate that behind the management processes there are dedicated people who are committed to Intraplás' vision of integrated growth.

This year, we have organised the report into five main sections:

1. **Where we came from:** where we are going: presents information that allows the reader to learn about the company's profile, its activity, markets, strategy, main highlights of 2024 and future goals.
2. **We build together, we grow together:** highlights the importance of collaboration with customers and suppliers to achieve our long-term goals of development, quality, innovation and sustainability.
3. **Sustainable progress, real impact:** the company's initiatives and results in relation to sustainability, with a focus on climate and energy, and materials.
4. **People at the heart of growth:** shows the company's focus on people, demonstrating how Intraplás places its employees and communities at the heart of its growth strategy.
5. **Growing with transparency:** addresses the company's commitment to transparency and ethics, highlighting how Intraplás is dedicated to keeping its management and governance processes clear and accessible, ensuring stakeholder confidence.

We invite you to read the report and follow the transformation process that sustainability brings to Intraplás' management. And to be inspired by the power of collaboration and transparency, which drive us to create a positive and lasting impact on the world, growing together!



# WHERE WE CAME FROM, WHERE WE ARE GOING.

We have grown together because we have never stopped dreaming, learning and evolving. From our first steps to global leadership, each challenge has shaped who we are, and each achievement has been accomplished side by side.

But our journey does not end here.

We look to the future with the same passion and commitment that brought us here – with innovation, sustainability and people at the heart of everything. Because growing together is not just about the past we share, but about the future we are building.





# WE BUILD TOGETHER, WE GROW TOGETHER

Every innovation, every improvement, every achievement – everything was built together.

Our growth is not only measured in numbers, but in the impact we have on people's lives and the world around us. Together, we turn challenges into opportunities, ideas into solutions, and effort into progress.

At Intraplás, growing means lifting each other up, learning with every step, and always moving forward, together.



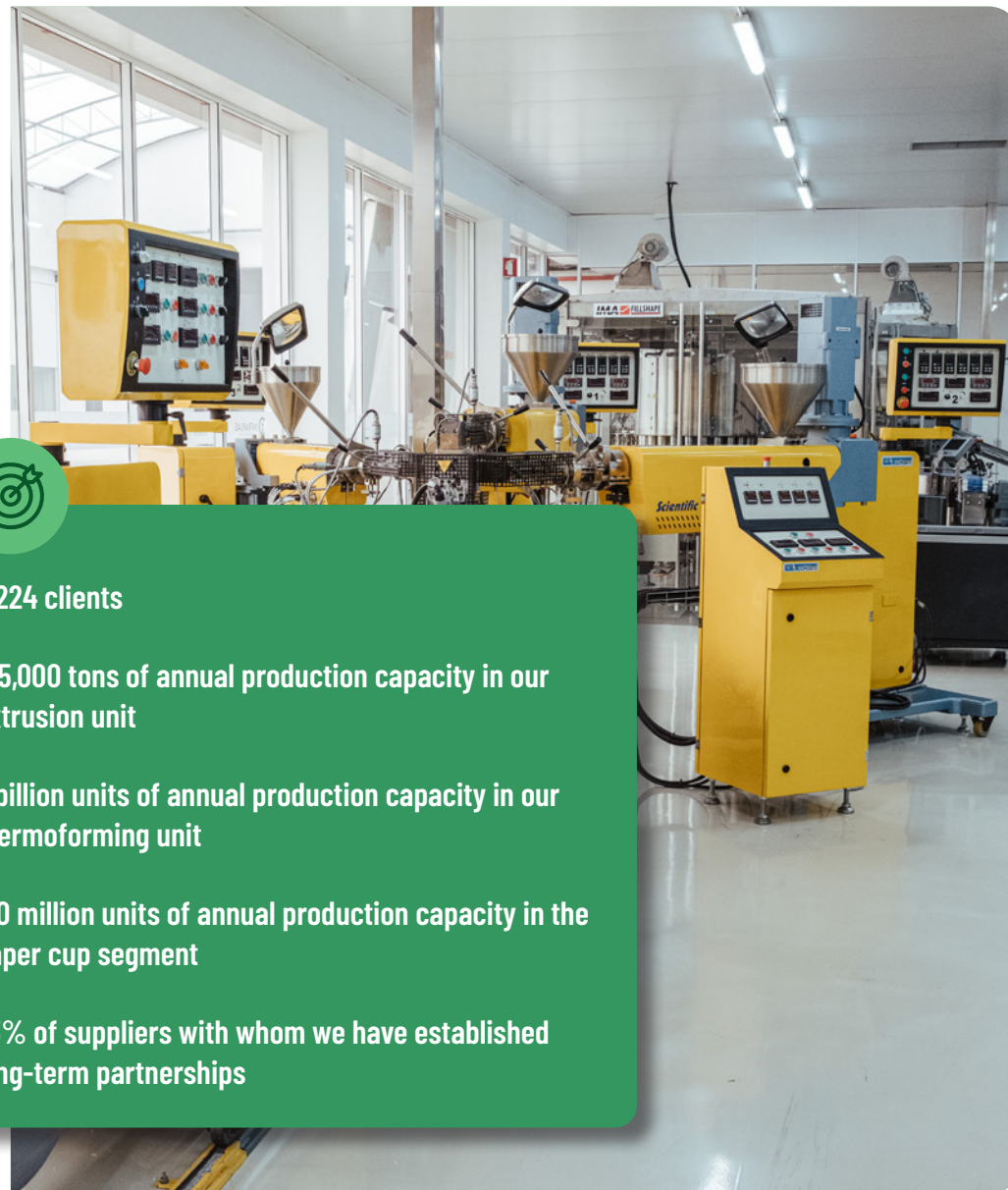
+ 224 clients

105,000 tons of annual production capacity in our extrusion unit

5 billion units of annual production capacity in our thermoforming unit

170 million units of annual production capacity in the paper cup segment

93% of suppliers with whom we have established long-term partnerships





# SUSTAINABLE PROGRESS, REAL IMPACT

For us, progress and sustainability are not separate choices – they are inseparable.

We believe that innovation must have a purpose and that every solution we create must generate real impact: less waste, more efficiency, smaller environmental footprint.

Our commitment is to make the future more sustainable, not only for us, but for generations to come. Because growing responsibly is the only way to truly grow.



**AA+ Rating in BRCGS Packaging certification**

**18 R&D projects in the pipeline. Of these,  
1 in biopolymers and 2 in non-fossil polymers**

**2% of employees allocated to research and  
development**

# PEOPLE AT THE CENTRE OF GROWTH

Intraplás' strength lies in its people.

They are the ones who make things happen, who bring ideas to life and who build our future. We invest in talent, promote growth and create an environment where each person can evolve and feel proud of their impact.

Here, growth means caring, supporting and ensuring that everyone has room to shine. Because when people grow, the company grows with them.



**88% employee satisfaction rate**

**40% women in management and 38.5% in the management team**

**1.02% turnover**



# GROWING WITH TRANSPARENCY

Trust builds the future, and we choose to grow with transparency, responsibility and commitment.

There are no shortcuts to sustainable growth – there are conscious choices, open dialogue and a culture of integrity.

We want every employee, customer and partner to feel that they are part of this journey, where respect and clarity guide every decision.

Because growing transparently is not just a choice, it is what ensures that our impact is positive, real and lasting.



**88% employee satisfaction rate**

**40% women in management and 38.5% in the management team**

**1.02% turnover**

## MESSAGE FROM THE SHAREHOLDERS

# WHERE WE CAME FROM, WHERE WE ARE GOING.

As the second generation of the founding family, we have the privilege — and the responsibility — to continue the legacy started by our parents. A legacy built on hard work, entrepreneurial vision, and a deep respect for people, resources, and the future. Today, our mission as shareholders is clear: **to create long-term, sustainable, and shared value.**

Having been a path of growth based on technological supremacy and the technical knowledge of our team, 2024 represents a major leap shift in the history of Intraplás due to the evolution we have made this year, transforming it into a multinational company with the preparation of the opening of our industrial unit in Ohio, USA.

A business decision taken to leverage our position in the dairy market, increase our profitability, and become market leaders in the dairy industry.

**2024 therefore represents a turning point in our journey. It was a challenging year, but one filled with the enthusiasm and energy that major changes bring.**

During this year, we also reinforced our conviction that it is possible to grow responsibly. Advances in material circularity, developments in supply chain certifications and the ethical soundness of management demonstrate that our commitment to sustainability is compatible with the company's growth.

As an industrial company specialising in packaging solutions, we are aware of the role we play in a sector undergoing profound change. We will continue to focus on providing the company with the resources that will enable Intraplás to remain a benchmark for future generations of our family.

We also recognise the challenges we face: balancing industrial growth with the continuous development of our people and the search for new solutions that leverage the reduction of negative impacts will be a priority in the coming years. Our vision is long-term, and it is with this perspective that we will continue to invest, support and challenge the company to be better and better.

As family shareholders, we are fortunate to be able to closely follow the company's transformation, always with the same values that saw it come into being: integrity, resilience, proximity and ambition. Our journey so far has been marked by determination, commitment and a clear vision: to grow by creating environmental, social and economic value. And it is with this vision that we look to the future — a future where innovation, quality, food safety and sustainability go hand in hand.

**Thank you to everyone who is part of this journey. Intraplás' future is built on strong roots and with an open horizon to continue generating value for all.**

**Anabela Ferreira, Alberto Machado Ferreira, Jorge Ferreira**  
SHAREHOLDER FAMILY AND MEMBERS OF THE BOARD OF DIRECTORS





# MESSAGE FROM THE CEO

## WE BUILD TOGETHER, WE GROW TOGETHER

Our results are not the fruit of isolated efforts. They reflect the joint work of our employees, together with customers, partners and suppliers. All of them share and contribute to the realisation of our ambition: to be the best supplier of food packaging solutions for the dairy segment.

Continuing the results achieved in 2023, Intraplás maintained solid performance in 2024, recording sales growth of 9% in volume and 3% in value compared to the previous year, fulfilling its expansion trajectory defined in the Marble 2.0 plan.

We strengthened our market share, both with new and existing customers. Our customers continued to trust Intraplás to develop innovative packaging, ensure the quality and food safety of their products, and contribute to greater environmental sustainability in the food industry. In 2024, we maintained 100% of our circular packaging solutions with ISCC+ certification and obtained an AA+ rating in BRCGS certification. We also obtained the ECOVADIS gold seal, with a score of 80 out of a total of 100 points, which positions us as a player with an outstanding level of sustainability according to this assessment system.

Intraplás also relied on the support of a supply chain that we continuously strive to improve. By 2024, 100% of recycled polymer suppliers will be Recyclclass certified, and 100% of wood, cardboard and paper suppliers will be FSC and/or PEFC certified.

2024 will also be marked by the **new PET (polyethylene) extrusion line**, which will strengthen our production capacity for a material that is in high demand and recognised for its sustainability.

## SUSTAINABLE PROGRESS, REAL IMPACT

At Intraplás, sustainability is not measured solely by commitment — it is measured by concrete actions. Today, we are able to offer a portfolio of yoghurt cup solutions with a lower amount of plastic, enabling our customers to significantly reduce their consumption of materials. As for our performance:

- We increased the use of biopolymers in production by around 40%;
  - We increased the use of recycled and renewable raw materials from 1.0% to 3.8%;
  - We increased the circular material rate in production from 2.5% to 5.1%;
  - And we diverted more hazardous waste from final disposal (+125% compared to the previous year);
- These figures reflect a commitment to the circular economy, resource efficiency and the circular economy.
- And we managed to divert more hazardous waste from final disposal (+125% compared to the previous year);

These figures reflect a commitment to the circular economy, resource efficiency and environmental responsibility.

## PEOPLE AT THE HEART OF GROWTH

People will always be one of the company's main assets, which explains our investment in being a "best place to work", improving our ability to attract and retain the talent that drives the company's progress. Note the improvements we have made recently to the company's facilities, with the creation and renovation of social areas for our employees. We recognise that there are some challenges to overcome on the social front, in a company that has continued to generate employment compared to the previous year, with a 13% increase in the number of employees.

In 2024, although there was a decrease in the average number of training hours per employee, we recorded an increase of 112% in middle management participating in training activities. I would also like to note that, in the company's current position, we have increased leadership activities by 14%, preparing the team for the challenges that our multinational company demands of us today.

In the future, we will continue to invest so that our growth is inclusive, fair and sustainable. We will continue to:

- Strengthen internal development programmes;
- Promote equal opportunities for growth;
- And continuously value human talent as a driver of growth.

## GROWING WITH TRANSPARENCY

We continue to operate in accordance with our principles of ethical conduct. For the third consecutive year, we have not recorded any cases of corruption, legal non-compliance or human rights violations.

Transparency, integrity and compliance are fundamental pillars in the way we manage our business and relate to all stakeholders.

In a company that, in 2024, opened up even more to the world, the values that structure the behaviour of the company and each of its employees are decisive for trust, the basis of any commercial relationship.

It is also in this context, in addition to new regulatory requirements, that this report is important, as we disclose our performance and the goals to which we are committed as a company that intends to continue to lead in its sector of activity, promoting the joint growth of the ecosystem of which it is a part.

Duarte Faria , CEO



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# 1. WHERE WE COME FROM, WHERE WE'RE HEADING

# WHERE WE COME FROM: COMPANY HISTORY AND MILESTONES



## 1968

Company founded by Commander of the Order of Merit Alberto Machado Ferreira, in 1968, and owned by the Ferreira family to this day.

## 1971

Start of packaging production for the food industry.

## 2014

Implementation of a new production unit, enabling the expansion of the thermoforming segment through the production of thermoformed packaging. Production of PP yoghurt lids also began.

*"Being part of the second generation of Intraplás' leadership, after working alongside its founder, is both a privilege and a responsibility. The legacy we now seek to continue is guided by the company's values, which have shaped a robust and ambitious strategic development plan, now being brought to life by a team of outstanding professionals."*

**Jorge Ferreira**



## 2021

The company has been managed by Anabela Ferreira and Jorge Ferreira since 2021, descendants of the company's founder.

## 2017

Opening of the R&D Centre, dedicated to continuous improvement and the development of new products and technologies to optimise packaging solutions. Implementation of the FFS line, enabling simulation of the laminate's industrial performance before delivery to the customer, ensuring ongoing testing and refinement.

*"2024 marks a pivotal year in shaping Intraplás' future as a multinational company. It is a challenging step, but one we see as essential if we are to continue creating value for our customers, and for millions of consumers, by delivering safe food products that support a high-quality diet and place people's well-being at the forefront."*

**Anabela Ferreira**



## 2022

Drafting of the company's new strategic growth plan, Marble 2.0

## 2023

The company expanded into the UK market and internationalised paper cup production. The first R&D projects for fossil-free packaging were launched, resulting in the first prototype. As part of industrial modernisation, a new PET production line was implemented. The company also celebrated its 55th anniversary with an event that brought together employees and their families.

## 2024

In 2024, we expanded our presence to the United States, an important milestone that reinforces Intraplás' position as a multinational company



# WHAT WE DO: BUSINESS SEGMENTS / COMPANY POSITIONING

We exist to provide our customers and consumers with packaging that improves lives by safely preserving food quality.

Our packaging has a positive social impact, as food is the basis of a healthy life. It also has a significant environmental impact, since preserving food helps to combat food waste.

Driven by the desire to build a better future, we work every day to achieve excellence, firmly believing that our growth is shared with our partners and customers at every step of the way.

## MISSION

To develop sustainable and innovative packaging solutions with a focus on people's well-being

## VISION

Eco-friendly sustainable packaging is possible

## VALUES

Integrity  
Collaboration  
Flexibility  
Proactivity  
Results orientation  
Fairness

### Leaders in food packaging solutions

We are one of the leading providers of food packaging solutions, specialising in plastic and paper formats, with a particular focus on the dairy sector.

We supply the food industry with an innovative and diversified portfolio of packaging solutions, combining services and production.

- Plastic packaging specialists (thin wall packaging)
- Focus on the food industry, particularly the dairy sector, including solid products such as yoghurts, creams, cheeses, ice creams, and similar
- 360° service, from packaging design to production, including technical support to optimise performance and efficiency.

### 360° SERVICES

We have the capacity, knowledge and experience to design, develop and produce the ideal packaging in collaboration with our customers, for the product they aim to deliver to the consumer.

### WHAT SETS US APART

- State-of-the-art technological assets
- Solid experience and expertise in the areas of extrusion and thermoforming
- Focus on PET and paper-based production. We also work with rPET, PP/rPP and PS/rPS
- Use of alternative, recycled, recyclable, and/or bio-based polymers, whenever possible
- Continuous investment in R&D in collaboration with the academic world, customers and innovation centres
- High-capacity production and storage sites, ensuring business continuity for our customers
- Strong product customisation capabilities
- Specialised team dedicated to development and technical support services

### Certifications



IMS/FDA

ecovadis

Sedex<sup>2</sup>

### Our packaging



#### 1. DAIRY

Set yogurt cups;  
Cream cheese and fresh cheese cups  
Ice creams  
Butters  
Desserts



#### 2. BABY FOOD AND JELLY

Jelly  
Fruit purée for babies



#### 3. BEVERAGES

Cups for hot beverages: coffee and tea  
Cups for cold beverages: beer  
Paper cup – water-dispersible coating; 100% recyclable

# WHERE WE ARE: MARKETS

## Intraplás around the world

Intraplás, with more than 5 decades of experience and an ongoing commitment to innovation, has been expanding its presence in the global market.

Today, our products reach more than 30 countries, reinforcing our position as a trusted partner in the packaging industry.

In 2024 we took a significant step forward by entering the US market. The start of construction on a new factory marks a new chapter in our international journey, consolidating Intraplás as a multinational company.

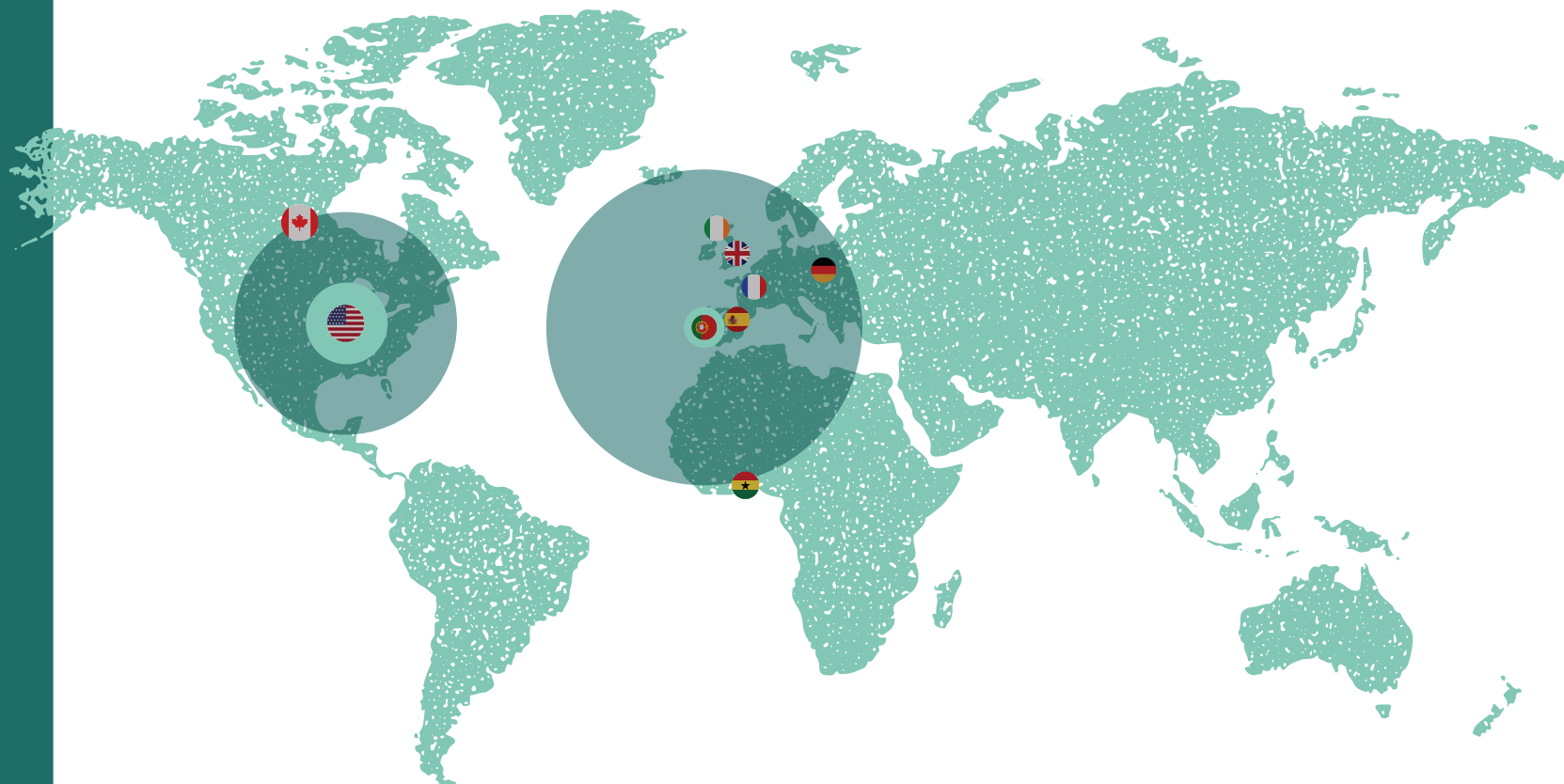
**+224**  
Customers

**+30**  
Countries

**3**  
Continents

**3**  
New Markets:  
Ghana, Sweden and Croatia

**56**  
Years of expertise





## Our Factories

Rebordões - laminate production

Lordelo - Thermoforming and printing of food packaging (plastic and paper)

USA - laminate production and thermoforming



### REBORDÕES

This unit, founded in 1968, is part of an industrial complex covering 26,650 m<sup>2</sup>, 9,900 m<sup>2</sup> of which is roofed, located in Rebordões - Santo Tirso. This site introduced a new FFS technology that positioned the company as a specialist in the market, making this new product line a core feature that would later result in investments to increase extrusion capacity. It currently has a laminate sheet production capacity of around 105,000 tonnes. Considerable investments have been made in the latest technology, including the new multi-extrusion line to convert PP, r-PP, PET and r-PET products



### LORDELO

Created in 2014 to respond to the group's growing needs, this facility spans a total area of 43,400 m<sup>2</sup>, with 23,000 m<sup>2</sup> under roofs. This unit is dedicated to the thermoforming and printing of food packaging. It is equipped with numerous advanced systems and has a nominal thermoforming capacity of 5 billion units. It also includes paper cup production lines, with an output capacity exceeding 170 million units. With a strong focus on efficiency, the site features a 9,000 m<sup>2</sup> automated warehouse, capable of storing approximately 15,000 pallets.



### USA

The new Intraplás factory is located in Ohio, USA.



# 2024 HIGHLIGHTS

## January - June

- **Post-industrial waste (PIW) recycling project**, developed in partnership with dairy customers. This is a closed-loop recycling system in which industrial waste generated at customer facilities is processed and reintegrated into the laminate we produce.
- **Production started using the X21 machine** at the Rebordões unit, a significant milestone that considerably increased our production capacity.
- **Increased use of r-PET**, achieving an average of 30% in the laminates produced, thereby reducing dependence on virgin plastic.
- **Intraplás continues its evolution**, into a multinational company, entering the United States market through the establishment of a new production facility.
- **Launch of ReciCup**, in collaboration with Sonae MC, Lipor, and PIEP – a post-consumer circular economy initiative involving active consumer participation. Consumers return their used set yoghurt packaging to MC stores, where it is collected, recycled, and reintegrated into the production of new laminate used for new packaging.
- **Electric vehicle (EV) charging infrastructure** made available at our facilities for the personal use of our employees.
- **Launch of the social areas project in Rebordões**, transforming the former administrative offices into spaces dedicated to employee comfort and well-being.

## July - December

- **Installation of the TA23 machine**, dedicated to lid production, with a capacity of 600 million units/year.
- **Installation of the Paper Wrap line**, designed for the production of hybrid packaging combining plastic and recyclable paper.
- **Restructuring of the Rebordões unit and warehouse**
- **Expansion of HVAC systems** at both production sites to meet the operational demands of new machinery.
- **Development of a system for monitoring and automating energy consumption.**
- **Creation of a digital platform** for supplier document management.
- **Development of a new supply chain** for the US market.
- **Expansion into 3 new markets: Ghana, Sweden and Croatia**, with operations starting in the last quarter of 2024.
- **Provision of production powered by 100% renewable energy** for some of our customers.

## Geographical expansion into the USA

### INDUSTRIAL GROWTH IN THE USA TRANSFORMS INTRAPLÁS INTO A MULTINATIONAL COMPANY

The construction of an industrial site in the United States addresses one of the goals of the Marble 2.0 strategy, which identifies geographic footprint expansion as a key growth driver. In 2024, Intraplás solidified its position as a European leader in its sector, ranking among the top two companies in Europe. The growth potential in the US and Canadian markets, combined with the presence of several existing customers in those regions, led to the decision to build a factory and hire a local team.

### PROFILE OF THE NEW INDUSTRIAL UNIT

Country: USA  
 State: OHIO  
 Production Area: 10,000 m<sup>2</sup>  
 Production Capacity: 15,000 tonnes + 1.3 billion units  
 Production Lines: 5 in total: 1 extrusion line, 2 thermoforming lines and 2 printing lines  
 Expected number of factory floor employees: 6  
 Production start date: last quarter of 2025  
 Investment: 40 million euros

After selecting the state of Ohio in 2023 due to its logistical proximity to our main customers in the USA, the focus in 2024 shifted to on-the-ground execution. The optimal site for the factory was chosen, and the facility where the production unit will be installed was acquired. We also began the recruitment process, with plans to integrate up to 60 employees as production ramps up, supported by a expatriate team. In 2024, the process also included the design and adaptation of the production and social areas, as well as the selection and acquisition of machinery, which will be installed in 2025. Production at the new facility is scheduled to begin in the final quarter of 2025.



# GROWING TOGETHER: CREATING VALUE IN 2024

## INPUTS

### Natural Capital

149,116 GJ of energy consumed

### Intellectual Capital

2% of employees allocated to research and development

### Human Capital

386 employees

### Production Capital

#### 105 000 tonnes

production capacity, per year, at our extrusion unit

#### 5 billions units

of annual production capacity at our thermoforming unit

#### 170 millions units

of annual production capacity in the paper cup segment

### Social Capital

6 partnerships with higher education institutions, research centres, and training centres

## OUR WAY OF DOING BUSINESS

We aim to strengthen our position as a company that provides sustainable and innovative packaging services, supporting the food industry in meeting its sustainability targets.

## OUTPUTS

### Financial Capital

€157.05 million in sales

### Natural Capital

97% of waste directed to recycling

### Intellectual Capital

18 projects

1 bio-polymer R&D project

2 non-fossil polymer R&D projects

### Human Capital

3.7% of employees were promoted in their job categories

1.02% turnover rate

88% employee satisfaction rate

40% women on the board and 38.5% in the management team

### Production Capital

69,716 tonnes total production

### Social Capital

12 internships under partnership agreements

5 000€ invested in the community

## OUTCOMES

### Shareholders

We maintained a solid financial position  
We ensured the return on investment

### Customers

Safe choices: new packaging combines food safety and quality with materials of lower environmental impact

### Community

Environmental impact monitoring  
Job creation

### Employees

Skills development  
Stable and secure employment

# WHERE WE'RE HEADING: MARBLE STRATEGY

## Our values

Integrity

Flexibility

Proactivity

Results-orientation

Fairness

## Our way of doing business

We want to strengthen our position as a company that provides sustainable and innovative packaging services, supporting the food industry in meeting its sustainability targets

## MARBLE 2.0

**GROWTH AND  
TRANSFORMATION**

**VALUE CREATION**

**VALUE SHARING**

**SUSTAINABILITY**

## WORLD LEADER

PACKAGING IN THE SOLID DAIRY MARKET SEGMENT

YOGURT

CHEESE

CREAMS

DESSERTS

**GROWTH AND  
TRANSFORMATION**

**GEOGRAPHICAL EXPANSION**

**PAPER AND FIBRES**

**RECYCLING CAPACITY**

**4 STRATEGIC AXES**



# HOW WE'LL CONTINUE TO GROW IN THE FUTURE

## BUSINESS GROWTH AND TRANSFORMATION FOCUS ON THE USA

- Expansion of our geographic footprint, by entering new markets and increasing market share in existing ones
- Diversification of products and services
- Investment in equipment and new production lines
- Managing the price of raw materials, energy costs, transport and the key operating cost components.
- Operational Efficiency and Optimization

## VALUE CREATION CUSTOMERS

- Expansion and modernisation of production, with new lines
- Focus on promoting new materials/polymers
- Material circularity
- Continuous investment in quality and food safety
- Development of an innovation ecosystem, in partnership with research centres and customers, to drive innovation
- Reorganisation of industrial units to increase production capacity

## SHARING VALUE

- Consolidation of the human resources strategy, aiming to attract and retain top talent
- Talent development through a competitive compensation model, career progression opportunities, and well-being programmes
- Investment in employee skills training through the Intraplás Academy
- Commitment to safe and comfortable working conditions, supported by an ongoing Occupational Health & Safety plan
- Sustainable partnerships with suppliers
- Support for local community development, fostering regional entrepreneurship.

## SUSTAINABILITY

- Continuous improvement of operational efficiency
- Investment in energy production for self-consumption and procurement of renewable energy
- GHG measurement and development of the Decarbonisation Plan, approved by SBTi
- Increased incorporation of recycled raw materials
- Progressive adaptation of our governance model to the new ESG regulatory framework

## GOALS

### Innovation and technology

- 12 R&D projects in the pipeline by 2028 • 2 R&D projects in the pipeline for new polymers (bio-based or non-fossil) by 2028 • 10% of EBITDA invested in R&D by 2030
- 12 agreements with R&D and innovation centres by 2030
- 50% of R&D services/products converted into sales by 2030

## GOALS

### Quality and food safety

- 0 major non-conformities in relation to existing or newly adopted standards by 2028
- Maintain our AA rating with respect to the BRCGS packaging standard
- Reduce the number of food safety complaints related to PFC for dairy: ≤ 233 ppm by 2028 and ≤ 200 ppm by 2030
- Reduce the number of food safety complaints related to PFC laminates: ≤ 150 ppm by 2028 and ≤ 100 ppm by 2030

### Customer satisfaction

- Reduce complaints by 65% by 2028
- ≥/ >10 NPS by 2030
- 12 Customer Days by 2026

## GOALS

### Talent Development, Diversity and Inclusion

- Provide up to 40 hours of training/year per employee by 2030
- 90% of employees covered by the Intraplás Academy by 2030
- 90% of employees to complete at least the equivalent of upper secondary education (Year 12) by 2030
- eNPS >10 by 2028
- 40% of vacancies filled internally by existing employees
- ≥/ >5% of hires from minority groups by 2030
- 2 initiatives created for employee participation in company management by 2026
- 30% of employees actively participating in initiatives by 2026

### Employee well-being, health and safety

- -50% occupational accident rate by 2025
- 0% occupational accident rate by 2030
- > 3 health-related measures by 2027
- 40% annual reduction in lost days by 2030

### Community

- 95% of employees to live within 20 km of Intraplás by 2026
- 10 social responsibility initiatives implemented by 2030
- ≥/ >250 people impacted by social responsibility initiatives by 2030

### Responsible procurement and supply chain management

- 100% of polymer suppliers with ISCC+ Plus and/or RECYCLASS certification by 2030
- 100% of wood, cardboard and paper suppliers with FSC and/or PEFC certification by 2030
- 100% of polymer suppliers with ISO14001 certification, or equivalent
- 100% of polymer suppliers with ISO4500 or equivalent occupational health and safety certification
- 22% of polymer suppliers evaluated by ECOVADIS

## GOALS

### Energy, Emissions and Climate Change

- -42% of scope 1&2 GHG emissions by 2030 and -90% by 2050, based on 2023 levels (absolute SBTi target)
- -51.6% of scope 3 GHG emissions by 2030 and -97% by 2050, based on 2023 levels (SBTi emissions intensity target)

### Sustainable Materials, Circular Economy, Waste Management and Ecodesign

- Achieve up to 10% incorporation of circular material, by mass relative to total production, by 2028 and 15% by 2033
- Dairy paper cups: Reduce the percentage of PE barrier film to below 10% by 2028, and below 5% in beverage cups
- 2 R&D projects in the pipeline to define solutions based on new polymers of renewable origin (bio-polymers and/or non-fossil polymers) by 2028

### Responsible management and diversity in governance and management bodies

- Join the UNGC by the end of 2027
- Achieve 50% gender diversity in senior management by 2030

### Legal Compliance, Ethics, and Anti-Corruption

- 90% of complaints made via the whistleblowing channel or ombudsmen assessed within a maximum of 30 days
- 0 complaints of corruption or related offences reported and found to be well-founded
- 0 complaints of non-compliance/violation of the Code of Ethics and Conduct reported and found to be well-founded
- 0 fines or penalties for legal/regulatory non-compliance
- 0 reservations or notes in the audits of statutory audited financial statements

## 2. WE BUILD TOGETHER, WE GROW TOGETHER

# CREATING VALUE FOR CUSTOMERS

## Ambition summary

### Performance 2024

7

Certifications, none of which registered a decline in score or an increase in non-conformities

AA+

BRCGS Packaging Certification rating

1

New Market

18

R&D projects in the pipeline

5

R&D projects integrated into Intraplás' commercial portfolio

### Objectives

12

R&D projects in the pipeline by 2028

2

R&D projects on new polymers (bio-based or non-fossil) by 2028

12

Partnerships with R&D centres by 2030

## Material topics

Customer satisfaction

Quality and Food Safety (includes product and service quality, management systems and continuous improvement)

Business diversification and new markets

Innovation and technology

## Our ambition

**To be the partner of choice**, offering the best food packaging solution in the dairy segment, with a comprehensive portfolio of services, ranging from the product's R&D phase through to packaging production.

### 6 MAIN AREAS OF FOCUS

The customer is at the heart of everything we do. The main areas of activity throughout 2024 reflect the company's commitment to factors that are critical to our customers' competitiveness: food quality and safety, innovation and sustainability. It is through these areas that we positively impact our customers' business, creating value for the end consumer, for our customers, and consequently, for Intraplás.

**Strengthening collaboration with strategic customers** fostering long-term relationships based on trust, transparency and value sharing.

**Strengthening collaboration with strategic customers**, fostering long-term relationships based on trust, transparency and value sharing.

**By maintaining certifications recognised by the market**, we guarantee compliance in areas such as quality management, food safety and material sustainability, implementing voluntary best practices that are highly valued by the industry.

**We support new sector regulations** by ensuring our customers meet legal packaging requirements, easing their adaptation to new demands.

**Focus on innovation for sustainable solutions**, with the development of packaging with lower environmental impact. These packaging solutions ensure we contribute to greater sustainability in packaging and help our customers to improve the sustainability of their products.

**Continuous improvement of products and services**, with optimisation projects that strengthen the company's overall offering and its ability to meet market needs.

## Key Pillars





# CREATING VALUE FOR CUSTOMERS

## 2024 HIGHLIGHTS

### INVESTMENT IN TECHNOLOGICAL MODERNISATION

### PRODUCTION POWERED BY CLEAN ENERGY

### CIRCULARITY EMBEDDED IN OPERATIONS

### REDUCED DEPENDENCE ON VIRGIN PLASTIC

#### Cutting-edge technology with the new EX21 range

Intraplás has upgraded its extrusion line to a state-of-the-art system featuring r-PET decontamination technology, marking a milestone in the production of recycled laminates for food packaging. The EX21 extrusion line enables the transformation of recycled materials into laminates that comply with EFSA criteria. This process incorporates innovations such as continuous monitoring of critical parameters, ensuring product quality and safety.

#### US production facility

The construction of the production unit in Van Wert, Ohio, marks a strategic step in Intraplás' global expansion. Set to begin operations in 2025, the facility will feature state-of-the-art technologies to produce high-quality extruded laminates and cups, including systems such as the EFSA Cockpit to ensure food safety and the sustainability of recycled materials. The plant will be equipped with an EX21 extrusion line, with a production capacity of between 12,000 and 15,000 tonnes per year.

#### 100% green energy production

Strategic investments have expanded production capacity and improved the energy profile of our operations, enabling some customers to benefit from packaging produced using 100% green energy.

#### Circular economy – customer waste reincorporated as raw material

The post-industrial waste (PIW) project, developed in partnership with dairy customers, consists of a closed-loop recycling system, where industrial waste generated by our customers' factories is collected, cleaned for food-grade use, and transformed into pellets by a partner. These are then reincorporated into the extruded laminate we produce, promoting an efficient and sustainable circular economy.

#### Reducing the use of virgin plastic

Our commitment to the use of recycled materials has been further strengthened through the incorporation of r-PET, allowing us to achieve an average of 30% recycled content in the laminates produced for customers that prioritise recycled materials, significantly reducing dependence on virgin plastic. This means that we are using around 1/3 recycled material in the products we make for these customers. The recycled material is thoroughly cleaned and processed to meet food-grade standards before incorporation. To ensure food safety, the recycled content is always used in the middle layer of the laminate.

#### Investment in lid and hybrid cup lines

Strategic investments have made it possible to expand production capacity with the installation of new production lines, including a dedicated lid line with a capacity of 600 million units per year, and a hybrid cup line that combines paper and plastic. These innovations respond to growing market demand for more sustainable packaging solutions.

#### Intraplás packaging value proposition

We work every day to create and improve packaging solutions.

Our focus is on quality, food safety, ecodesign and sustainability.

Our solutions ensure the properties of the final food products are preserved, thereby guaranteeing their safety and quality. They also respond to the demands of more eco-efficient production, taking into account factors such as convenience, flexibility, circularity and design.

Our development and innovation centre has made continuous investments since 2017 to improve and innovate packaging solutions. An experienced and multidisciplinary team works to create and continuously improve new products and innovative technologies, thereby preparing us for the future.



# CREATING VALUE FOR CUSTOMERS

## OUR PRODUCTS, SERVICES AND PRODUCTION PROCESS

### Products with guaranteed value. Packaging designed for each customer.

- + **food safety**, preserving nutritional value, colour, aroma and other organoleptic properties
- + **efficiency**, with a service that allows customers to produce more, with lower raw material consumption and a corresponding reduction in costs
- + **circularity**, by incorporating recycled and recyclable raw materials into our production cycle
- + **functionality and customisation**, with attractive packaging design, materials and specific specifications for each customer project
- + **sustainability**, with the possibility of selecting materials, such as bio-based polymers, and the optimisation and reuse of materials, which may contribute to improving the final product's overall sustainability
- + **innovation**, with a multidisciplinary team that supports the customer from the product ideation stage onwards, combining design and technology to create distinctive products
- + **consumer convenience**, with novel technologies that adapt to new consumer habits and profiles

### Expanding the offer with + ecological design and production

Expansion of our portfolio with solutions using PP, PET, bio-based, and circular materials. Collection and reincorporation of plastic waste from our laminate customers. Continued focus on future competitiveness through a variety of materials and circularity.

- Virgin polymers
- + Recycled polymers (fossil or bio-based)
- + Bio-polymers
- + Recyclable materials
- + Post-industrial Waste

### Innovation Centre

The FFS line, similar to those used by our customers, allows us to simulate the industrial performance of newly developed sheets before delivery, making any necessary adjustments in advance. It also allows us to test alternative materials and thicknesses that meet customer specifications, while offering efficiency benefits: reduced financial costs, lower raw material usage, and decreased energy consumption.

### R&D team

Multidisciplinary team that supports the customer with technical requirements and product specifications. Our innovation and development team collaborates with customers throughout the development process to create a customised product that meets their requirements and specifications. It also ensures compliance with food contact legislation, guaranteeing that packaging materials meet all regulatory requirements for direct contact with food.

### Certifications

**ISCC +** (International Sustainability and Carbon Certification) for all types of polymers from chemical recycling and bio-circular sources.

**Recyclclass** - certification obtained in 2023 for a new range of circular cups.

#### MID

**PEFC and FSC certification** for paper cups

**BRCGS Packaging certification AA+ rating** for our Quality and Food Safety Management System

**Interstate Milk Shippers**, for export to the USA.

\* This information can be supplemented with data disclosed in the Materials and Circularity section



# HOW WE GROW WITH OUR CUSTOMERS

At Intraplás, we believe success is achieved when we grow together with our customers. To do this, we focus on innovation, identifying new opportunities and providing a 360° service, from product concept through to after-sales support. We also operate a unique commercial relationship management model, bringing together a multidisciplinary team that includes innovation specialists, ensuring the solution we deliver is the one that best meets the specific needs of our customers' food products.

## Supporting customers with the packaging of the future

Our priority in developing the packaging of the future is to support customers in the transition to more sustainable models, integrating circular economy and ecodesign principles.

We combine specialised knowledge and technological innovation to develop solutions tailored to market demands.

Our multidisciplinary team, working in close collaboration with our development and innovation centre, supports each project from concept to implementation, ensuring greater efficiency and sustainability.

Our production process is based on

- extensive experience and the use of advanced technological resources.
- strict control over the consumption of raw materials, ensuring maximum efficiency and minimising waste, while guaranteeing the safety and well-being of all employees in the workplace.
- strategic partnerships with scientific institutions in order to stay ahead of innovations and best practices in sustainability across the sector.

## By our customers' side from day one

Customer engagement at Intraplás is led by the Sales department, which reports directly to the CEO. This work is complemented by the Markets and Product Strategy team, responsible for identifying new target markets, developing proposals for existing ones, and defining product strategies. This functional area was also responsible for shaping the go-to-market strategy for the United States.

Although this department is the commercial front office for customers, all of Intraplás' functional areas, including the operational ones, implement their processes based on the same premise: the customer is the number one priority. In this spirit, every team is actively involved and committed to creating value for the customer and continuously enhancing customer satisfaction.

## Paper and lids line

The introduction of hybrid packaging with paper wrap and the expansion of lid production capacity demonstrate Intraplás' commitment to sustainable solutions. These innovations not only diversify our product offering but also reinforce our dedication to meeting customer demand for more environmentally friendly packaging.

## Shaping the future of packaging

Intraplás, besides providing commercial management, invests in continuous innovation **to build the packaging of the future**, anticipating market needs and delivering solutions that are sustainable, efficient, and tailored to each customer.

## Customer support and technical assistance

Our approach includes a dedicated customer support and technical assistance team, designed not only to handle requests and complaints, but also to support customers in new research and development (R&D) projects.

We deliver significant added value by integrating technical support with innovation, with a strong emphasis on cost reduction and the improved environmental performance of packaging solutions.

**Engineering and technological innovation** projects, such as the **Efficacité** service, are developed to help customers improve efficiency and achieve their sustainability goals for their product packaging.





# CREATING VALUE FOR CUSTOMERS

## INNOVATION CUSTOMER DAY

### 7 events held in 2024

**On-site with customers, 100% focused on the added value of Intraplás innovations**

At Intraplás, we believe in building trust-based commercial relationships. We recognise that the innovations we develop internally can become competitive advantages for our customers. The Innovation Customer Day, which we have hosted for several years, offers our key customers the opportunity to explore ongoing innovation initiatives at Intraplás, including new products and packaging solutions.

Held on-site and fully focused on the added value of Intraplás innovations, these events allow customers to engage directly with teams across different departments, gaining insight into the benefits and applications of the solutions we are developing. It is therefore a unique opportunity for customers to get to know about the packaging solutions of the future and share their ideas and preferences. In addition, these visits allow customers to deepen their technical knowledge of packaging production, while exploring opportunities for improvement and innovation.

In 2024, the events focused on our paper-based lines. This highlighted a shift in the plastic cup paradigm, showing it is now possible to produce yoghurt and beverage cups using paper-based formats.

## EFFICACITÉ SERVICE

Intraplás, through its Customer Engineering and Technological Innovation (CETI) department, positions itself as a strategic partner to its customers, offering integrated solutions that combine product, service, and innovation.

### PRODUCE MORE, WITH LESS

The Efficacité service was created to optimise our customers' industrial operations by adjusting technology and raw materials, based on Intraplás' expertise. It reduces the volume of raw materials required, which translates to financial savings.

The service is implemented with the aim of reducing industrial waste and ensuring full utilisation of the extruded laminate. In addition to the technological audit, the Efficacité programme also includes training for machine operators, equipping the customer's team with the necessary knowledge to make optimum use of the technology available. This approach promotes a productive and efficient partnership between Intraplás and its customers.

Solutions are proposed after the diagnosis which, in some cases, require shared investment between Intraplás and the customer, with returns linked to workload volume and service duration.

### EFFICACITÉ SERVICE STEP-BY-STEP

- Technological audit of the customer's operations
- Production profile design, based on audit findings
- Data collection in the production area
- Analysis and identification of potential improvements in technology and/or procedures
- Training of machine operators from the customer's team
- Implementation of improvements
- Service report, detailing impacts and gains in material efficiency and cost savings

We share below the results of implemented services.

Place and year of implementation	Savings achieved on the product (%)				Financial savings (K Euros)
	Plastic reduction in product	Reduction in lids	Reduction in sleeves	Efficiency Gain FFS Line	Total
Spain Project extended	1,8%  (4 FFS lines) (in January 2025)	2,6%  (4 FFS lines) (in January 2025)	1,4%  (4 FFS lines) (in January 2025)	NA	89.920,50 Euros  (Estimated costs Spain)
Italy Project launched in 2024	NA	NA	NA	11,4%	24.309,87 Euros  (Estimated costs Italy)



# CREATING VALUE FOR CUSTOMERS

## Quality and Food Safety

Product quality at Intraplás is a fundamental pillar of both food safety and the creation of value throughout our supply chain. We reaffirmed our commitment to excellence and continuous improvement in 2024 through an integrated approach that reinforces the role of the Quality and Regulatory Department as a strategic element of our company. This department has been instrumental in supporting internal operations and strengthening relationships with our customers, especially in a context of increasing regulatory and market challenges.

We restructured our Quality Department in September 2024, integrating the Environmental and Occupational Health & Safety departments, and from January 2025, Operational Quality will also be incorporated. The aim is to ensure greater synergy between different departments, promoting more efficient management aligned with our strategic objectives.

The Quality and Regulatory Department plays a central role at Intraplás by:

- **Maintaining certifications:** Ensuring compliance with established standards and promoting continuous process improvement.
- **Managing regulatory requirements:** Identifying and disseminating food safety standards and other requirements applicable to packaging production.
- **Customer support:** Providing assistance in certification processes such as ISCC+, adding value to customer relationships and strengthening Intraplás' market positioning.

## Regulatory Compliance

Intraplás ensures that all the solutions it develops comply with regulatory and food safety requirements, which are essential for the integrity of our value chain. We guarantee, with continuous support from our Quality & Regulatory Department, that our packaging meets the strict safety and sustainability standards demanded by the diverse markets we serve. We also proactively anticipate legislative changes, particularly in relation to the PPWR (Packaging and Packaging Waste Regulation). This commitment to regulatory excellence solidifies our position as a strategic partner, fully prepared to meet future challenges.

This department supports the Industrial Department and the entire organisation in maintaining certifications and ensuring continuous improvement. It also helps to identify food safety and other packaging requirements and future regulatory trends, disseminating them within the organisation. In addition, it provides a service that helps customers with regulatory aspects and certification processes, such as ISCC+, which helps add value for customers and Intraplás alike, reinforcing the company's positioning in the process.

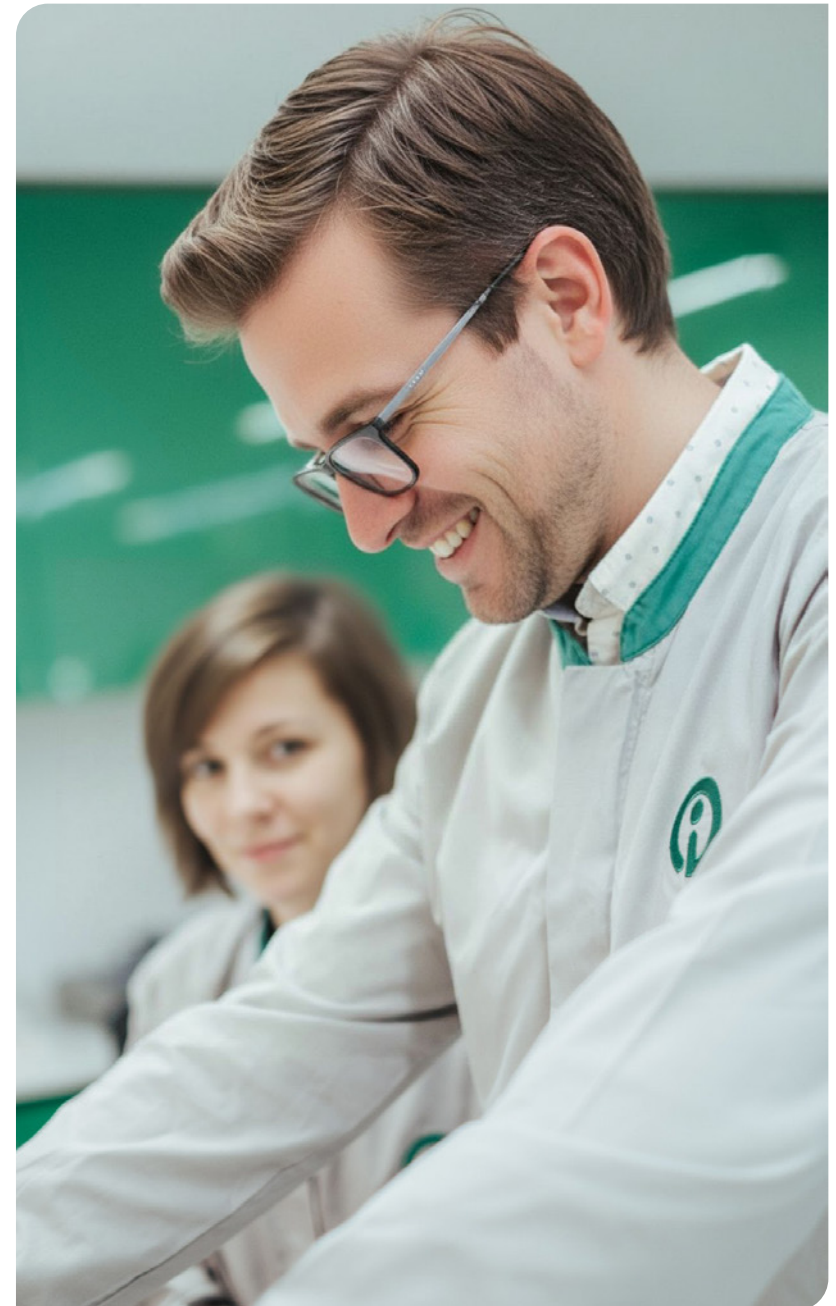
## New platform for managing customers' technical requests

In 2024, Intraplás implemented an innovative platform for managing customers' technical requests, integrated into the company's ERP system. This tool was developed to centralise and streamline the request workflow, ensuring greater efficiency and traceability throughout the entire customer service process.

The platform consolidates all incoming requests, enables monitoring of response times, and ensures that every enquiry is handled quickly and effectively. In addition, the system facilitates information flow control and coordination between the various departments involved. Beyond simply organising the workflow, it offers real-time visibility of open requests, deadlines, and pending actions.

One of the platform's key features is its ability to track the full life cycle of a request, from submission to resolution. The system records, for example, the need for follow-up actions by suppliers or the scheduling of testing, ensuring all stages are monitored transparently and efficiently.

This initiative marks a significant milestone in Intraplás' commitment to innovation and continuous improvement, standing out as a smart, integrated solution that brings clear benefits to both customers and internal operations.



# CREATING VALUE FOR CUSTOMERS

## Certifications

**ISCC+**

**Recyclclass**

**MID**

**PEFC and FSC certification**

Certification **Rating AA +**

**Interstate Milk Shippers Packaging**

### Certification results in 2024

All certifications were successfully maintained, with previously awarded ratings upheld and no non-conformities recorded.

## Food Safety System

Our packaging solutions are designed to preserve food while minimising environmental impact.

We have implemented a quality and food safety system certified to the BRC standard for packaging, incorporating best manufacturing practices and the HACCP system, to ensure compliance. We are able to guarantee high standards of hygiene and safety from when we receive the materials until we deliver the final product, while ensuring strict compliance with all applicable legal and regulatory requirements.

## Annual culture plan for food safety

The company has implemented an annual Food Safety Culture Plan since 2020, designed to raise employee awareness of best practices in this area and the importance of their application.

In 2024, we continued this plan, maintaining our strategy of promoting excellence through ongoing training and initiatives that engage our staff, ensuring a production environment aligned with the highest food safety standards.

In addition to training, the plan includes a range of awareness activities, carried out in different formats and at varying intervals throughout the year.

## Certifications

We remained focused on market requirements in 2024, particularly those covered by the Global Food Safety Initiative (GFSI), including BRCGS Packaging Certification.

Our certifications, covering both plastic and paper cups, continued to support the identification of improvement opportunities. This allowed us to further strengthen our quality and food safety management system, with procedures that prevent and mitigate the main risks and negative impacts associated with our business.

## Platform for managing potential non-conformities

In 2024, one of our key achievements was the development of a non-conformity management platform, fully integrated into our ERP system. This tool allows us to monitor indicators in real time and manage internal and external complaints more efficiently. This development has resulted in more thorough process analysis and faster problem resolution.

In parallel, we also implemented a new platform to manage both internal and external audits, centralising all related actions, from the identification of non-conformities to the definition of Corrective Action Plans (CAPs). This gives the organisation a comprehensive view of potential areas for improvement, eliminating inefficiencies that previously existed due to the lack of integration in our platform.

As part of our certification programme, we successfully underwent our first unannounced BRCGS Packaging audit, maintaining the AA+ rating. This reflects our strong commitment to transparency and continuous improvement. We also renewed our RecyClass certification, confirming the incorporation of mechanically recycled materials in our products, and our ISCC PLUS certification, ensuring the use of chemically recycled content.

## Compliance for the US market

Our entry into the US market is accompanied by a continuous reinforcement of our quality standards and relevant certifications, ensuring alignment with global regulatory requirements.



# CREATING VALUE FOR CUSTOMERS

## Innovation as a Strategic Pillar for Leadership in the Packaging Sector

At Intraplás, we believe that innovation is essential to consolidating our leadership in the packaging sector. Our innovation strategy is focused on creating solutions that add tangible value to our customers' food products. Every packaging solution we develop is carefully designed with three core priorities in mind: **quality and functionality, food safety and sustainability.**

### From Concept to Production: An Integrated and Tailored Approach

We combine unique assets that elevate the value we deliver to our customers. We offer our customers an exclusive "intelligence" service by merging production capacity with cutting-edge technology, alongside the knowledge and expertise of our team in materials and manufacturing processes. This service provides a dedicated packaging innovation department that supports the customer through every stage of packaging development – from initial concept to final production.

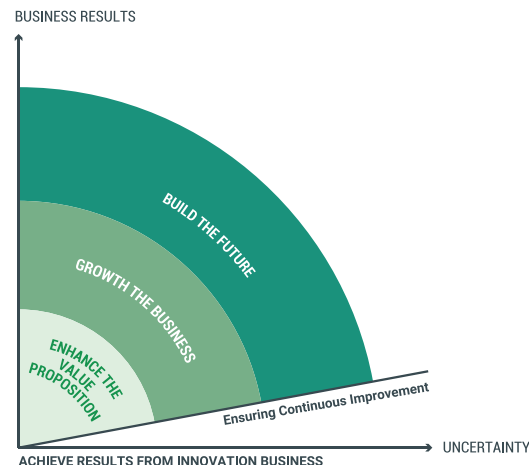
Our industrial capacity allows us to test and perfect different packaging solutions, always guaranteeing maximum efficiency in terms of functionality, design, safety and sustainability.

### Innovation Culture: Preparing for the Future

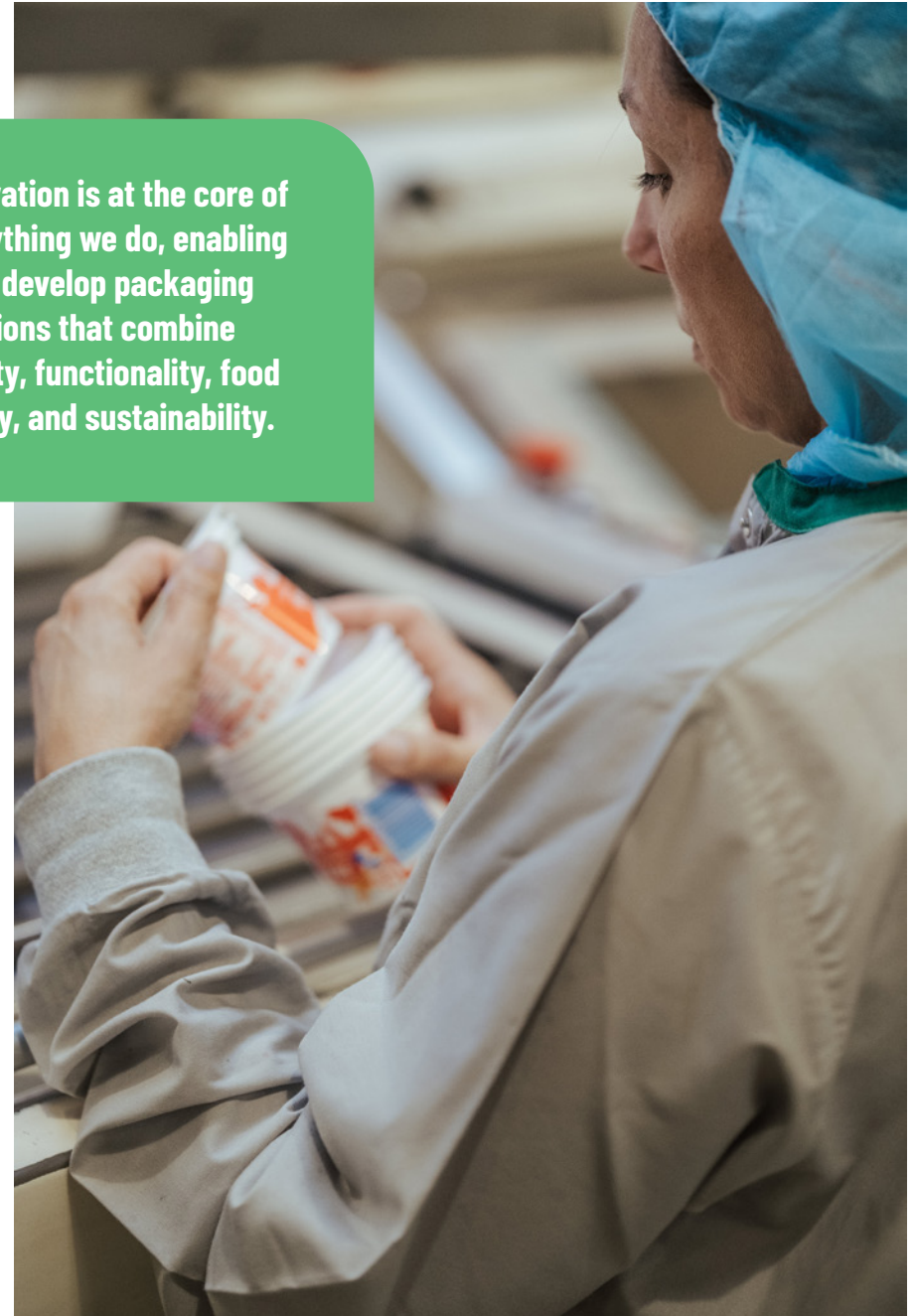
Innovation is a fundamental pillar of Intraplás' corporate culture. We believe that progress requires a **strategic vision** capable of anticipating challenges and transforming opportunities into tangible advancements. That is why we drive the present with the innovations we create, paving the way for a more competitive and sustainable future.

At the same time, we adopt an approach that **minimises immediate risks while maximising the potential of new opportunities.** Our internal structure allows us to identify and develop complementary business models, reinforcing our ability to adapt and grow. We translate innovation into tangible results, through continuous improvement processes. We create new value propositions, expanding our services, products, and business models.

Furthermore, we constantly enhance our solutions by actively listening to customers and integrating their feedback to ensure superior performance. Finally, **process optimisation allows us to achieve greater efficiency and productivity,** reducing costs and ensuring operational excellence.



**Innovation is at the core of everything we do, enabling us to develop packaging solutions that combine quality, functionality, food safety, and sustainability.**



# CREATING VALUE FOR CUSTOMERS

## Innovation Process

Intraplás has developed a series of processes and initiatives, to realise its culture of innovation. most notably the Innovation Customer Day and the Innovation Radar, two key elements of our innovation strategy.

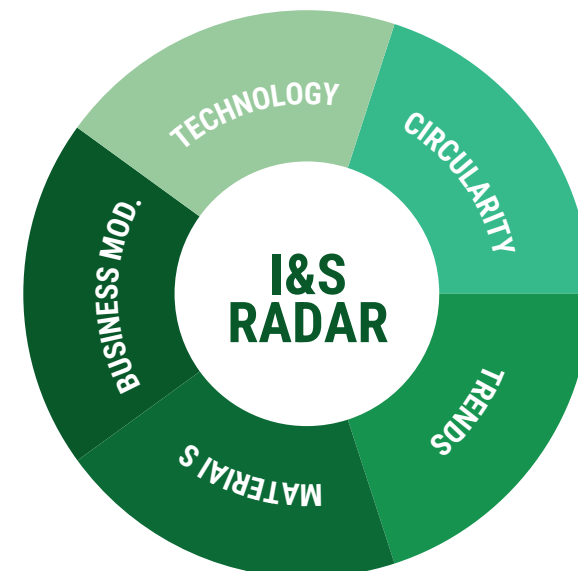
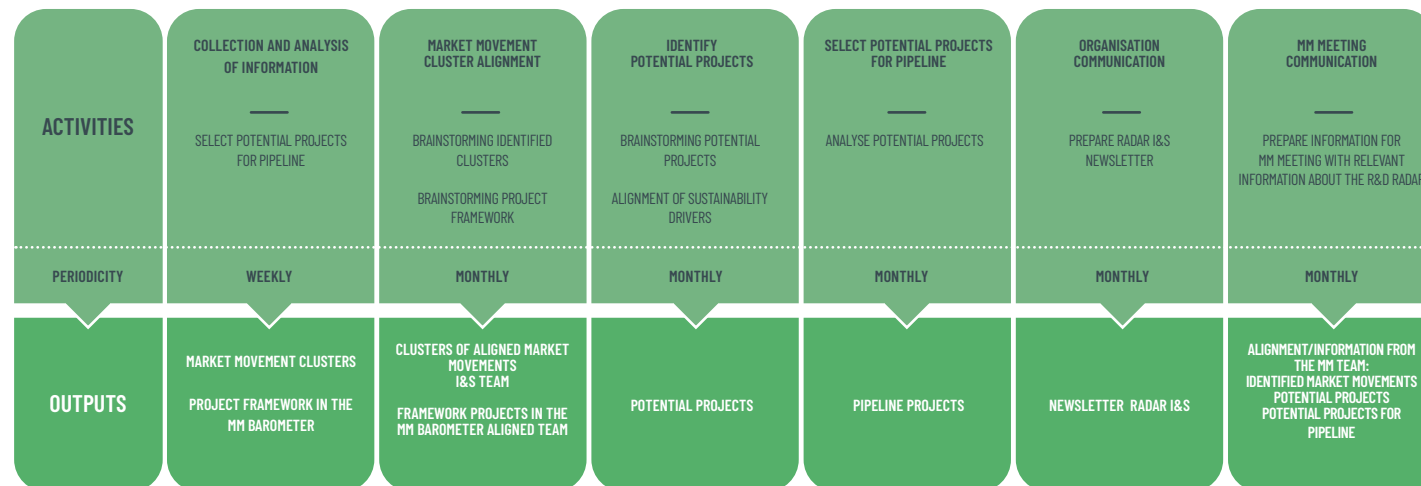
The internal Innovation Radar platform has been essential for identifying trends and growth opportunities. Initially implemented in Europe, the tool has now been expanded to the United States, where we are building a factory. It strengthens our global vision and ensures we keep pace with the challenges and demands of Intraplás' new strategic market.

This platform allows all employees to share ideas and suggestions, fostering a culture of innovation based on active participation.

To ensure full team engagement, employees receive training on how they can contribute to the Radar.

Contributions are analysed monthly by the R&D department and organised into clusters, before being evaluated by the Innovation Committee.

Proposals that prove to be the most promising after assessment based on various criteria, move forward to the development phase, where they are studied in detail. They are then presented again to the Innovation Committee and, in some cases, to the Investment Committee, prior to implementation.



# CREATING VALUE FOR CUSTOMERS

## Innovation Projects

### HEPHESTO PROJECT

In 2024, we successfully completed the project to offer a range of recyclable PET HT (Hot Fill) products suitable for hot filling. This project was incorporated into Intraplás' portfolio of solutions, bringing new sustainable options to our range of products.

### LAVOISIER PROJECT

In 2024, the production of yoghurt cups and beverage cups made from rPET, together with the RecyClass certification linked to this project, attracted significant interest from customers, with new orders expected in 2025. The production process and RecyClass certification guarantee that the product contains at least 30% recycled material. Production includes yoghurt cups and cups for cold and hot beverages in PET and rPET, as an alternative to PS and PP.

### rPET DECONTAMINATOR

This project, completed in 2024, attracted substantial interest from several customers, with multiple implementations expected in 2025 due to the environmental value proposition of the solution. The rPET used is sourced from 95% food-grade materials. This technology chemically decontaminates the rPET, ensuring the final product is 100% suitable for food contact.

### DARWIN PROJECT

#### PROJECT SMART CUP (Tokens)

We conducted several tests of the Smart Cup technology in 2024, a solution that differs from the traditional PFC model by using Tokens to feed the production lines, reducing waste and increasing production and logistics efficiency. This line involves thermoforming carried out at Intraplás, incorporating production waste back into the process and optimising transport to the customer. The results demonstrate a combination of cost reduction and lower environmental impact.

Also in 2024, we presented our dry-moulded fibre packaging solutions to various customers, who expressed interest in the technology. This innovation differs from conventional cellulose-based options by offering greater efficiency and sustainability, significantly reducing water and energy consumption compared to traditional production methods.

#### PCW (Post Consumer Waste)

This project stems from our commitment to creating new post-consumer collection and recycling streams, reinforcing circularity across the packaging sector. Development continued throughout 2024. Our goal is to reprocess these materials and reincorporate them as raw material in the production of new yoghurt and beer cups, respectively.

The initiative, focused on yoghurt cups made from PS, is currently under review by several customers, while the programme for collecting and recycling PP beer cups – after use by end consumers – remains in active development.

### PP EASY BREAK

The research and laboratory testing phase was completed in 2024, ensuring that the PP laminate meets the required technical and safety standards. With this stage validated, industrial implementation is scheduled for 2025, marking a significant step towards developing a more sustainable solution for yoghurt packaging.

This project boosts sustainability by offering a recyclable PP laminate that incorporates recycled material. Thanks to its lower density, PP enables a reduction in plastic consumption by yoghurt cups. The expanded PP variant allows for a 20% to 30% reduction in plastic compared to PS packaging, which has a density of 1.05.

### LESS IS MORE

This project aims to minimise the amount of plastic used in the "barrier film" of paper cups.

Implementation trials were carried out throughout 2024, exploring different types of paper and water-resistant barriers for yoghurt packaging. At the same time, product development progressed towards applications for beverage cups.

### Paper Wrap

In 2024, we developed the hybrid "Paper Wrap" cup, which combines paper and plastic with the goal of reducing plastic use by around 30%. This is achieved by incorporating recycled paper sourced from renewable sources.

18

projects

1

bio-polymer R&amp;D project

2

non-fossil polymer R&amp;D projects





# VALUE SHARING WITH SUPPLIERS AND PARTNERS

## Performance 2024

100%

suppliers of wood derivatives, cardboard and paper with FSC and/or PEFC certification

75%

Suppliers of chemically recycled polymers with ISCC+ certification

100%

Suppliers of mechanically recycled polymers with Recyclacert certification

23%

Ecovadis-certified suppliers

49%

Suppliers assessed

## Objectives

100%

suppliers of wood derivatives, cardboard and paper with FSC and/or PEFC certification by 2030

100%

suppliers of wood derivatives, cardboard and paper with FSC and/or PEFC certification

100%

suppliers of mechanically recycled polymers with Recyclacert certification by 2030

## Material topics

Procurement of goods and services and responsible supply chain management

## Our ambition

To build a resilient and fit-for-purpose supplier chain committed to Intraplás' ambitions for quality and innovation. To ensure the creation of social and environmental value throughout the supply chain by aligning suppliers with responsible management principles.

## Main areas of focus

We maintained our supplier qualification and evaluation processes, to ensure secure sourcing and compliance with our customers' requirements.

The supplier qualification process has been substantially strengthened, becoming more thorough with regard to sustainability, social responsibility and innovation criteria. Our aim with this reinforcement is to build a strong network of partners whose values and management practices align with the strategic principles of our company.

We continue to encourage continuous improvement to guarantee high standards of quality and food safety, always maintaining transparency in commercial relationships. We have established strategic partnerships by collaborating with key suppliers, with whom we have agreements that promote innovation and mutual growth. In addition, we continued our quest to expand our supplier base for the materials/raw materials that are structural to our business.

We have developed and implemented a new supply chain as part of our expansion into the North American market, ensuring that we maintain our high standards of quality and sustainability in this market and adapt to the specific requirements of this new business context.

We have launched an innovative digital platform for supplier management that centralises and automates the collection and validation of documentation. This enables greater efficiency in deadline control and ensures compliance with established requirements.

We have promoted several editions of Supplier Day, a dedicated forum for exchanging ideas and collaboratively developing innovative solutions. The initiative focuses on strategic themes such as sustainability, innovation, and responsiveness to emerging market trends.

## Key Pillars

1. STRICT QUALIFICATION AND EVALUATION

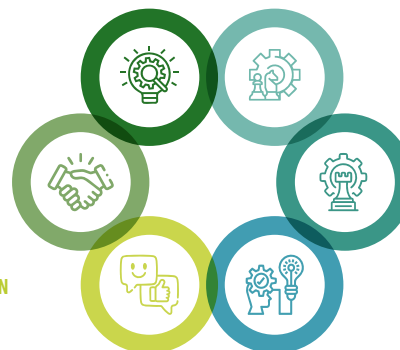
6. STRENGTHENING LONG-TERM COLLABORATIONS

5. SUPPLIER SATISFACTION AND WELL-BEING

2. STRENGTHENING STRATEGIC PARTNERSHIPS

3. COMPETITIVENESS AND COMPLIANCE OF SUPPLIERS

4. CONTINUOUS DEVELOPMENT WITH SUPPLIERS



## 2024 highlights

- Procurement process aligned with international expansion to the United States

- Launch of a digital supplier management platform

- Strengthening of supplier qualification processes with enhanced sustainability criteria

- Increased percentage of suppliers evaluated

- 100% of the cardboard we procure is PEFC/FSC certified

- Continued investment in bio-circular polymers, certified with ISCC+

# VALUE SHARING WITH SUPPLIERS AND PARTNERS

6

number of Supplier Day events held

49%

percentage of suppliers evaluated, representing an increase of XX pp in 2024 compared to 2023

93%

suppliers with whom we have established long-term partnerships

Key policies and procedures guiding our procurement activities:

- Quality Policy
- Code of Ethics and Conduct
- Supplier Qualification and Evaluation Procedure
- Annual Polymer Purchasing Policy
- Statement of Commitment to Supply Chain Values

## Supplier Management

Our supplier management guidelines are governed by a set of policies and procedures that guarantee transparency, quality and compliance.

These include the **Supplier Qualification and Evaluation Procedure**, the **Annual Polymer Purchasing Policy**, the **Quality Policy** and the **Code of Ethics and Conduct**.

We have also reinforced our commitment to traceability with **PEFC** and **FSC** certifications, which ensure our profile as a responsible buyer whenever we source paper-based raw materials, applying these certifications throughout the process.

## Supplier Days

To ensure that our vision translates into tangible practices, we held three editions of the "Supplier Days" programme in 2024. This event, focused on knowledge sharing and the creation of collaborative solutions, brings together strategic suppliers for an in-depth analysis of new perspectives on innovation, sustainability, and market evolution, the goal being to strengthen existing partnerships and foster competitiveness.

Throughout these editions, we have deepened our understanding of future industry trends and explored emerging technological solutions, thereby expanding opportunities for innovation and continuous development.



### VIEW FROM OUR EXPERT

**Marisa Alves**

Chief Procurement Officer

*"Our pursuit of excellence in daily operations depends on close collaboration with suppliers who share our values and meet the highest quality standards. We prioritize partners who can meet our requirements and contribute to sustainable growth, keeping pace with the evolving needs of our customers and the market."*



# VALUE SHARING WITH SUPPLIERS AND PARTNERS

67%

suppliers with ISO 9001 quality management certification

75%

of suppliers ISCC+ certified

100%

of suppliers Recyclclass certified

100%

of wood, cardboard and paper suppliers FSC and/or PEFC certified

65%

of polymer suppliers with ISO 14001 or equivalent environmental certification

27%

of polymer suppliers with ISO 45001 or equivalent occupational health and safety certification

## Criteria for Qualifying and Selecting Suppliers

The **Procurement** team plays a key role in analysing and selecting our suppliers, following a process that evaluates material quality, competitiveness, reliability, and compliance with the specific requirements of Intraplás and its customers. The main criteria considered include:

- Assurance of quality and food safety
- Commercial terms and price competitiveness
- Responsiveness and on-time delivery
- Environmental certifications and requirements, such as ISCC+ for the purchase of circular polymers

We set up a new supply chain in 2024, with our international expansion into the United States, which required the approval of new suppliers and materials. This process was conducted with the aim of ensuring that our high standards of quality and sustainability would continue to be upheld in international markets.

## New markets, same principles

We grow together with our suppliers, strengthening our partnership and ensuring ever higher standards of quality and innovation. Our ambition is to have 100% of our suppliers certified by 2030.

In addition, we are strengthening our supplier qualification and evaluation process, making it more stringent. The new guidelines include stricter requirements for sustainability, social responsibility and innovation, guaranteeing a more transparent, efficient system in line with the best environmental and market practices.

We have developed a dedicated digital platform for supplier document management to support this evolution, enabling the centralisation and automation of document collection and validation.

This system ensures more effective deadline control and guarantees compliance with pre-established requirements.

## Main categories of products we buy from suppliers:

Polymers  
Paper / Cardboard  
Additives

## How we assess our suppliers

Supplier performance analysis provides a detailed view of their operations, enabling objective comparisons with direct competitors. This mechanism strengthens transparency in business relationships and serves as an essential tool for defining and implementing optimisation strategies.

Supplier evaluations are conducted through an annual performance rating system, covering four distinct performance levels. This categorisation process allows us to gauge the degree of compliance with our established criteria.

Whenever the evaluation of a supplier reveals unsatisfactory results and the required standards are not met, we request the implementation of an improvement plan, with strictly defined deadlines, ensuring that the necessary corrections are effectively carried out.

This approach gives suppliers the opportunity to adjust their processes and regain compliance with previously established criteria.



# VALUE SHARING WITH SUPPLIERS AND PARTNERS

Our aim is always to foster long-term partnerships and, to this end, we collaborate closely with suppliers to clearly and jointly define delivery times and service requirements.

However, if improvements are not implemented, the supplier's performance may jeopardise future negotiations and business relationships.

## 100% PEFC/FSC cardboard

All the cardboard we procure is PEFC/FSC certified

## Behind the Bio-Polymer

Intraplás sources bio-circular polymers certified under ISCC+. Some of these polymers originate from used cooking oils.

## Supplier interventions and audits

A detailed audit is carried out of suppliers ranked at the lowest performance levels, where results fail to meet the required standards. This process aims to investigate the root causes of performance issues, enabling a more in-depth analysis of the situation.

If the audit identifies serious or persistent problems, removal from our qualified supplier list becomes a measure to be considered, ensuring that our supply chain remains aligned with the highest standards of quality and reliability.

In 2024, we conducted audits on seven suppliers.

The audit plan implemented includes a comprehensive checklist, covering sustainability-related topics to ensure that all commercial and operational practices are aligned with our environmental and social principles.

## Supporting our suppliers in meeting expectations

In 2024, our commitment to building partnerships based on mutual benefits remained a top priority. We strengthened the paper cup production flow with the support of our suppliers, ensuring best manufacturing practices and food safety standards were maintained.

7

audits carried out across our supplier base

65%

of suppliers hold ISO 14001 environmental certification





## 3. SUSTAINABLE PROGRESS, REAL IMPACT

# ENERGY AND CLIMATE

## 2024 Performance Highlights

**149 116 GJ**  
Energy consumption

**23%**  
Renewable energy

**2,14 GJ/ton**  
Energy intensity

**234 076 ton CO<sub>2</sub>e**  
Total GHG emissions  
Scope 1+2+3

**0,08 ton CO<sub>2</sub>e / ton produced**  
Carbon intensity (scopes 1 and 2)

## Objectives

**-42%**  
Reduction in Scope 1 & 2 GHG emissions  
(target: -42% by 2030)

**-51,6%**  
Reduction of Scope 3 GHG emissions  
(target: -51.6% by 2030)

**10%**  
Achieve up to incorporation of circular material<sup>19</sup>, (by mass, relative to total production) by 2028

## Material topics

Energy, GHG emissions and Climate change

## Our ambition

Continuously improve the eco-efficiency of our operations

Deliver on our business decarbonisation pathway, creating a positive impact across the value chain in which we operate

## Main areas of focus

2024 was marked by a series of improvements:

We increased our production capacity through the acquisition of new production lines.

We remained focused on identifying energy-saving measures, aiming to enhance energy efficiency and reduce our carbon footprint across industrial operations, logistics, and transport.

We measured our carbon footprint for the first time, covering Scopes 1, 2 and 3, and defined reduction targets aligned with the SBTi framework.

We restructured our **logistics operations, consolidating** finished goods in a single warehouse. This solution increased our storage capacity and improved responsiveness to our customers' packaging needs. We optimised internal flows between our two industrial units and the warehouse, and streamlined outbound transport to enhance productivity and operational efficiency.

We ensured certification and monitoring of our practices, maintaining compliance with environmental requirements through independent monitoring under the SGCIE framework.

## Main Strategic Pillars

### Energy Efficiency



### Reducing Your Carbon Footprint



### Logistics Optimisation

### Operational Efficiency



# ENERGY AND CLIMATE

## Energy Consumption and Expanded Carbon Footprint Calculation

Intraplás recorded a 7% increase in total production in 2024, accompanied by an 8% rise in overall energy consumption. As part of our commitment to the SBTi framework, we expanded the scope of our carbon footprint calculation to include Scope 3 emissions.

### Total Emissions

**234 076** ton CO<sub>2</sub>e

### Scope 1 emissions – 34 ton CO<sub>2</sub>e

**Fleet: 33** ton CO<sub>2</sub>e  
**Other equipm. : 2** ton CO<sub>2</sub>e

### Scope 2 emissions

**Location based: 8 121** ton CO<sub>2</sub>e  
**Market based: 5 371** ton CO<sub>2</sub>e  
**Scope 1+2: 5 405** ton CO<sub>2</sub>e

### Scope 3 emissions

**228 671** ton CO<sub>2</sub>e

## Energy and Climate Management

We conduct regular energy audits, as a company covered by Portugal's SGCIE (Intensive Energy Consumption Management System). These audits allow us to identify new measures to improve energy efficiency, which are formalised in Energy Rationalisation Plans (PREn) for each of our two production units, setting specific objectives for optimising energy consumption.

Execution of these plans is monitored by an independent entity recognised under the SGCIE framework, ensuring compliance with targets and the adoption of best practices within the sector. This commitment to energy efficiency is embedded in our broader strategy, where energy management plays a central role.

To reduce our carbon footprint and promote sustainability, we focus our efforts on three key areas:

- > optimising industrial operations,
- > improving logistics and transport to customers
- > developing more sustainable packaging solutions.

The optimisation of energy performance in our production units and infrastructure is coordinated jointly by the Industrial Manager and the Infrastructure Manager. Transport and product distribution efficiency are managed in collaboration with the Supply Chain Management Manager.

For product innovation and development, close co-operation with the Research & Development (R&D) and Quality & Regulatory teams is key to integrating energy efficiency and sustainability criteria into the design of new solutions.

These topics are regularly discussed in strategic coordination forums, ensuring an integrated approach aligned with the company's global objectives.

*"We are strengthening our analytical capabilities, which, combined with automated consumption monitoring, will enhance our ability to improve efficiency"*



### OUR EXPERT'S VIEW

**Miguel Paiva**

Head of Equipment & Infrastructure

*"We are strengthening our analytical capabilities which, combined with automation in consumption monitoring, will enhance our ability to improve efficiency."*



## Commitment to the Science Based Targets initiative (SBTi)

In 2024, Intraplás formally joined the Science Based Targets initiative (SBTi)

Reinforcing our commitment to setting clear, science-based decarbonisation targets and contributing to the transition towards a low-carbon economy. This step reflects not only our response to growing regulatory and market demands, but also our long-term strategic vision – one that prioritises innovation, energy efficiency, and environmental responsibility across the entire value chain.

The SBTi provides a robust technical framework for defining greenhouse gas (GHG) reduction targets in line with the goals of the Paris Agreement. By joining the initiative, Intraplás has committed to setting and validating targets that align with limiting global warming to 1.5 °C, covering direct emissions (Scope 1), emissions from purchased energy (Scope 2) and indirect emissions (Scope 3).

Intraplás' SBTi-approved targets include an absolute reduction of 42% in Scope 1, Scope 2, and combined Scope 1&2 emissions by 2030, and a 90% reduction by 2050, compared to 2023 levels.

A reduction in Scope 3 emissions intensity by 51.6% before 2030 and by 97% before 2050, compared to 2023 levels, was also approved. Emission intensity refers to Scope 3 emissions per unit of value added\*.

\* Value added = sales revenue - cost of goods and services purchased from external suppliers.

We at Intraplás are committed to optimising resource use and minimising environmental impact, both within our direct operations and across the broader value chain, in line with the principles set out in our Quality Policy.

# ENERGY AND CLIMATE

## Profile of indirect emissions

For the first time, and as part of our commitment to the SBTi, we calculated scope 3 emissions, obtaining the following results:

Cat. 1 - Purchased goods and services: 158 665 tonnes CO<sub>2</sub>e

Cat. 2 - Capital goods: 10 845 tonnes CO<sub>2</sub>e

Cat. 3 - Fuel and energy-related activities: 2 706 tonnes CO<sub>2</sub>e

Cat. 4 - Upstream transport and distribution: 13 218 tonnes CO<sub>2</sub>e

Cat. 5 - Waste generated in operations: 93 235 tonnes CO<sub>2</sub>e

Cat. 6 - Business travel: 271 674 tonnes CO<sub>2</sub>e

Cat. 7 - Employee commuting: 345 706 tonnes CO<sub>2</sub>e

Cat. 10 - Processing of sold products: 28 438 tonnes CO<sub>2</sub>e

Cat. 12 - End-of-life treatment of sold products: 14 089 tonnes CO<sub>2</sub>e

## Increased Production Capacity and Operational Efficiency

We implemented a series of strategic infrastructure initiatives in 2024 aimed at strengthening our production capacity and enhancing operational efficiency.

We began production with the EX21 machine at the Rebordões facility, a significant milestone that led to a substantial increase in production capacity. Although this technology demands higher energy consumption, it represents the most advanced development available in the sector, ensuring superior performance and precision. The start of production with the EX21 machine resulted in a temporary decrease in energy efficiency, due to an extensive adaptation, tuning, and stabilisation period.

At the Lordelo unit, we installed two new industrial machines, further reinforcing our production infrastructure.

*"At this facility, we've installed two machines for production purposes. One is already operational, while the other has yet to begin production. The first is the TA23, specifically designed for lid manufacturing. The second, the Paper Wrap, is an innovative system dedicated to producing hybrid packaging that combines plastic and recyclable paper."*

## Logistics Restructuring and Optimisation

We restructured the Rebordões warehouse, transferring operations to the Lordelo unit, where we expanded storage capacity by implementing vertical racking.

This reorganisation has made it possible to optimise internal logistics flows, reducing unnecessary movements and promoting greater operational efficiency.

## Energy Efficiency and Sustainability Improvements

We expanded the HVAC systems at both production sites in order to enhance environmental comfort and energy efficiency, ensuring an effective response to the demands of the new machinery while providing optimal working conditions for our teams.

In parallel, we conducted a preliminary study to assess the potential for expanding photovoltaic generation capacity at the Lordelo unit. This included exploring solutions such as the installation of solar panels on car park roofs and other available surfaces.

We also advanced the development of an innovative energy monitoring and automation system,

designed to enable real-time analysis of equipment-specific consumption. This system will support the identification of anomalies and the implementation of corrective measures to maximise production efficiency.





# ENERGY AND CLIMATE

## Strategic Measures and Outcomes

Key actions implemented include:

- Continued operation of the two Self-Consumption Units (UPACs) using photovoltaic panels.
- Ongoing long-term Power Purchase Agreement (PPA) for renewable energy, ensuring the continued allocation of renewable origin certificates.

These initiatives, combined with the optimisation of specific energy consumption and improvements to the emission factor associated with purchased electricity (outside the scope of the PPA), have led to a measurable reduction of xx in our Scope 1 and 2 carbon footprint.

In 2024, our carbon footprint increased by xx% in absolute terms compared to 2023, and by xx% per unit of production.



### OUR EXPERT'S VIEW

**Filipe Pimenta**

Industrial and Infrastructures Coordinator

*"We cannot exhaust the analysis of our efficiency with a global indicator, because we produce different materials with very*

*different energy intensities. We need to improve our analytics and start to understand the data for each production type."*



### OUR EXPERT'S VIEW

**Tiago Maia**

R&D Packaging Manager

*"What we do is show that we can reduce the environmental impact of packaging and, at the same time, help our customers achieve their sustainability goals."*





# ENERGY AND CLIMATE

## Energy and Climate Sustainability in Transport and Logistics

We have also been consolidating our commitment to more efficient and environmentally responsible logistics, implementing strategies that optimise transportation and mitigate ecological impact.

Expanding our network of commercial partners has been a key pillar in this process, ensuring that subcontracted carriers operate exclusively with Euro VI fleets. At the same time, the adoption of the FTL (Full Truck Load) strategy has made it possible to maximise vehicle load capacity, reducing unnecessary journeys and increasing operational efficiency.

The integrated management of logistics processes is overseen by the Supply Chain Management (SCM) Department, which optimises deliveries and consolidates loads whenever possible, adjusting vehicle sizes as needed. SCM has also incorporated the collection and return of materials, such as laminate reels, into its daily operations, promoting more sustainable logistics.

Technological innovation has been crucial, with the implementation of transport tracking systems that provide more precise route planning and contribute to reducing the carbon footprint. Despite this, route optimisation faces challenges due to the current business model and customer profile. As an alternative, we are exploring the development of more efficient product designs and the transition to alternative logistics approaches.

Our flagship initiative in this field is the **Lean & Green** programme, launched in 2022. Under this programme, Intraplás has committed to monitoring emissions associated with its logistics activities from a 2023 baseline, with the goal of achieving a 20% reduction by 2028.

At a strategic level, we have intensified shipments to the United Kingdom and are preparing for a significant increase in exports to the United States, with the opening of our new factory scheduled for the summer of 2025.

## Electrification as a Sustainable Strategy

In 2024, we continued the electrification of our vehicle fleet –

a key step in positively advancing our environmental responsibility.

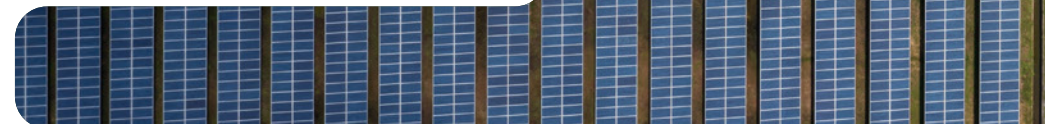
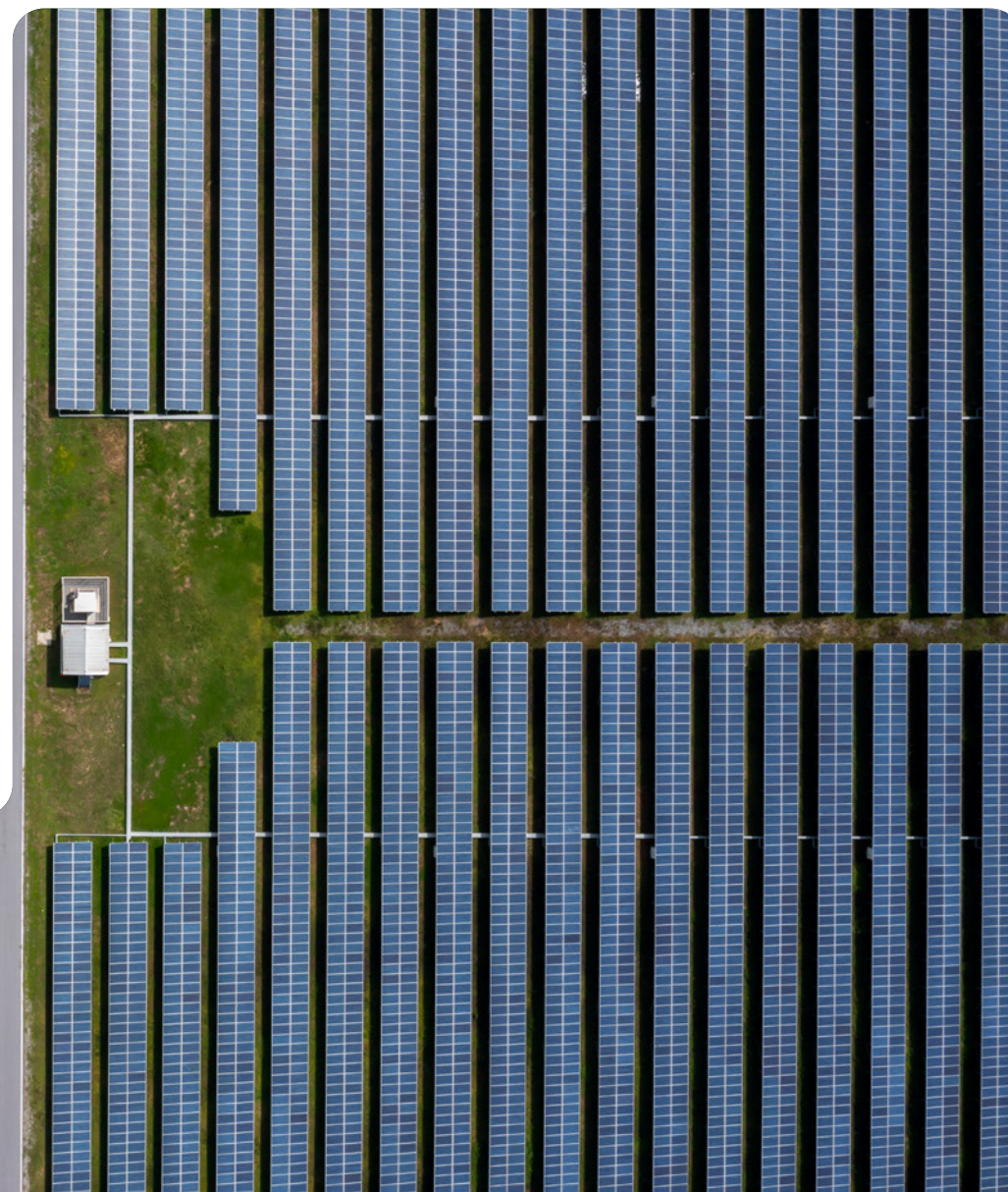
This transformation aims to reduce our carbon footprint and promote sustainability across our operations.

To support this transition, electric charging stations have been provided for our fleet and for employees without company vehicles, encouraging the adoption of electric mobility.

We are currently collaborating with ACTECO, based in Alicante, to ensure that materials are recycled in accordance with food safety standards. The recycled waste is converted into pellets, which are then used as raw material, thereby reducing dependence on primary resources.

We also improved the process for incorporating post-consumer recycled PET, using advanced technologies to ensure decontamination and material quality.

Furthermore, we are preparing for the process of incorporating post-consumer recycled PET, using technologies to guarantee the decontamination and quality of recycled materials. This improvement is linked to the EFSA process for validating and approving our decontaminator integrated into the EX21 line.





# MATERIALS AND CIRCULARITY

## 2024 Performance Highlights

### 1%

Recycled content used in plastic product manufacturing, considering both PIW and PCW sources

(% by mass relative to plastic product production; corresponds to 624 tonnes)

### 10%

Average percentage of PE barrier film for paper dairy cups

### 5%

Average percentage of PE barrier film for paper beverage cups

## Goals

### 10%

Achieve up to incorporation of circular material<sup>19</sup> by mass relative to total production by 2028, and 15% by 2033

Reduction of the percentage of PE barrier film to below 10% by 2028 for dairy product cups and below 5% for beverage cups

## Material topics

Circular Economy, Waste Management and Ecodesign  
Sustainable Materials

<sup>19</sup>Includes recycled polymers from PIW and PCW

## Our ambition

Continuously improve the level of sustainability of our solutions and processes by incorporating recyclable materials and recovering internal waste.

Advance the transition towards more circular production models, promoting the reintegration of waste and reducing reliance on virgin resources throughout our value chain.

## Main areas of focus

Intraplás positions itself as an active agent in the transition towards a more circular and sustainable economy. Our core areas of engagement include:

### 1. Circularity and Waste Reincorporation:

We have made significant investments in integrating plastic waste into our value chain, notably through the recycling of internal production waste and the collection and reincorporation of PIW.

### 2. Participation in Consortia and Collaborative Initiatives:

We are actively involved in national and European platforms that promote circularity in plastics, including the Portuguese Plastics Pact, the Smart Waste Portugal initiative, and international consortia such as SCS (Styrenics Circular Solutions) and Nextloopp.

### 3. Certification and Regulatory Compliance:

Our processes are supported by recognised certifications that ensure the traceability and sustainability of the materials we use. We also actively monitor developments in European legislation, such as Regulation (EU) 2022/1616 and the proposed Packaging and Packaging Waste Regulation (PPWR), adjusting our processes and solutions to meet emerging requirements.

### 4. Material Diversification and New Sustainable Solutions:

Alongside recycled and bio-circular polymers, we continue to expand our portfolio with alternatives such as paper cups, designed for both beverages and yoghurts.



# MATERIALS AND CIRCULARITY

## Destakes

**822,4**

**tonnes of recycled polymers incorporated into production originating from PCW**  
(1.2% by mass relative to plastic product production, including polymers of fossil origin: rPP, rPS, and rPET, and of bio-circular origin: rPP and rPS)

**2006,7**

**of PIW incorporated into production**  
(2.9% by mass relative to production, corresponding to the incorporation of pellets recovered from customer FFS waste)

**179,8**

**tonnes of renewable polymers used in plastic production**  
(corresponds to r polymers of bio-circular origin)

**20,61**

**tonnes of paper used in the production of paper cups**

**100%**

**Reincorporation rate in production**  
(reincorporation back into the internal production cycle compared to the total amount of waste generated in thermoforming production. This reincorporation operates in an online loop.)

**5,1%**

**Circular material incorporated into production**  
(Includes recycled content plus reincorporation of internal waste from the non-online circuit)

**100%**

**of revenues linked to recyclable products**

**1249,5 ton**

**Total waste generated**

**96,3%**

**Non-hazardous waste rate**

**97,3%**

**of waste sent for recycling or recovery**

## Materials Management and Circularity

At Intraplás, material sustainability and circularity are key drivers of competitiveness, and therefore central pillars of our corporate strategy.

We are actively working to increase the use of recycled polymers – whether fossil-based or bio-based – in our products, while promoting ecodesign as a fundamental tool in the development of more sustainable solutions. Achieving true circularity requires a cross-functional and integrated approach that engages multiple areas of the company. It is a journey that also demands ongoing collaboration with partners across the entire value chain – from raw material suppliers to our customers.

Internally, the Research, Development and Innovation department plays a particularly important role, leading projects that explore new technical solutions, often in partnership with universities, technology centres, suppliers, and regulatory bodies. These initiatives are geared towards improving recyclability, reducing environmental impact and increasing material efficiency.

In parallel, the Quality & Regulatory team plays a strategic role in helping the company adapt to evolving regulatory challenges related to plastics and packaging. This team was instrumental in responding to the Regulation (EU) 2022/1616 in 2023 and in monitoring the proposed European Packaging and Packaging Waste Regulation (PPWR), ensuring our solutions comply with the most demanding technical and legal requirements.

The People, Transformation, ESG & Marketing Division also oversees the operational management of direct waste from our activities, ensuring it is properly recovered or reincorporated into processes whenever technically feasible.

Our approach to circularity is reflected in several interconnected areas, including:

### A – Research and Development of New Solutions

- Innovation projects incorporating methodologies such as Ecodesign and Life Cycle Analysis;
- Development and testing of alternative materials to plastic, such as paper, to meet emerging market needs.
- Active participation in sectoral initiatives that promote circular value chains, from end consumers to material reincorporation;

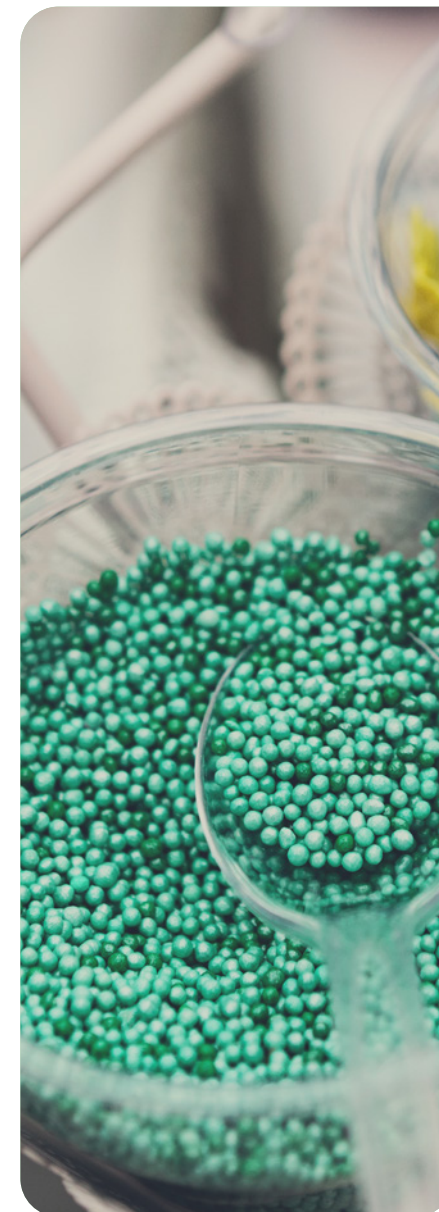
### B – Procurement:

- Sourcing of recycled or bio-based alternative polymers;

### C – Waste Management:

- Collection and reintegration of industrial waste from laminated film customers (FFS);
- Internal recovery of plastic waste from our own processes, through reincorporation or external recycling;

More than responding to today's challenges, we are committed to building solutions for the future. We actively prepare to anticipate increasingly ambitious demands – both from our customers and society at large – on the path towards a truly circular economy.





# MATERIALS AND CIRCULARITY

## Participation in consortia and initiatives promoting circularity

The transition to a circular and more sustainable economy continues to require a joint effort between companies, consumers and public entities. This transformation depends on policies that encourage responsible consumption, as well as investment in research and development of greener and more circular packaging solutions.

Aware of its role in this transition, Intraplás maintained active participation throughout 2024 in several relevant consortia and initiatives that may contribute to advancing sustainable solutions within the packaging industry.

### SCS (Styrenics Circular Solutions)

Intraplás continued its active involvement in the Styrenics Circular Solutions (SCS) initiative in 2024. This is a European platform dedicated to promoting the circularity of styrenic plastics, in particular polystyrene (PS), which is widely used in our packaging solutions.

This collaboration has been strategic for the development of mechanical recycling solutions for PS, enabling the exploration of technologies and models that support the reincorporation of recycled polystyrene (rPS) into technical and functional applications, including, in the future, food contact use.

Our participation throughout 2024 focused on three main areas:

#### 1. Mechanically recycled PS for food contact applications

The initiative continued to make significant progress in decontamination technologies, already applied to other polymers such as PET. Following the entry into force of Regulation (EU) 2022/1616, the responsibility for submitting dossiers to EFSA now lies with our upstream suppliers. Nonetheless, Intraplás has been actively monitoring progress, requesting regular updates on developments from the European Commission.

#### 2. ABA layers

We continued to advance the development of ABA multilayer structures, which enable the integration of rPS into technical applications that do not involve food contact. We successfully produced film containing recycled content in 2024, demonstrating the viability of these structures for industrial use.

#### 3. Circular design

The objective is to establish a closed-loop yoghurt cup-to-yoghurt cup system through mechanical recycling, based on the recommendations for PET bottles.

Participation in SCS has enabled Intraplás to strengthen its position as a promoter of circular, innovative solutions aligned with the legal and environmental requirements shaping the future of the packaging industry.

### NEXTLOOPP (Closing the loop on food grade PP)

Intraplás continued its involvement in 2024 in the NEXTLOOPP consortium, a multi-stakeholder initiative aimed at enabling the production of recycled polypropylene (rPP) suitable for food contact applications.

The project seeks to close the loop on PP, promoting its collection, stream-specific sorting, decontamination, and reintegration into new food packaging applications.

### Portuguese Plastics Pact (PPP) and Smart Waste Portugal

Intraplás continued actively participating in the Portuguese Plastics Pact (PPP) and the Smart Waste Portugal network in 2024. These collaborative platforms bring together stakeholders across the plastics value chain to accelerate the transition towards a circular economy for plastics in Portugal.

Intraplás, through these partnerships, remains engaged in the development of innovative solutions to enhance packaging recyclability, reduce the use of virgin plastics, and improve waste management practices, in alignment with both national and EU sustainability targets.

Because the road to circularity is long and demands a collective effort...

...we are affiliated with key consortia driving progress in circular solutions for the packaging industry:

> SCS  
(Styrenics Circular Solutions)

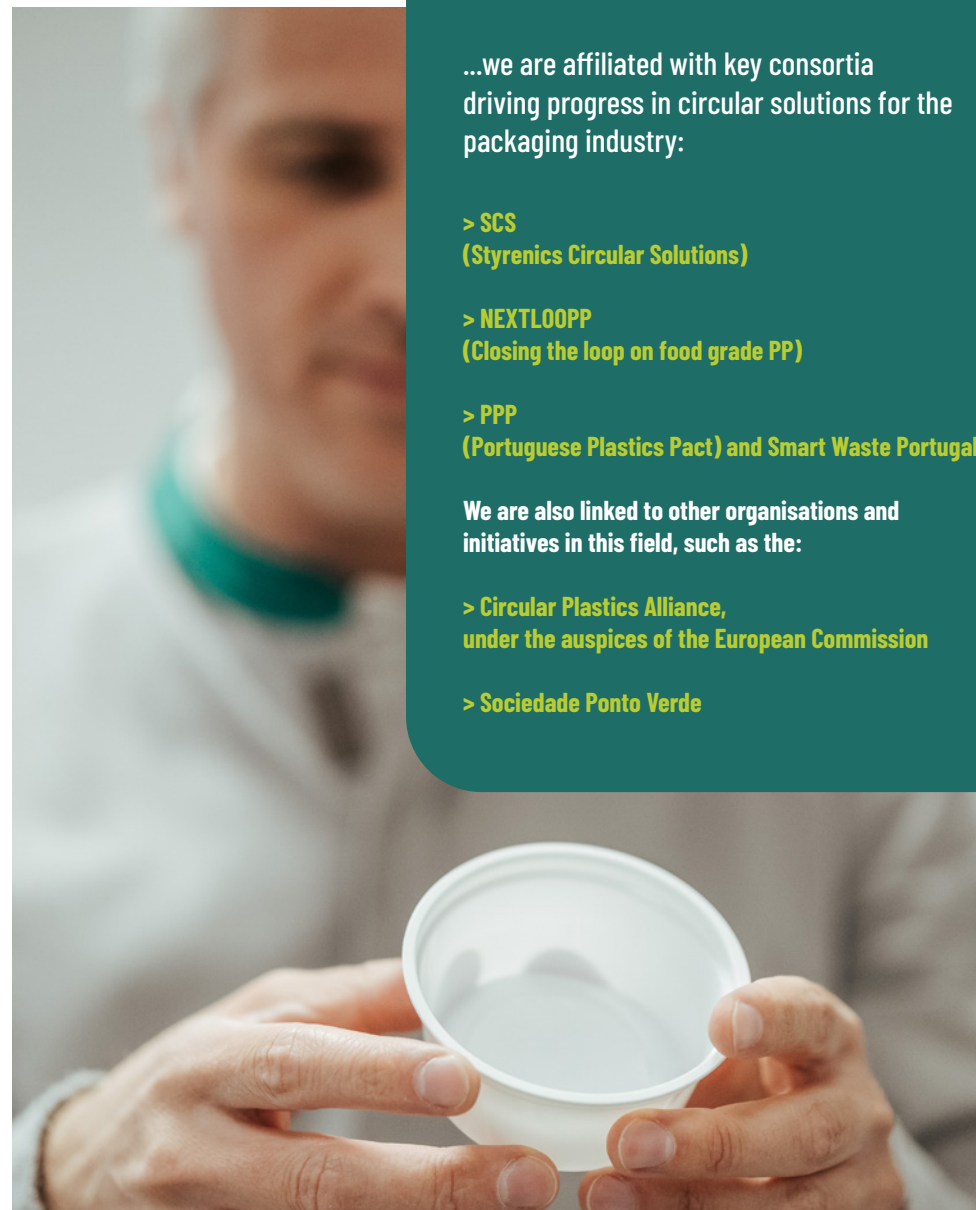
> NEXTLOOPP  
(Closing the loop on food grade PP)

> PPP  
(Portuguese Plastics Pact) and Smart Waste Portugal

We are also linked to other organisations and initiatives in this field, such as the:

> Circular Plastics Alliance,  
under the auspices of the European Commission

> Sociedade Ponto Verde



# MATERIALS AND CIRCULARITY

## Expanding new streams and solutions for the collection, recycling and integration of post-consumer waste – a goal that drives us on.

To strengthen our role as a company that supports innovation and sustainability for our customers, helping them achieve their goals in this area, it is essential to contribute to the creation of new streams and solutions for the collection, recycling and incorporation of post-consumer waste that are compatible with food contact packaging.

In this field, in addition to the initiatives already mentioned (such as those led by SCS and Nextloopp), we continued to develop PCW programmes in partnership in 2024. These aim to foster new post-consumer collection and recycling streams, notably for PP beer cups and PS yoghurt pots, with the first programme dedicated to beer cups now completed.

## Increased visibility of products incorporating Post-Industrial Waste (PIW)

2024 marked the second consecutive year in which the PIW process was implemented throughout the full calendar year, resulting in a substantial increase in the volume of this type of waste reincorporated as raw material in our production (around 481% more: approximately 2,007 tonnes in 2024 vs 346 tonnes in 2023).

Following the publication of Regulation (EU) 2022/1616 of 15 September 2022, which repealed Regulation (EC) No 282/2008, and governs recycled plastic materials and articles intended for food contact, Intraplás initiated the registration process to certify this closed-loop system under the new regulatory framework.

Intraplás has therefore submitted a registration to the European Commission for a closed and controlled loop system using Post-Industrial Waste collected directly from customers. This registration, as well as covering the existing loop, also lays the groundwork for extending this type of solution to other customers in the future.



# 481%

Increase in the incorporation of PIW into production in 2024, compared to 2023

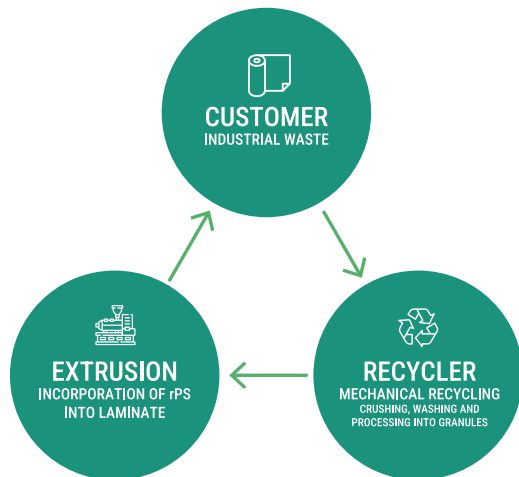
### PIW INCORPORATION: FROM A ONE-OFF INITIATIVE TO A VALUE PROPOSITION

The Post-Industrial Waste (PIW) initiative, launched in 2022 in response to a request from a customer, enabled the circular recovery of packaging waste (without organic contamination) generated on their yoghurt cup production lines, using FFS film supplied by us.

To this end, a controlled closed-loop recycling system was established and carefully configured in line with best practices for food contact compatibility.

The system involves Intraplás, the customer, and a recycling partner, and ensures the collection and delivery of the customer's waste for mechanical recycling, with the resulting plastic reincorporated into our laminated film production – at pre-agreed percentages – for exclusive use by that same customer. In this way, the waste is transformed into new FFS laminate films and then, at the customer's premises, into new packaging.

We expanded the promotion of this process in the market in 2024, demonstrating that this value proposition is now embedded within the company's portfolio of solutions.



# MATERIALS AND CIRCULARITY

## Circular materials available in the portfolio and material diversification with sustainability in mind

### Packaging solutions with recycled material

Our current portfolio includes a range of packaging solutions incorporating different types of recycled materials:

- > Recycled materials of non-biological origin (polymers derived from petrochemical plastic waste):
  - Chemical rPS (from chemical recycling of post-consumer waste) – ISCC+ certified
  - Chemical rPP (from chemical recycling of post-consumer waste) – ISCC+ certified
  - Mechanical rPET (from mechanical recycling of post-consumer waste) – Recyclclass certified
  - Mechanical rPS PIW (mechanically recycled from post-production industrial waste)
- > Materials of biological origin (polymers produced from agricultural waste or food industry by-products, such as treated used cooking oils converted into monomers):
  - Bio-circular rPP – ISCC+ certified
  - Bio-circular rPS – ISCC+ certified

In addition, the reuse of internal production waste is a key practice for applying circularity principles directly within the manufacturing process. This approach reduces the volume of waste generated on the production line and promotes efficient material recovery.

These materials are reincorporated through both online and offline loops, always under strict controls to prevent contamination or any compromise in product performance and quality.

The effective adoption of these circular solutions within our portfolio depends on customer demand and product specifications. Customers define the requirements of the packaging they procure, including whether and to what extent circular and sustainable materials may be included. Nonetheless, it is our responsibility to ensure the availability of safe, environmentally responsible solutions designed to meet the expectations of even the most demanding customers – a challenge we continue to embrace with commitment.

## Development of paper yoghurt cups and optimisation of paper cups with a focus on renewable materials

Following the launch and development of paper beverage cups in 2023, aligned with market needs, Intraplás shifted its focus to the development of paper cups for yoghurt applications in 2024.

Although these yoghurt cups are not biodegradable, they are composed of 83% renewable-source materials.

To further reduce environmental impact, the R&D team continues to advance the “Less is More” project, which aims to minimise the thickness of the plastic barrier film (PE). The target is to reduce this layer to below 10% of the total cup weight for dairy products and below 5% for beverage cups.

### Research into innovative packaging solutions based on biomaterials

Our R&D, Innovation and Sustainability team continues to explore this strategic line of development, so that in the future we can incorporate new packaging solutions from renewable and biodegradable sources into our portfolio (preferably compatible with home composting).

## Certifications attesting to the circularity and sustainability of the solutions we offer our customers

### > ISCC + certification

Intraplás is certified under the ISCC+ (International Sustainability and Carbon Certification) system for all types of polymers derived from chemical recycling and bio-circular sources. This certification guarantees traceability and the circular origin of materials, reinforcing the company's commitment to a low-carbon economy.

### > RecyClass certification

The RecyClass certification validates the incorporation of circular polymers from mechanical recycling into specific products, ensuring that the percentage of recycled material communicated to customers accurately reflects the amount used in the product.

This certification was achieved as part of the “Lavoisier” R&D project, completed in 2023, which resulted in the development of a new range of circular PET cups for yoghurts and hot and cold beverages. These cups contain 30% and 70% rPET, respectively, offering a more sustainable alternative to PS and PP cups. In addition to recycled content, they also demonstrate enhanced recyclability performance, benefiting from existing PET recycling infrastructure and collection streams.

### > FSC and PEFC certification

Intraplás consolidated its FSC and PEFC certifications in 2024, maintaining the standards implemented in 2023 and further reinforcing its commitment to sustainable paper sourcing. This aligns with the ongoing development of paper cups, ensuring the use of wood fibre from responsibly managed forests and sustainable production processes.

## Ongoing developments to strengthen the sustainability of our portfolio

In 2024, Intraplás continued to adopt solutions aligned with RecyClass recyclability classes A and B, in accordance with the RecyClass Design for Recycling Guidelines, wherever these are available and applicable to the development of new products.

Alongside these advances, and under the coordination of the R&D, Innovation and Sustainability team, several projects remain in development to explore solutions with improved environmental performance compared to those currently available. Some of these developments may, in future, result in concrete and distinctive solutions.

In addition to the examples already presented in this chapter, further aspects and potential benefits are under review which, like the previous cases, may generate impact beyond Intraplás' direct operations, particularly upstream in the value chain.

The solution under exploration	Associated environmental benefit
Dry-moulded cellulose fibre packaging solutions	Dry moulding is based on technology that is less intensive in terms of water and energy consumption than traditional paper-based packaging production
Greener printing solutions	Analysing and fine-tuning for greener printing solutions, including choice of technology, partnership selection, life cycle analysis, and other relevant factors
Smart Cup (Tokens) for a new production model	A project focusing on product design that will enable a new production model, which in turn optimises transport logistics and plastic scrap management, leading to lower transport emissions and better use of waste (less material sent for disposal)
Easy Break PP – study on an alternative plastic material for the same functionality	A product design project aimed at the safe use of a different plastic (PP as an alternative to PS), which will allow a 20-30% reduction in the amount of plastic used, representing a more efficient use of resources

**Reducing the environmental impact of our packaging is a priority we have consistently embraced and which will continue to guide our work.**





## 4. PEOPLE AT THE HEART OF GROWTH

# CREATING VALUE FOR EMPLOYEES

**Becoming a benchmark employer that fosters development and promotes a better quality of life for every employee**

## 2024 Performance Highlights

**80,6%**

Employees trained through the Intraplás Academy

**23%**

Increase in average pay, per FTE, since 2020

## Targets

**90%**

Employees engaged in the Intraplás Academy programme by 2030

**-50%**

reduction in workplace accidents by 2025

## Key ESG topics addressed in this chapter:

- Talent development, diversity and inclusion
- Employee well-being, health and safety
- Labour conditions and human rights

## Our ambition

We work every day to attract and retain the most highly qualified talent.

We aspire to be an employer of reference, as we recognise that having the right talent to match the company's growth plans is essential for fulfilling Intraplás' mission with excellence.

## Main areas of focus

**We have strengthened Intraplás' position as a benchmark employer**, capable of attracting and retaining talent by offering opportunities for growth and professional development through the Intraplás Academy and partnerships with academic institutions.

**We went ahead with the implementation of our cultural transformation plan**, aligned with our strategic objectives.

**We have maintained our performance appraisal policy and its associated rewards model**, ensuring a culture of meritocracy and fair recognition in line with employee performance.

**We continually adjust our organisational structure**, ensuring that career paths are aligned with the company's strategy and provide opportunities for professional progression.

**We promote initiatives focused on employee well-being**, with actions that reinforce health, safety and quality of life in the workplace.

**We ensure fair working conditions** and encourage active employee participation, fostering an environment of respect, fairness and alignment with **human rights principles**, so that everyone feels truly valued

**06**  
Ensuring adequate levels of well-being and satisfaction among the talent pool

**05**  
Developing employee skills through Intraplás Academy and partners

**04**  
Career assessment and progression model based on principles of equity, inclusion and diversity



**01**  
Strengthening Intraplás as an employer brand: attracting and retaining the best talent

**02**  
Developing and testing new working hour models for greater work-life balance

**03**  
Competitive remuneration and benefits package





# CREATING VALUE FOR EMPLOYEES

## Intraplás Team Profile

**386** Employees

A team with room for everyone

**19,43%** women

**80,57%** men

**36,8%**

women in the executive team, including the Board of Directors and senior management roles

**16%** Employees under the age of 30

**53%** Employees aged between 30 and 50

**31%** Employees over 50

**5** nationalities

A team that invests in innovation, engages with the academic world, and is open to building capacity through 6 partnerships with higher education institutions

**12** interns

**2,2%** of employees focused on research and development

## Employee Management

No organisation grows alone. Success and the ability to face challenges start with people — especially employees who, day after day, turn ideas and goals into concrete action.

## Human Capital Management

Human resources are managed by a dedicated technical team within the People, Transformation and Marketing Department. This department is responsible for defining strategies, policies and programmes aimed at attracting and retaining talent, as well as managing performance appraisal and training development processes.

The team is also leading the company's cultural transformation, which began with the implementation of the Marble strategy. It is additionally responsible for coordinating occupational health and safety initiatives. In collaboration with senior management, the department periodically evaluates the outcomes of implemented programmes. Whenever necessary, these programmes are adjusted to reinforce alignment with the company's defined goals and objectives.

## Human Capital Management Programmes in Focus in 2024

The following are of particular note among the various programmes and initiatives conducted:

- Continued implementation of our career management system and performance evaluation policy, both launched in 2022
- Ongoing development of the Intraplás Academy, launched in 2021, reinforcing its impact on continuous learning
- Increased competitiveness of remuneration and employee benefits
- Sustained commitment to a culture of health and safety at work
- Continued promotion of work-life balance measures
- Ongoing electrification of the company fleet, including facilities for employees to charge their personal vehicles on site
- Strengthened the Intraplás culture through various initiatives focused on engagement, participation, and dialogue with employees





# CREATING VALUE FOR EMPLOYEES

## Intraplás career management system: a foundation for mutual growth

Our appraisal system aims to recognise and reward those who stand out for their performance and the value they create for the company. We consolidated the Career Management System throughout 2024, aligning employees' professional development with the competencies required by the organisation's strategic development plan.

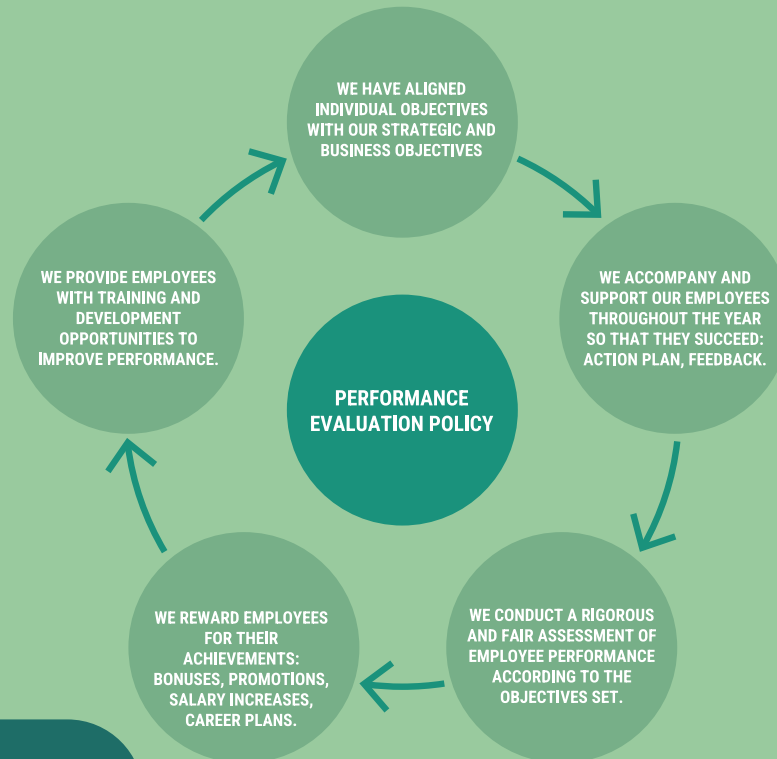
Intraplás' career management system was developed to align with the company's specific needs and characteristics, integrating levels and sublevels associated with salary grades.

This system establishes a clear, transparent and accessible career plan, guaranteeing fair and equitable professional progression for all employees. Moreover, the structure allows for progression beyond managerial roles, also recognising technical merit and individual contributions across various areas.

The system covers different career paths, both in management and technical fields, through:

- > **Progression:** Assessed based on individual performance and merit.
- > **Promotion:** Determined by criteria considering organisational needs and employee performance.
- > **Mobility:** Geared towards meeting company requirements and optimising employee skills.

## Fostering a Culture of Continuous Improvement



**88%**  
Employee satisfaction rate, demonstrating the impact of our human capital management strategies



# CREATING VALUE FOR EMPLOYEES

## Performance Assessment Policy

Implemented in 2022, our performance evaluation policy enables us to clearly define individual expectations and assess each employee's contribution to company results in a fair and objective manner.

Assessments are conducted annually and follow a structured competency model, ensuring detailed and impartial analysis based on the following competency categories:

> **INTRA:** behaviours and attitudes aligned with our culture, mission, and strategic objectives. In 2024 the competences assessed reflected Intraplás' core values

> **technical:** the technical knowledge required to perform the role

> **managerial:** management/leadership roles

## Bonuses

Building on previous years' practices, we continued to award performance-based incentives with the aim of fostering continuous improvement and recognising employees' contributions to Intraplás' success. Bonuses include the following components:

· Variable bonus: based on individual performance and company results.

· Shift bonus: granted to employees working rotating shifts. In 2024, this increased from €130 to €200, with the aim of rewarding employees who work shifts

· Machine operation bonus: machine operators may receive €80 or €180 depending on their knowledge and autonomy in operating production machinery.

## New jobs created in Portugal and the USA

Throughout 2024, Intraplás recruited 61 new employees to meet growing operational demands. Our production model, with industrial units operating 24 hours a day, 7 days a week, requires the implementation of 3 rotating shifts, which significantly increases labour needs.

The expansion of our industrial capacity, notably through the installation of the new EX21 extrusion line, was a key driver of this growth. This development led to the immediate creation of 8 new jobs, alongside additional hires to ensure efficient management of leave and holiday cover.

Beyond production, we strengthened our logistics team with the integration of 4 new employees, and expanded our organisational structure with new roles in: Human Resources Management, Marketing, Research and Development (R&D) and Customer Engineering.

86%

of employees covered by the performance assessment

3,7%

of employees progressed on their career paths in 2024

~ 70 K

distributed in employee benefits

351K €

Distributed in total bonuses. Bonuses equivalent to 1 to 1.5 times the monthly salary per employee

61

New employees

1,02%

turnover rate



## OUR EXPERTS' VIEW

René Oliveira

Head of Industrial Unit, Van Wert

*"Participating in this project is a unique opportunity and a source of great pride. From the beginning, Intraplás demonstrated a clear and strategic vision, with well-defined objectives – which gives us confidence and focus in our daily work."*

*Managing change, integrating external teams, and aligning different work rhythms has been challenging, but also very enriching. The key has been close and constant communication."*

*Working in a country with its own rules, culture, and dynamics has demanded creativity and resilience. At the end of the day, it is this multicultural experience that makes us grow – as professionals and as people."*

Marcelo Couto

Maintenance/Production Manager

*"I see the DH Miller project as a true milestone in Intraplás' history. Having the opportunity to be involved from the ground up brings enormous responsibility – but also a strong sense of accomplishment. Finding effective, viable technical solutions aligned with the project's objectives has been demanding, but very motivating. The experience of living and working in a culturally different environment has required a great capacity for adaptation – something that we Portuguese know very well how to do."*

*Overall, it is a challenge that allows me to grow professionally and actively contribute to the company's future."*

# CREATING VALUE FOR EMPLOYEES

## Intraplás Academy

The Intraplás Academy is an initiative designed to enhance the company's productivity and competitiveness by investing in the development of employee skills. We promote a culture of continuous learning and innovation, with the aim of investing in the development of our team's knowledge, ensuring that the company is prepared to respond to regulatory, technological and other changes that may arise in the market.

Beyond technical upskilling, the Academy plays a key role in talent retention, offering a platform for professional growth and career development. Over the course of 2024, 31 training sessions were held, with 282 employees participating across technical, language, and leadership areas, with a total of 20, 8, and 3 sessions, respectively.

### 31

Training sessions offered (20 technical, 8 leadership and 3 linguistic)

### 282

Employees trained through the Intraplás Academy

## Salaries and benefits that promote quality of life

We endeavour to maintain a competitive remuneration package, in line with market practices. In addition to improved working conditions, with the recent refurbishment of social areas across our sites, we also provide a range of benefits that may contribute to the greater well-being, health, and quality of life of our team.

In 2024, we awarded a gross monthly pay rise of €60 to all employees, reinforcing our commitment to recognition and appreciation.

"We continuously work to ensure employee satisfaction by developing an attractive package combining salary and additional benefits."

### 295

Employees enjoyed company benefits

### ~ 70 K

Invested in employee benefits

## Benefits offered to our employees

- > Entry-level salary above the national minimum wage
- > €8.32 tax-free food allowance paid via tax-exempt card
- > 22+3 days of holiday
- > Health insurance (after one year with the company)
- > Free access to medical consultations; laboratory tests; hearing and sight screenings
- > Christmas hamper for all employees and gifts for children up to 12 years old
- > Hybrid working arrangements for eligible functional areas.
- > Employees may charge their personal electric vehicles at company facilities

## Meal allowance

Intraplás continues to offer a tax-exempt meal allowance to its employees, reinforcing a long-standing practice. This measure aims to offer additional support that contributes to the well-being and quality of life of all team members.

## Health insurance for employees

Providing access to quality and faster healthcare services offers employees added peace of mind, reducing sole reliance on the public health system. This benefit has been extended to cover employees' families, including spouses and children up to the age of 25.

## Christmas hamper

We, at Intraplás, offer all employees a Christmas hamper and presents for their children up to 12 years old, as part of our organisational culture. This gesture symbolises our gratitude and recognition for the dedication shown throughout the year, reinforcing the spirit of generosity and sharing that defines this festive season.

We believe this initiative strengthens the bond with our team, promoting employee well-being and contributing to continuous improvements in productivity and the workplace environment.



# CREATING VALUE FOR EMPLOYEES

## Greater safety and well-being

At Intraplás, we ensure a safe and healthy working environment tailored to the tasks carried out by our employees. The company provides appropriate procedures and equipment, and promotes a culture of continuous improvement in occupational health and safety. To support this commitment, Intraplás delivers training and awareness programmes designed to strengthen safety practices and promote employee well-being.

To ensure compliance with Occupational Health and Safety (OHS) regulations, we have a dedicated team leading the development and implementation of safety strategies, working closely with local OHS managers.

Our safety measures are designed to prevent significant risks and are supported by ongoing training programmes to keep all employees well prepared. Additionally, we provide protective equipment appropriate to the demands of each role.

In 2024, we continued to develop an annual action plan focused on further enhancing the team's safety, health, and well-being. This plan includes 340 initiatives across 8 distinct areas.

### Of the various implemented areas, we highlight the following:

- Occupational risk assessment;
- Prevention and promotion of health and safety;
- Occupational risk prevention plan;
- Accident investigation and management;
- Training and information;
- Emergency planning and response;
- Management of subcontracted work;
- Occupational health management;
- Compliance with legal and regulatory requirements.

Safety management at Intraplás follows a thorough and transparent approach, with all workplace accidents systematically recorded and analysed to identify root causes and assess potential health impacts. Accident data and corresponding action plans for improvement are reviewed internally by the department lead and validated by the CEO, ensuring executive oversight and accountability.

# 18

Workplace accidents in 2024,  
of which 5 did not result in  
absences

# 349

medical consultations, tests,  
and screenings carried out for  
employees

# 18,9%

Accident frequency rate  
(Target: -50% by 2025)



# CREATING VALUE FOR EMPLOYEES

## Work-Family Balance

Promoting a healthy balance between professional and family life is a strategic priority in Intraplás' human resources management. We recognise that continuous shift schedules present significant challenges to employees' personal and family well-being, as well as to their overall health.

To help mitigate these pressures, in 2024 we piloted new 12-hour shift models with differentiated rest days, involving two teams — one in logistics and one in quality control.

Our internal assessments have shown that difficulty managing rotating shifts is one of the main reasons why employees leave, often opting for companies with fixed schedules even if it means lower pay. This trend highlights the importance of initiatives that promote greater compatibility between work schedules and family responsibilities.

We conducted regular satisfaction surveys and targeted consultations on occupational health and safety, to deepen our understanding of employee needs. These surveys included questions on the impact of work schedules on quality of life, as well as suggestions for improvement.

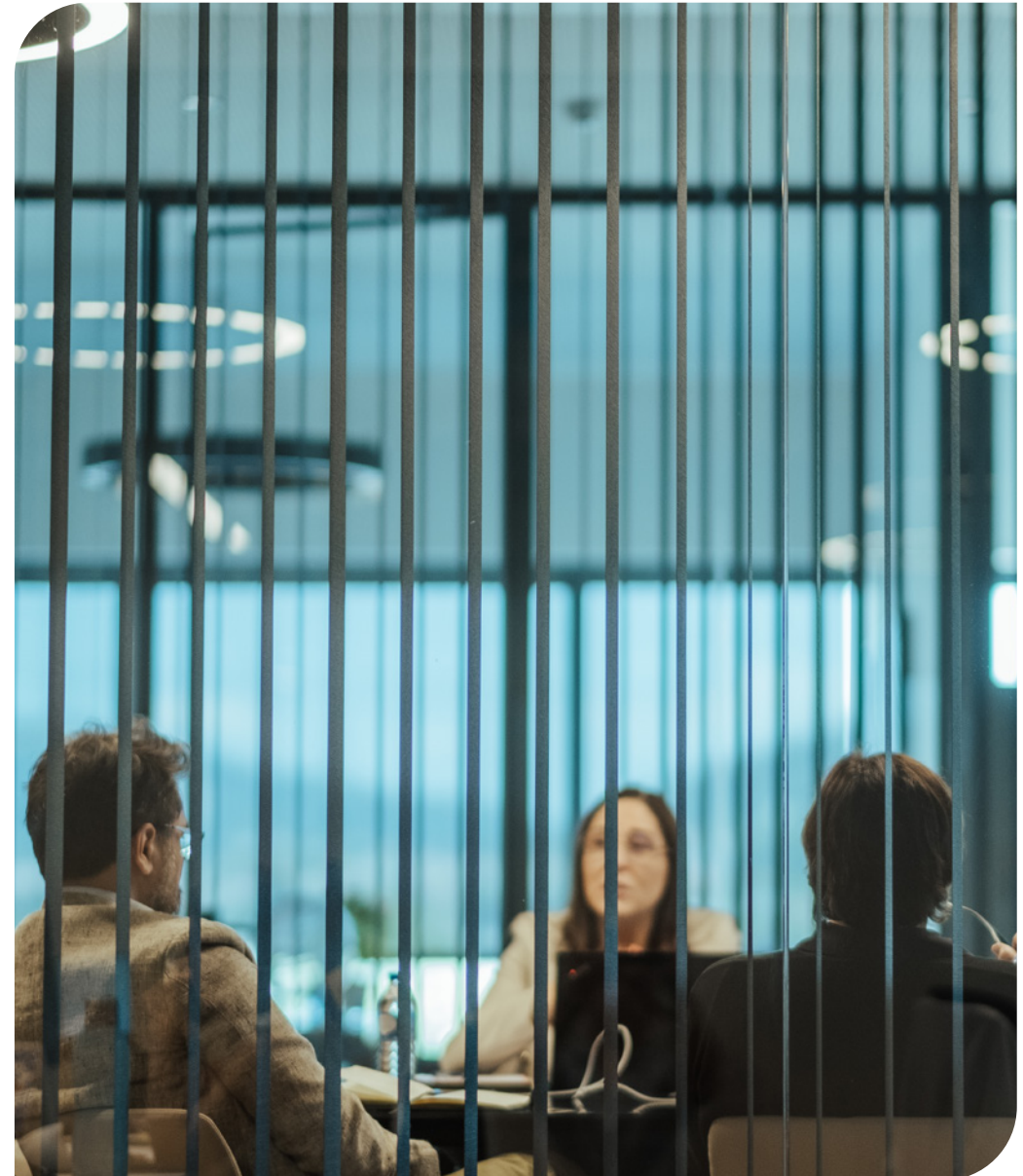
These initiatives reflect the company's ongoing commitment to creating a balanced and sustainable work environment that respects individual needs while promoting productivity and talent retention.

## Fleet electrification

In 2024 we continued the fleet electrification project, which began in October 2023, and have been steadily replacing fossil fuel vehicles with electric alternatives.

Today, 68% of our passenger vehicle fleet is electric, a total of 21 vehicles. Since the start of the project, the company has installed a total of 24 charging stations in Lordelo and 2 in Rebordões.

**We also provide the option for our employees to charge their personal electric vehicles on company premises.**



# CREATING VALUE FOR EMPLOYEES

## Strengthening the Intraplás culture

The cultural transformation that we have been driving as part of the Marble strategy has brought people closer together — and closer to the company. Today, we work more cohesively as a team and pride ourselves on being an ethical and responsible organisation. In 2024, the Intraplás Culture project focused specifically on employer branding, in response to a context of higher staff turnover and the need to reinforce strategies for attracting and retaining talent.

### A team guided by shared values and principles

We are committed to creating a culture where closeness and co-operation between team members are central. We believe that this approach strengthens our values and drives us to achieve shared goals.



**VIÃO DO NOSSO EXPERT**  
**Bruno Araújo**  
Head of People & Transformation

*"At Intraplás, we value equal opportunities, inclusion, proximity, and the active engagement of all employees as the foundation of our approach to human resources management."*

Intraplás' cultural transformation has been propelled by various initiatives, structured around four key pillars:

**ENGAGE:** Encourage the active involvement of all employees.

**LISTEN:** Listen to team members' ideas and concerns.

**COMMUNICATE:** Establish clear and open communication.

**CELEBRATE:** Recognise and celebrate collective achievements.

## Engage

### Code of Ethics and Conduct

The Intraplás Code of Ethics and Conduct serves as a vital guide to ensuring business practices are grounded in ethics, integrity, and respect for all stakeholders. This document sets out a clear and precise framework of values and behavioural standards to guide the actions of every employee across the organisation.

In 2024, the version of the Code of Ethics and Conduct launched in 2023 remained in force, following a revision process based on feedback gathered from employees.

The current version ensures that conduct principles and standards are even clearer and more consistent, reinforcing the company's commitment to transparency and ethical practice in its day-to-day operations.

The Code is shared during the onboarding process and is permanently available to all team members via the Employee Portal.

### Sessions with the CEO

We foster employee integration and strengthen ties with management by regularly sharing the company's strategic direction. In 2024, key topics included expansion into the United States, the new PET extrusion line in Rebordões, the thermoforming line in Lordelo, and the acquisition of the Paper Wrap machine in Lordelo.

## Listen

At Intraplás, we believe that listening to our team is essential to fostering growth and continuous improvement. In addition to performance appraisals, where feedback is shared and expectations are aligned, we regularly conduct employee satisfaction surveys. This process allows us to identify both strengths and potential for improvement, based on the insights provided by our employees.

In 2024, the survey results revealed a satisfaction rate of 88%. The most valued aspects were satisfaction with direct management and with the organisation as a whole. Conversely, the areas identified

as having the greatest potential for improvement were working conditions and environment, as well as career development. Employees were also consulted on risk identification related to occupational health and safety, as well as waste management.

### Communicate

We value transparency and information-sharing as core principles of our organisational culture. Keeping employees informed about the company's future and ongoing projects is key to building trust and encouraging collaboration.

### Employee Portal

The employee portal is a tool that reinforces transparency and fosters engagement by providing access to information about Intraplás' latest developments and future plans. Throughout 2024, this portal also served as a platform for active participation, enabling employees to share improvement suggestions and contribute to a culture of co-operation and collective progress.

The Employee Portal has proven to be a strategic internal channel for enhancing employee involvement while also boosting productivity. This goal is achieved by:

- > Sharing content relevant to our sector.
- > Publicising our social initiatives and instilling pride in being part of Intraplás.
- > Recognising team achievements, valuing everyone's effort and dedication.

In addition, we have consolidated the portal's role as a key tool for conducting performance evaluations, reinforcing both the transparency and efficiency of the process.

### Monthly newsletter

The monthly newsletter remains a vital tool for fostering collaboration and ensuring clear, consistent communication with employees. It provides updates on internal changes, new projects, achievements, and future goals, promoting a shared vision across all areas of the company.

## Celebrate

At Intraplás, we value employee well-being and the strengthening of our sense of community. We organised throughout 2024 various social and celebratory events, creating leisure and togetherness opportunities for everyone.

**Celebrating the arrival of new family members:** To mark the arrival of new members to our employees' families, we offer a Baby Hamper as a gesture of support during this special time.

**Marking special occasions:** Birthdays were celebrated with personalised messages signed by the CEO and accompanied by chocolates, making each employee's day even more special.

**Festive celebrations:** At Christmas, we distributed hampers and gifts for employees' children under the age of 12. The 2024 Christmas dinner was the moment chosen to present trophies to 50 employees in recognition of their career paths and long period of employment with the company. Of these, 47 employees were recognised for over 20 years of employment, and 3 employees for more than 30 years at Intraplás. At Easter, we gave chocolates as a token of celebration.

**Popular Traditions:** We organised themed celebrations for the Magusto autumn celebration and Epiphany, celebrated Carnival by supporting the "Operação Nariz Vermelho" (Operation Red Nose) initiative, whose mission is to bring joy to hospitalised children, their families, and hospital staff, and marked the Popular Saints festivities by offering chocolate sardines.

**Other special dates:** We marked Ice Cream Day, Yoghurt Day, Safety Day and Recycling Day by promoting moments of interaction and engagement. During Healthy Week, we offered all employees a different piece of fruit each day. We also celebrated International Women's Day by honouring our female employees with the gift of a flower.



# SHARING VALUE WITH THE COMMUNITY

## Performance 2024

6

Partnerships established with institutions and training centres

12

Internships under the signed agreements

89%

Of employees live less than 20 km from Intraplás (2026 target: 95%)

## Objectives

10

social responsibility initiatives implemented by 2030 (cumulative from 2024)

=/ > 250

people impacted by social responsibility initiatives implemented by 2030 (cumulative from 2024)

30%

of employees actively participating in community engagement initiatives by 2026

=/ > 5%

of hires from minority groups by 2030

## Material topics

Community

## Our ambition

To be a driver of regional transformation, fostering economic growth and greater well-being in the region through the creation of qualified and inclusive employment. Our impact on the community will also be reflected in the development of skills among the active population and in the stimulation of local innovation, through active collaboration with knowledge centres and organisations across the surrounding economic landscape.

## Main areas of focus

**Driven by our commitment to social responsibility**, we have set concrete targets, such as the number of initiatives, people impacted, and the percentage of employees hired from minority groups. These targets, alongside the direct and indirect employment we generate and our procurement from local suppliers, reflect our contribution to and impact on the local community.

**The development of technological, technical, and management skills** within a team that has consistently grown over recent years contributes both to the professional advancement of our people and to the creation of a talent pool that serves the region's economic fabric.

**Our ties with educational institutions and research centres have been strengthened**, expanding the Intraplás Academy's training offer and creating opportunities for inclusive, qualified recruitment.

*"We aim to continue combining the promotion of collective well-being with the cultivation of team spirit and a cohesive, supportive, and sustainable internal culture that both attracts and retains talent."*

**We remain committed to sharing knowledge and experience in both business and social contexts**, through participation in conferences and local initiatives, and by supporting regional institutions and community organisations.

**We have intensified co-operation with educational institutions and research centres.** We promote professional qualification through the Intraplás Academy and by strengthening local recruitment with inclusive and sustainable practices.

# SHARING VALUE WITH THE COMMUNITY



## Managing community relations

At a time of national and international growth, Intraplás reinforces its commitment to the community in which it operates, recognising people as a fundamental pillar of this relationship. Value sharing remains a core principle, reflected above all in the creation of direct and indirect employment, driven by our procurement of goods and services from local suppliers.

Since its foundation, the company's shareholders, who hold both executive and non-executive roles, have lived within the geographical area influenced by Intraplás' two manufacturing units in Portugal. This proximity has helped distinguish the company through its strong ties to the local community, a relationship that remains vital to its identity and ongoing growth.

The Intraplás team is largely made up of local professionals, fostering a natural synergy between the company and the community and creating an environment of close co-operation. In addition, the founding principles are upheld through the active presence of board members representing the family that founded Intraplás, safeguarding the values that shaped the company from the very beginning.

The People Division is responsible for aligning the company's development strategy with the needs of the community, driving projects that promote sustainable growth and social cohesion. Through these initiatives, Intraplás not only promotes its own success, but also contributes to building a more balanced and prosperous future for all stakeholders.

## OUR EXPERT'S VIEW

### Carmo Lemos

Customer Service Manager

*"Throughout these 37 years at Intraplás, I have seen the company grow and become increasingly established. I have always felt that our work has a direct impact on the local community and that we are part of an organization that values people and invests in their development. It is a source of pride to see how Intraplás has managed to grow while maintaining this connection to our region, contributing to its progress and recognition."*



# SHARING VALUE WITH THE COMMUNITY

## Job Creation

Intraplás contributes to the well-being of local communities through its job creation policy, which primarily benefits professionals living within a 20-kilometre radius of the company. In 2024, Intraplás created 44 new jobs, bringing the total workforce to 386 employees – an increase of 12.87% compared to 2023.

## Skills Development

Our investment in team development is enabling us to build a talent pool that enriches the local economic fabric.

In 2024, Intraplás carried out 31 training initiatives, a slight decrease compared to 2023. However, the number of employees participating in these programmes increased, with 282 participants versus 275 in the previous year.

## Partnership Agreements

In 2024, the company boasted a total of 6 active agreements with vocational and higher education institutions, research centres, and/or training centres.

### Our active agreements in 2024

1. University of Minho
2. University Institute of Maia (ISMAI)
3. Polytechnic Institute of Cávado and Ave (IPCA)
4. Vocational Training Centre for the Metallurgical and Metalworking Industry (CENFIM)
5. Association for Vocational Training in the Ave Region (FORAVE)
6. Tomaz Pelayo Didáxis Secondary School
7. Porto Business School

## Shared Green Deal Project – Cycle of Circular Economy Workshops

In 2024, Intraplás reinforced its commitment to sustainability by continuing its involvement in the European Shared Green Deal project – Local Experience in Circular Economy, organised by Santo Tirso City Council. This project, which involves 24 European cities (including two in Portugal), aims to foster co-creation and knowledge-sharing in the field of circular economy through the engagement of diverse local stakeholders.

The project's implementation included three workshops, launched in 2023 and concluded in 2024, in which Intraplás actively participated. These involved:

1. Mapping and sharing of best practices, identification of needs and expectations, and definition of the Local Challenge
2. Co-creation and prototyping of ideas
3. Testing solutions and gathering feedback

Intraplás contributed actively to these workshops, sharing its expertise and strategic vision in the polymer sector. This collaboration supports the development of new circular business models tailored to the local needs of the textile, agri-food, polymer, and other complementary sectors, through the consolidation of a Local Accelerator Hub.

## Local procurement

By sourcing products and goods from local and regional suppliers, we contribute to the growth of the economic fabric and promote social well-being through the indirect employment generated by our local purchases.

### Support for the local community

We continued to support institutions such as ASAS and CAID, as well as local community organisations.

Our close ties to the local community and the significance of the work carried out by these two institutions have led us to maintain our ongoing support, recognising the importance of social services that respond to the needs of families.

## Participation in conferences and local initiatives that inspire more sustainable practices

Intraplás is committed to leading by example, promoting the transition to a low-carbon industry through continuous investment in innovation and the adoption of sustainable practices throughout the value chain. In this context, it has been increasingly accepting invitations to share its experience in this area at the local level, actively contributing to a more conscious and sustainable development of the communities in which it operates.





## 5. GROWING WITH TRANSPARENCY

# RESPONSIBLE MANAGEMENT

## 2024 Performance Highlights

0

cybersecurity incidents in 2024

0

cases of corruption reported

40%

Women on the Board of Directors

38,5%

Women in the management team

80/100

ECOVADIS Score

## Goals

0

cybersecurity incidents

0

substantiated reports of non-compliance or breaches of the Code of Ethics and Conduct

0

fines or penalties for legal/regulatory non-compliance

Achieve **50%** gender diversity in senior management by 2030

## Material topics

Governance (structure and mechanisms)  
Legal, ethical and anti-corruption compliance  
Labour conditions and human rights  
Cybersecurity

## Our ambition

To ensure that we have the governance model, leadership team, and responsible management framework capable of responding to sectoral challenges and supporting Intraplás' growth strategy.

To guarantee that management is conducted in compliance with the regulatory requirements of the various markets, and in alignment with our values, code of conduct, and best practices in responsible governance.

## MAIN AREAS OF FOCUS

**Implementation of the governance framework and its respective committees**, ensuring that company management is conducted with the aim of creating value for shareholders and other stakeholders.

### Compliance

Monitoring of new applicable regulations and legislative compliance across the various markets in which the company operates.

### Code of Conduct

Oversight of Code of Ethics and Conduct application by designated Ethics Code Ombudsmen, including monitoring of the whistleblowing channel and appropriate action in response to well-founded reports.

**Maintenance of management policies and certifications related to food safety and packaging sustainability**, ensuring compliance with quality and food safety standards.

**Definition of specific targets within the Environmental, Social and Governance (ESG) pillars.** These targets are essential for measuring progress and identifying the need for strategic adjustments and improvements to the initiatives we implement. Acting as a compass, the targets help guide and align company operations with the sustainability and corporate responsibility standards valued by the market.



# INTRAPLÁS GOVERNANCE BODIES

## Board of Directors

Intraplás' Board of Directors is the statutory body responsible for the overall management of the company. Its main responsibilities include defining and approving the corporate strategy, overseeing its execution, and evaluating results. It is also responsible for approving the company's annual financial statements.

The Board includes two non-executive directors from the Ferreira family, owners of Intraplás: Commander of the Order of Merit Alberto Machado Ferreira, founder of the company, and Maria Rosalina Ferreira de Freitas. Together with other board members, they participate in the meetings of the Supervisory Board, where the company's annual accounts are reviewed and approved.

## Executive Board

Intraplás' management is entrusted to the Executive Board, composed of three executive members. Two of these directors, Anabela Ferreira and Jorge Ferreira, are also shareholders and part of the second generation of the founding Ferreira Machado family. The third executive member, Duarte Faria, was appointed CEO by the shareholders. He has held the position since early 2021, enriching the company with his solid experience, deep knowledge of the business, and a proven track record in the agri-food sector. The CEO leads a management team made up of professionals with the skills and experience required to ensure the effective execution of the company's strategic growth plan.

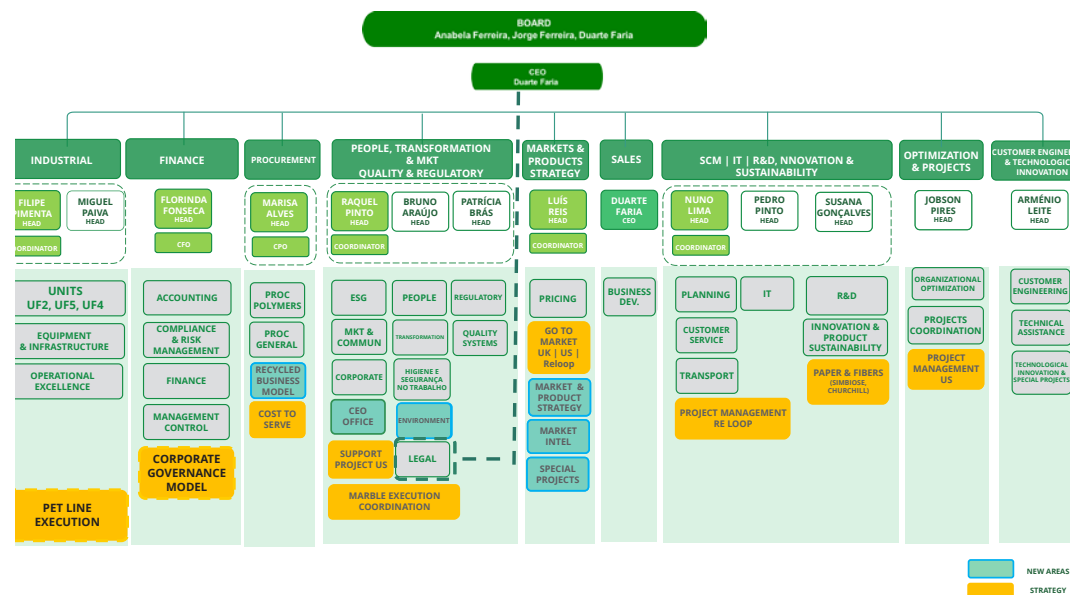
## Responsibilities of the executive directors

Executive directors are responsible for overseeing implementation of the established policies and strategies. They hold fortnightly meetings, where executive members play a key role in monitoring ongoing initiatives, evaluating achieved results, and, when necessary, adjusting or redirecting strategies, policies, and initiatives.

During these meetings, the CEO presents an updated overview of management results and submits performance monitoring reports for review. New initiatives and processes are also discussed and approved, along with other relevant topics requiring deliberation and decision-making.

## Supervisory Board

The Supervisory Board meets quarterly. It comprises the CFO, who also serves as Certified Accountant, and the Board of Directors, represented by the executive team in subsequent sessions.





# INTRAPLÁS GOVERNANCE BODIES

## 40%

Women on the Board of Directors

## 38,5%

Women in the Management Team

## EXECUTIVE MANAGEMENT TEAM

The CEO is responsible for defining the company's overarching strategy, working in close collaboration with the Board of Directors to establish strategic guidelines. The implementation and operational implementation of strategic decisions are overseen by the Management Team, which benefits from the ongoing support of the CEO to ensure the effective execution of the defined directives.

Intraplás' organisational model has been designed to balance adaptability with efficiency, fostering a collaborative environment where knowledge sharing is actively encouraged. The company's organisational chart clearly outlines the roles and responsibilities of each Director. Some Directors also serve as Coordinators, facilitating communication with the CEO and contributing to more effective operational management.

Company management sessions are held in three main formats, each with distinct objectives and areas of focus:

- **Executive Board meetings**, held twice a month, focus on reviewing the company's performance dashboard and monitoring progress on critical initiatives.
- **Coordination meetings** are held weekly and involve the CEO and Directors responsible for coordinating the various departments. These sessions are essential for conducting detailed analyses of ongoing processes, defining adjustments, and (re)aligning operational actions and decisions.
- **Management meetings** are held monthly and bring together the CEO and all company Directors. During these sessions, results are presented, critical events are discussed, and next steps and action plans are outlined, based on presentations from each department.

A team that works in an integrated and effective manner, with the goal of delivering results, focusing on strategic growth and exceeding established expectations.



Anabela Ferreira  
EXECUTIVE BOARD MEMBER



Jorge Ferreira  
EXECUTIVE BOARD MEMBER



Duarte Faria  
CEO



Marisa Alves  
CFO



Florinda Fonseca  
CFO



Bruno Araújo  
HEAD OF HUMAN RESOURCES AND LEGAL



Nuno Lima  
HEAD OF SUPPLY CHAIN MANAGEMENT



Arménio Leite  
HEAD OF CUSTOMER SUPPORT AND TECHNOLOGY



Pedro Pinto  
HEAD OF IT DEVELOPMENT AND SYSTEMS



Raquel Pinto  
HEAD OF MARKETING



Luís Reis  
HEAD OF COMMERCIAL AND CUSTOMER



Patrícia Brás  
HEAD OF QUALITY AND REGULATORY



Filipe Pimenta  
HEAD OF INDUSTRIAL



Miguel Paiva  
HEAD OF INFRASTRUCTURE



Jobson Pires  
HEAD OF OPTIMISATION AND PROJECTS



Susana Gonçalves  
HEAD OF R&D, INNOVATION AND SUSTAINABILITY



Eric Englert  
MARKET DEVELOPMENT DIRECTOR NORAM



Libéria Reis  
HEAD OF MANAGEMENT CONTROL AND ORGANIZATIONAL IMPROVEMENT



René Oliveira  
HEAD OF THE INDUSTRIAL UNIT  
VAN WERT (OHIO) - EUA



Bertrand Defebvre  
MARKET DIRECTOR  
FRANCE, BENELUX, SWITZERLAND AND GERMANY

# INTRAPLÁS GOVERNANCE BODIES

## Committees

Under the Marble strategy, a series of thematic committees have been established to support management in the decision-making process. Their creation aims to ensure that management decisions are aligned with the company's overall strategy and objectives.

Additionally, departments set annual quantitative goals aligned with the company's global strategy. These goals are approved by management and monitored throughout the year via a scorecard that includes strategic KPIs (such as energy intensity, waste percentage, among others), which directly impact the distribution of annual performance bonuses.

Committee	Frequency	Leadership & Participants	Main Objective
Marble 2.0	Monthly	Coordinators	Promote knowledge sharing and contribute to the company's strategic direction.
Investments	As required	Proposing departments & management	Make decisions on investment proposals.
Innovation	Quarterly	Innovation Department & representatives from Intraplás teams	Share updates on ongoing R&D projects and evaluate new initiatives for the innovation pipeline.
Polymers	Monthly	CPO, CFO and Management	Analyse market trends and make decisions on polymer procurement.

# COMPLIANCE CULTURE AND CONDUCT STANDARDS

## Code of Ethics and Conduct

In 2024, Intraplás launched the revised version of its Code of Ethics and Conduct, aiming to reflect changes in the legal landscape and organisational practices, particularly regarding whistleblowing procedures and the protection of whistleblowers.

The new Code was developed through a participatory process, incorporating input from various departments to ensure that its guidelines are aligned with current needs and market challenges. Approved by our Chief Executive Officer (CEO) and endorsed by the Executive Committee, the Code reflects our vision and values, guiding day-to-day practices and reinforcing our accountability to all stakeholders.

In addition to governing internal conduct, the Code also applies to all external partners, ensuring that third parties acting on behalf of Intraplás adhere to the same ethical standards.



## COMPLIANCE

Integrity and transparency are fundamental pillars of our corporate culture, ensuring responsible conduct aligned with ethical and legal principles.

Compliance is promoted through a structured and comprehensive approach, in which the Legal Department interprets legal requirements and translates them into internal guidelines, contracts, and operational procedures, thereby consolidating an effective compliance culture.

In parallel, the Quality and Regulatory Department ensures product quality and food safety, reinforcing consumer trust and our commitment to sustainability and corporate responsibility.

Risk management plays a strategic role in identifying and mitigating potential vulnerabilities, such as conflicts of interest and unlawful practices, safeguarding the organisation's resilience and credibility. Within this framework, the Finance Department exercises rigorous control, anticipating challenges and implementing preventive measures to strengthen confidence in our operations.

## OVERSIGHT AND IMPLEMENTATION OF CONDUCT STANDARDS

Oversight of the Code of Ethics and Conduct is entrusted to the Ethics Code Ombudsmen, this newly established function is designed to ensure effective enforcement. Comprising two Intraplás Board members who are not involved in daily operational management, the Ethics Code Ombudsmen act independently and impartially. Their responsibility is to ensure compliance with the guidelines and conduct standards, and to implement necessary actions regarding any reports submitted through the whistleblowing channel.

This independence ensures that supervision is conducted objectively and free from conflicts of interest. In the event of doubts or questions regarding the interpretation and application of the Code, it is the responsibility of the Ethics Code Ombudsmen to provide appropriate guidance.

## WHISTLEBLOWING SYSTEM

Trust in our compliance practices has been evident over an extended period, as reflected in the absence of formal whistleblowing incidents in recent years. This demonstrates the effectiveness of the control mechanisms in place and the alignment of our employees with the company's values and codes of conduct.

To continue fostering this trust and ensure transparency in our operations, we have implemented a dedicated system for receiving reports of potential violations of the company's principles and standards. This system is facilitated through an exclusive email channel and overseen by the Ethics Code Ombudsmen, who ensure independent and rigorous management of all reports received.

The launch of the channel was widely communicated to ensure that all stakeholders – including employees, shareholders, and suppliers – understand its purpose, have easy access, and are informed about its practical use.

In addition to email, other communication methods are available, such as physical mail, allowing whistleblowers to choose the most convenient option. Guidelines on how the channel operates, as well as whistleblower rights, are outlined in the Code of Ethics and Conduct.

**[provedores@intraplas.pt](mailto:provedores@intraplas.pt)**

The WHISTLEBLOWING CHANNEL has been established as part of the new Code of Ethics and Conduct and is available to all stakeholders



# COMPLIANCE CULTURE AND CONDUCT STANDARDS

## Voluntary Policies

- Quality
- Performance Assessment
- Polymer Procurement
- Travel
- General Data Protection Regulation (GDPR)
- Vehicle Management
- Information Security

## Management policies

Intraplás is managed according to the principles of a comprehensive and voluntary Quality Policy, reflecting our commitment to excellence in key areas such as social responsibility, human rights, environmental sustainability, equal opportunities, and continuous talent development. This policy also encompasses practices related to workplace safety, food safety, and innovation. It is communicated transparently to all stakeholders and is available on our website.

The Quality Policy is complemented by a set of Thematic Policies, each focused on areas that are critical to the success of our operations:

**1. Performance Assessment Policy:** Ensures that employee performance is assessed objectively and transparently. By aligning individual goals with organisational objectives, we promote continuous professional growth and improved outcomes.

**2. Polymer Procurement Policy:** Designed to ensure effective and sustainable sourcing, this policy sets out rigorous criteria for acquiring essential raw materials, safeguarding business continuity, product quality, and sustainability.

**3. Travel Policy:** Covers guidelines for employee travel, focusing on the organisation of business trips, physical safety, and the protection of company data and systems during travel.

**4. General Data Protection Regulation (GDPR):** Fully compliant with current legislation, this policy governs the handling and protection of personal data, reinforcing information security and ensuring our practices meet legal requirements.

**5. Vehicle Management Policy:** Aims to ensure the efficient and safe use of company vehicles, establishing clear standards that promote accountability and operational effectiveness in the management and use of this resource.

**6. Information Security Policy:** Defines a set of procedures to ensure the protection and confidentiality of data.



# COMPLIANCE CULTURE AND CONDUCT STANDARDS

## ESG Management

In **2024**, sustainability remains one of Intraplás' core strategic pillars.

Since the launch of the **Marble 1.0 strategy** in 2021, Intraplás has progressively embedded sustainability across its operations. Initially focused on innovation and the development of sustainable products, the strategy evolved, culminating in the implementation of **Marble 2.0** in 2023. This second phase consolidated the company's commitment to **ESG** and sustainability, establishing it as a distinctive feature of our portfolio and management processes.

In 2024, sustainability remains a central concern for Intraplás.

The **ESG** strategy is fully integrated into the company's global strategy and across all business areas. As part of this approach, non-financial targets have been embedded into our annual planning, with each department defining specific goals to strengthen our sustainable performance.

**ESG** is also a key topic in every **strategy committee**, ensuring that sustainability principles are consistently considered in the company's decisions, policies and core management processes.

ESG management is coordinated by the Marketing Manager, who is also responsible for the **People, Transformation and Marketing Division**. She is responsible for driving the annual sustainability plan and overseeing the implementation of initiatives.

This division is also tasked with ensuring compliance with new ESG regulations applicable to Intraplás' business.

It maintains continuous communication with the CEO and executive board members, ensuring that ESG progress is regularly monitored.

To ensure effective execution of Intraplás' strategy, various departments play essential roles in supporting and delivering initiatives that enable the company to advance towards its established goals, reinforcing ESG integration at all levels.

## Areas Involved in ESG Implementation

Execution of the ESG plan relies on the engagement of several strategic areas, each playing a specific role:

### Industrial Management (Infrastructures and SCM)

- Implementation of energy efficiency measures and reduction of the carbon footprint across factories and transport operations.
- Waste management and reuse, integrating recovered materials as inputs in the production process.

### Research, Development and Sustainability

- Focus on sustainable innovation, developing greener solutions for Intraplás products.

### People and Transformation

- Human resources management, including training, well-being and professional development.
- Occupational health and safety.

### Customer Engineering & Technological Innovation

- Analysis and implementation of operational improvements to optimise industrial processes.



## Cybersecurity

Intraplás has implemented a robust **Information Security Policy** to ensure the protection and confidentiality of data. This set of guidelines and procedures is formalised in a document that outlines the key processes and methodologies adopted by the company to safeguard its systems and information.

The document includes **two essential annexes**: the **Incident Response Plan**, which covers data recovery procedures, and the **Security Audit Plan**, both of which are critical for managing and mitigating cyber risks.

Cybersecurity is managed by the Information Technology (IT) team, composed of five professionals, one of whom holds overall responsibility for digital security within the company. In addition to core functions such as technical support (helpdesk) and ongoing employee training on relevant policies and procedures, the team is also responsible for developing business intelligence solutions and managing and optimising the organisation's internal systems.

At the end of 2024, we took a significant step towards formalising our cybersecurity structure, appointing a Cybersecurity Manager to ensure the coordination and implementation of best practices in the field of digital security. Until then, this responsibility had been shared across the team, but the new approach has enabled greater specialisation and consolidated a robust system for protecting our critical assets and systems.

We also made progress in implementing XB-8 controls, having completed the selection of priority controls and developed the corresponding action plan.

Several preparatory initiatives were carried out to ensure the effective execution of these measures, promoting the integration of cybersecurity practices into daily operations and fostering a culture of continuous improvement in information security.

**0** cybersecurity incidents recorded in 2024

## Cybersecurity Best Practices

- All system access is conducted exclusively through a Virtual Private Network (VPN), ensuring a high level of security.
- The company guarantees that systems are not exposed outside the VPN, with the sole exception being the Microsoft 365 cloud service, which is widely used across the corporate sector. Critical data, such as that relating to enterprise resource planning (ERP) systems, shop floor operations and customer records, is accessible only via the company's VPN.
- We conduct regular audits of our systems to assess compliance with IT and cybersecurity processes. The audit carried out in 2023 resulted in several recommendations and corrective actions, which were duly implemented throughout 2024. In 2025, we will continue to pursue the improvement actions identified.
- We work with a specialised infrastructure management provider, certified under the ISO 27000 standard. This supplier operates with a monitoring system that is integrated with our own, which alerts the team whenever anomalies are detected, enabling rapid response to potential threats.

In an increasingly complex digital landscape, cybersecurity forms the solid foundation on which we build trust and resilience in our systems, ensuring the protection of our company's future and its data.

# INTRAPLÁS' CONTRIBUTION TO THE 2030 AGENDA

## MARBLE 2.0 AND SUSTAINABLE DEVELOPMENT GOALS (SDGs)

As part of the Marble 2.0 strategy, Intraplás is committed to making the following SDGs a priority:

Through our products in the market	<b>ZERO HUNGER</b> We create packaging solutions that extend shelf life and promote the reduction of food waste. 	<b>LIFE BELOW WATER</b> We actively develop packaging solutions that support the principles of Reduce, Recycle and Reuse. 	<b>CLIMATE ACTION</b> We create solutions that enable the reduction, recycling, and reuse of materials and waste, while also minimising industrial waste. We promote the transition of our vehicle fleet to electric vehicles. 
	<b>CLEAN AND AFFORDABLE ENERGY</b> We implement actions to meet the energy consumption and carbon emissions reduction targets set out in our energy efficiency plans. 	<b>INDUSTRY, INNOVATION AND INFRASTRUCTURE</b> We rely on teams focused on innovation and technological development, capable of delivering sustainable solutions to our customers. We continuously upgrade operations and infrastructure to offer efficient resources and clean, environmentally safe industrial processes. 	<b>DECENT WORK AND ECONOMIC GROWTH</b> We guarantee safe working conditions and ethical business practices, as well as a career progression system and work-life balance. 
Through our operations and the good management practices implemented	<b>QUALITY EDUCATION</b> We foster inclusion by creating professional opportunities and establishing internship programmes with local universities. 	<b>ENDING POVERTY</b> We work with local organisations and support initiatives aimed at community development. 	
Through our business impact on the community			



## 6. TECHNICAL DOSSIER

# MATERIALITY




## MATERIALITY

Identifying material topics is a key exercise for organisations committed to advancing their ESG performance. This process enables the company to determine where to focus its efforts and resources most effectively. It also helps define the scope of disclosures made to stakeholders, particularly in the integrated management report.

In line with best practices and the recommendations of leading sustainability standards, Intraplás carried out an update of its materiality assessment in 2024. This update involved a review of peer organisations' material topics and consultation of sector-specific ESG standards, with the aim of evaluating whether the company's own material topics required revision.

Additional inputs included topics discussed in meetings with heads of the company's various functional areas, as well as documentation reviewed from the organisation's sustainability management system.

## OVERVIEW OF INTRAPLÁS' MATERIAL TOPICS ASSESSMENT; INPUTS, PROCESS PHASES AND RESULTS

 <b>INPUTS</b>	<p>Various internal and external sources were analysed, including:</p> <ul style="list-style-type: none"> <li>&gt; Integrated or sustainability reports from peer companies</li> <li>&gt; Intraplás documentation highlighting issues of strategic importance to the company</li> <li>&gt; Relevant ESG frameworks, including sector-specific standards</li> </ul> <p>The series of sources considered enabled the capture of sector relevance, strategic relevance for the company, and indirect relevance for stakeholders. It also enabled incorporation of the concept of double materiality.</p>			
 <b>PROCESS</b>	<ul style="list-style-type: none"> <li>&gt; Selection of sources used in the analysis</li> <li>&gt; Systematisation of topics by source</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Consolidation of topics</li> <li>&gt; Definition and application of scoring criteria by impact relevance, taking into account the sources used</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Ranking</li> <li>&gt; Definition of the materiality threshold and identification of material topics</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Consistency check and final adjustment</li> </ul>
 <b>OUTCOME</b>	<p>Ranking of topics for each of the materiality areas considered</p>		<p>Final list of material sustainability topics for Intraplás</p>	

# MATERIALITY

The methodology followed in the analysis ensured overall alignment with the concept of double materiality, as set out in the European Corporate Sustainability Reporting Directive (CSRD). According to this concept, a sustainability topic should be considered material if it has, or could have, a significant positive or negative financial impact on the business, or if it has, or could have, a significant positive or negative impact on the environment and/or society.

The list of material topics underwent certain adjustments, namely the removal of the following topics: Operational Eco-Efficiency, Biodiversity, and Ecosystems. In addition, some topics were aggregated due to the overlaps identified between them:

Old topics	Current topics
<ul style="list-style-type: none"><li>- Ecodesign and Life Cycle Management</li><li>- Circular Economy</li><li>- Waste Management</li></ul>	<ul style="list-style-type: none"><li>- Circular Economy, Waste Management and Ecodesign</li></ul>
<ul style="list-style-type: none"><li>- Attracting, Retaining and Developing talent</li><li>- Employee Participation, Diversity and Inclusion</li></ul>	<ul style="list-style-type: none"><li>- Talent Development, Diversity and Inclusion</li></ul>
<ul style="list-style-type: none"><li>- Ética e Anticorrupção</li><li>- Conformidade legal e regulatória</li></ul>	<ul style="list-style-type: none"><li>- Legal Compliance, Ethics and Anti-corruption</li></ul>



# MATERIALITY

This report addresses the following list of material topics:

Themes	Financial Impact	Environmental and Social Impact
1. Innovation and Technology (including sustainable solutions for customers, digitalisation and process optimisation)	V	V
2. Energy, GHG Emissions and Climate Change	V	V
3. Circular Economy, Waste Management and Ecodesign	V	V
4. Sustainable Materials	V	
5. Governance (structure and mechanisms)	V	
6. Economic Performance*	V	V
7. Talent Development, Diversity and Inclusion	V	V
8. Community	V	V
9. Business Diversification and New Markets	V	V
10. Quality and Food Safety (includes product and service quality, management systems and continuous improvement)		V
11. Customer Satisfaction		V
12. Employee Well-being, Health and Safety		V
13. Legal Compliance, Ethics and Anti-corruption	V	V
14. Procurement of goods and services and responsible supply chain management		V
15. Labour conditions and human rights		V
16. Cybersecurity		

\* This material topic is covered in more detail in the statutory annual report.

# KPIS TABLE

KPI's	Units	2022	2023	2024	23-24
<b>Intraplás' characterisation</b>					
Years of experience and knowledge in the packaging sector	No.	54	55	56	-
Countries where Intraplás is present	No.	+30	+30	+30	-
R&D projects in the pipeline	No.	16	18	18	-
R&D project in pipeline: biopolymers	No.	1	1	1	-
R&D project in pipeline: non-fossil polymer	No.	1	2	2	-
<b>"(1) Total energy consumed; (2) percentage of grid electricity; (3) percentage of renewable energy; (4) total self-generated energy (RT-CP-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy)"</b>					
<b>"Total energy consumed"</b>					
<b>Breakdown of RT-CP-130a.1: (1) Total energy consumed"</b>					
Total electricity (regardless of whether it comes from the grid or photovoltaic panels and, in the grid component, regardless of whether it is covered by PPAs with RECs or CO withdrawn from the market on behalf of Intraplás)	GJ	130 524	137 114	148 519	8%
Petrol	GJ	489	448	277	-38%
Gas Movim	GJ	47	45	56	23%
Diesel	GJ	603	498	264	-47%
Total energy consumption (electricity and other energy sources)	GJ	131 663	138 106	149 116	8%
Total energy consumption (electricity and other energy sources)	Tep	7 863	8 248	8 906	8%
Total electricity	Tep	7 805	8 189	8 870	8%
<b>"Percentage of grid electricity (Breakdown of RT-CP-130a.1: (2) percentage grid electricity)"</b>					
Electricity consumption from the grid	GJ	130 524	128 830	140 555	9%
% electricity from the grid compared to total energy consumed	%	100%	99%	99,6%	0,6 p.p.
<b>"Percentage of renewable energy Breakdown of RT-CP-130a.1: (3) percentage renewable"</b>					
<b>Percentage of renewable energy - PPAs and photovoltaic panels only</b>					
<b>"Total self-generated energy Breakdown of RT-CP-130a.1: (4) total self-generated energy"</b>					
Self-production of photovoltaic panels	GJ	-	8 284	7 964	-4%
<b>"Energy intensity (FFS and PFC added value) (Disclosure 302-3 Energy intensity)"</b>					
Auto-produção painéis fotovoltaicos	kWh	NA	2 301 039	2 212 144	-4%
Auto-produção painéis fotovoltaicos	GJ	-	8 284	7 964	-4%
<b>Intensidade energética, (valor agregado FFS e PFC ) (Disclosure 302-3 Energy intensity)</b>					
Energy intensity	(GJ/Ton produced)	2,18	2,12	2,14	1%
Electricity intensity	(KWh/TON)	601	586	592	1%
Scope 1&2 GHG emissions intensity	ton CO2e/ ton produced)	0,12	0,08	0,08	0%
<b>"Emissions - Scope 1 (RT-CP-110a.1: Gross global Scope 1 emissions, percentage covered by emissions limitation regulations)"</b>					
Emissions - Scope 1: Fuels	ton CO2e	78,4	74,3	34,0	-54%
Emissions - Scope 1: Refrigerant gas leaks	ton CO2e	60,1	13,3	-	-

KPI's	Units	2022	2023	2024	23-24
<b>"Emissions - Scope 2: Market-based (Disclosure 305-2 Indirect energy (Scope 2) GHG emissions)"</b>					
"Emissions - Scope 2: Location based (Disclosure 305-2 Energy-related indirect GHG emissions (Scope 2))"	ton CO2e	8 484	7 086	8 121,0	14,6%
Emissions - scopes 1 and 2: market-based	ton CO2e	7 337	5 038	5 405	7,3%
Emissions - scope 3	ton CO2e	-	-	228 671	-
Emissions - scope 3: Purchased goods and services	ton CO2e	-	-	158 665	-
Emissions - scope 3: Capital goods	ton CO2e	-	-	10 845	-
Emissions - scope 3: Fuel and energy-related activities	ton CO2e	-	-	2 706	-
Emissions - scope 3: Upstream transport and distribution	ton CO2e	-	-	13 218	-
Emissions - scope 3: Waste generated in operations	ton CO2e	-	-	93 235	-
Emissions - scope 3: Business travel	ton CO2e	-	-	271 674	-
Emissions - scope 3: Commuting	ton CO2e	-	-	345 706	-
Emissions - scope 3: Processing of products sold	ton CO2e	-	-	28 438	-
Emissions - scope 3: End of life of products sold	ton CO2e	-	-	14 089	-
<b>Production</b>					
Total production	tons	60 300	65 019	69 716	7,2%
Total production of plastic products range	tons	60 300	64 954	69 537	7,1%
Production by range: thermoformed cups	%	13,0	11,1	10,6	-0,5 p.p.
Production by range: laminates	%	87,0	88,8	89,4	0,6 p.p.
Production by polymer: PET and PP	%	26,0	23,9	25,3	1,4 p.p.
Production by polymer: PS	%	74,0	76,1	74,7	-1,4 p.p.
Variation in PET production volume	%	+10	+47,3	+17,8	-
Total production of paper product range	tons	NA	65,2	178,3	173,5%
<b>"Materials used, by weight or volume (Disclosure 301-1 Materials used by weight or volume)"</b>					
Paper for paper cups	tons	NA	20,61		
PE barrier film - paper yoghurt cups	%	NA	17%	10%	-7 p.p.
PE barrier film - paper beverage cups	%	NA	8%	5%	-3 p.p.
<b>"Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content" RT-CP-410a1: Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content"</b>					
Recycled content raw material: considering (a)+(b)	% (by mass relative to production)	0,2%	0,4%	1,2%	0,8 p.p.
Recycled content raw material: considering (a)+(b)+(c)	% (by mass relative to production)	0,3%	1,0%	4,1%	3,1 p.p.
Renewable content raw material: corresponds to fraction (b)	% (by mass relative to production)	0,1	0,2	0	-
<b>"Raw materials from recycled content (RT-CP-410a1: raw materials from: (1) recycled content)"</b>					
R Polymers + recovery + Industrial waste + Reintegrated waste	mass %	1,3%	2,5%	5,1%	2,6 p.p.
R Polymers incorporated into production (a)	tons	41,7	150,4	642,6	327,3%
"Recycled polymers incorporated into production (includes polymers of fossil origin: rPP, rPS and rPET, and of biocircular origin: rPP and rPS)"	tons	115,2	277,0	822,4	196,9%
Renewable polymers included in production	tons	74,0	128,2	179,8	40,2%
Recycled content used in production considering PIW	tons	160,0	624,3	2649,3	324,4%
Raw material from recovery, if applicable	tons	0,0	0,0	0	-

# KPIS TABLE

KPI's	Units	2022	2023	2024	23-24
Post-industrial waste integrated into production as MP (c)	tons	45,0	345,7	2006,7	480,5%
Waste reintegrated into production as MP	tons	627,0	999,1	875,9	-12,3%
<b>"Raw materials from renewable resources Breakdown of RT-CP-410a1: raw materials from: (2) renewable resources"</b>					
"Percentage of raw materials from renewable resources (Breakdown of RT-CP-410a1: Percentage of raw materials from: (2) renewable resources)"	mass %	0,1%	0,2%	0,3%	0,1 p.p.
Bio-based polymers incorporated into production (b)	tons	73,5	128,2	179,8	40,2%
<b>"Raw material from recycled and renewable content (Decomposition of RT-CP-410a1: Percentage of raw materials from: (3) renewable and recycled content)"</b>					
Percentage of raw materials from recycled and renewable sources	mass %	0,3%	1,0%	3,8%	2,8 p.p.
Revenue related to recyclable products	%	100	100	100	-
% of waste reincorporated into production (online circuit)	%	100	100	100	-
Rate of circular material incorporated into production: Considers (a)+(b)+(c) and the reincorporation of waste generated (offline circuit) into production	% (by mass relative to production)	1,3%	2,5%	5,1%	2,6 p.p.
<b>Paper</b>					
PE barrier film (in dairy paper cups)	%	-	17,0%	10,0%	-7 p.p.
PE barrier film (in beverage paper cups)	%	-	8,0%	5,0%	-3 p.p.
<b>Disclosure 306-3 Waste generated</b>					
Total waste generated	tons	481,3	517,7	1249,5	141%
Total hazardous waste	tons	28,5	39,6	46,2	17%
Total non-hazardous waste	tons	452,8	478,1	1203,2	152%
Hazardous waste rate	%	5,9	7,6	3,7	-3,9 p.p.
Non-hazardous waste rate	%	94,1	92,4	96,3	3,9 p.p.
<b>"Disclosure 306-4 Waste diverted from disposal (includes hazardous and non-hazardous waste and sending for recycling)"</b>					
Total waste diverted from disposal/final disposal	tons	457,2	483,8	1212,9	151%
<b>Hazardous waste</b>					
Total hazardous waste diverted from disposal/final disposal	tons	4,4	5,7	12,8	125%
Hazardous waste sent for recycling	tons	4,4	5,7	12,8	125%
Hazardous waste prepared for reuse, if applicable	tons	0,0	0	0	-
Hazardous waste sent for other recovery/recycling operations (does not include energy recovery)	tons	0,0	0	0	-
<b>Non-hazardous waste</b>					
Total non-hazardous waste not sent for disposal/final disposal	tons	452,8	478,1	1203,2	152%
Non-hazardous waste sent for recycling	tons	452,8	478,1	1203,2	152%
Non-hazardous waste prepared for reuse, if applicable	tons	0,0	0	0	-
Non-hazardous waste sent for other recovery/recycling operations (does not include energy recovery)	tons	0,0	0	0	-
<b>"Disclosure 306-5 Waste directed to disposal (includes hazardous and non-hazardous waste)"</b>					
Total waste sent for disposal/final disposal	tons	24,1	34	33,5	-1%
<b>Hazardous waste</b>					
Total hazardous waste sent for disposal/final disposal	tons	24,1	34	33,5	-1%

KPI's	Units	2022	2023	2024	23-24
Hazardous waste sent to landfill	tons	0,0	0	0	-
Hazardous waste sent for incineration	tons	0,0	0	0	-
Hazardous waste sent for incineration with energy recovery	tons	0,0	10,6	0	-100%
Hazardous waste sent for other disposal/final disposal operations	tons	24,1	23,4	33,5	43%
<b>Non-hazardous waste</b>					
Total non-hazardous waste sent for disposal/final disposal	tons	0,0	0	0	-
Non-hazardous waste sent for landfill	tons	0,0	0	0	-
Non-hazardous waste sent for incineration	tons	0,0	0	0	-
Non-hazardous waste sent for incineration with energy recovery	tons	0,0	0	0	-
Non-hazardous waste sent for other disposal/final disposal operations	tons	0,0	0	0	-
Rate of waste sent for recycling/recovery	%	95,0	93,5	97,3	4%
<b>Training</b>					
No. of academy training courses (aggregate total)	No.	39	47	31	-34%
No. of training courses   Area 1: Technical	No.	26	36	20	-44%
No. of training courses   Area 2: Leadership	No.	10	7	8	14%
No. of training courses   Area 3: Languages	No.	3	4	3	-25%
No. of employees who participated in training courses (aggregate total)	No.	280	275	282	3%
Employees who participated in training courses by professional category: ADM	No.	0	0,0	0	-
Employees who participated in training courses by professional category: Directors	No.	12	11	14	27%
Employees who participated in training courses by professional category: Middle Management	No.	45	34	72	112%
Employees who participated in training courses by professional category: Operators	No.	223	230	196	-15%
Employees dedicated to research and development	%	2,4	2,2	2	-0,2 p.p.
Employees trained at the Intraplas Academy	%	83,3	87,1	80,6	6,5 p.p.
<b>"Average hours of training per employee, by gender and professional category (Average hours of training that the organisation's employees completed during the reporting period, by: i. gender; ii. professional category.) (according to formulas indicated by the standard)"</b>					
Average hours of training per employee	No.	5,0	11,8	3,5	-70%
Average hours of training   Women	No.	12,0	34,2	19,6	-43%
Average hours of training   Men	No.	3,0	8,1	4,6	-43%
Average hours of training by professional category: ADM - Women	No.	0	0	0	-
Average hours of training by professional category: ADM - Men	No.	0	0	0	-
Average hours of training by professional category: Directors - Women	No.	13,0	49,5	20,3	-59%
Average hours of training per professional category: Directors - Men	No.	11,0	2,06	17,6	752%
Average hours of training per professional category: Intermediate Q. - Women	No.	14,0	58,5	26,1	-55%
Average hours of training per professional category: Intermediate Q. - Men	No.	8,0	28,6	17,6	-38%
Average hours of training per professional category: Operators - Women	No.	-	-	1	-
Average hours of training per professional category: Operators - Men	No.	-	-	1	-
"% of employees covered by performance reviews (Disclosure 404-3 Percentage of employees receiving regular performance reviews and career development)"	%	95	95	86	-9 p.p.
% of employees who have progressed in their careers	%	4,5	6,1	3,7	-2,4 p.p.
<b>Employee benefits</b>					
Total value of employee benefits	€	60 000	59 125	69 866	18%
Number of employees who took advantage of benefits	No.	266	292	295	1%



# KPIs TABLE

KPI's	Units	2022	2023	2024	23-24
Number of consultations, analyses and tests requested by employees	No.	274	325	349	7%
Number of days of holiday per employee	No.	22+3	22+3	22+3	-
"Amount distributed in bonuses	k€	500	605	Ainda não apurado	-
Bonus equivalent to 1-1.50 monthly salary for each employee"					
Meal allowance paid by card and exempt from taxation	€	7,30	8,32	8,32	-
<b>Health and safety at work</b>					
"No. of work-related accidents (Disclosure 403-9 Work-related injuries)"	No.	22	16	18	13%
Work-related accidents with sick leave	No.	16	15	13	-13%
Work-related accidents without sick leave	No.	6	1	5	400%
Accident frequency rate	%	41,0	26,0	19,8	-6,2 p.p.
Accident prevention measures	No.	-	321,0		
Absenteeism	%	5,1	1,46	1,82	0,36 p.p.
Turnover	%	1,2	0,65	1,02	0,37 p.p.
Employee satisfaction index	%	85,0	90,0	88	-2 p.p.
<b>Sales</b>					
Sales (euros)	M€	165,4	152,4	157,1	3,1%
Sales growth (euros)	%	3,2	-8	3,1	-
Tons sold	tons	62 758	65 870	71 648	8,8%
Growth in tons sold	%	8,4	4,95	8,8	-
<b>Sales by segment</b>					
Sales by segment - Laminates	%	78,0	79	81	2 p.p.
Sales by segment - Thermoformed	%	22,0	21	19	-2 p.p.
<b>Sales by geography</b>					
		0			
Sales by geography - France	%	39,0	47	47	-
Sales by geography - USA	%	6,0	5	6	1 p.p.
Sales by geography - Portugal	%	12,0	12	8	-4 p.p.
Sales by geography - Spain	%	27,0	31	24	-7 p.p.
Sales by geography - Rest	%	16,0	13	21	8 p.p.
<b>Sales by market</b>					
		0			
Sales by market - Domestic	%	12,0	12	10	-2 p.p.
Sales by market - Export	%	88,0	88	90	2 p.p.
<b>"Economic value generated, distributed and retained (Disclosure 201-1 Direct economic value generated and distributed)"</b>					
Direct economic value generated: revenue	M€	165	152	157	3%
<b>"Diversity of governance bodies and employees (Disclosure 405-1 Diversity of governance bodies and employees)"</b>					
Employees	No.	336	342	386	13%
Women	%	20	18	19,4	1,4 p.p.
Men	%	80	82	80,6	-1,4 p.p.
Employees by age group: <30 years old	%	16	15	16	1 p.p.
Employees by age group: 30 to 50 years old	%	57	54	53	-1 p.p.
Employees by age group: >50 years old	%	27	31	31	-
Number of nationalities	No.	3	3	5	67%

KPI's	Units	2022	2023	2024	23-24
"Number of incidents of discrimination (Disclosure 406-1 Incidents of discrimination and corrective measures taken)"	No.	0	0	0	-
Women in the executive team of the Board of Directors and management areas	%	37,5	37,5	36,8	0,7 p.p.
Women on the Board of Directors	%	40,0	40,0	40	-
Women in the Management Team	%	38,5	38,5	38,5	-
<b>Community</b>					
"Value of ASAS donations (Disclosure 413-1 Operations involving the local community, impact assessments and development programmes)"	€	5 000	0	5000	-
"Value of CAID donations (Disclosure 413-1 Operations involving the local community, impact assessments and development programmes)"	€		0		-
Employees living less than 20 km away	%	NA	91	89	-2 p.p.
Protocols signed with higher education institutions, research centres and training centres	No.	3	7	6	-14%
Internships under the protocols	No.	8	13	12	-8%
<b>Business diversification and new markets</b>					
No. of visits made (innovation customer days)	No.	8	6		
No. of new services	No.	6	6	0	-100%
No. of new markets	No.	2	3	3	-
No. of R&D projects integrated into Intraplás' commercial portfolio	No.	6	5	5	-
Customer retention (percentage of customer retention compared to the previous year, which has an individual weight in Intraplás' total sales in 2022/2023 of 5% or more)	%	100	100	100	.
ESG recognition - ECOVADIS 2022	0-100	60	71	80	13%
<b>Responsible supply chain management</b>					
% of suppliers with whom we have established long-term partnerships	%	84	90	93	3 p.p.
% of long-term suppliers (% of suppliers with annual contracts and price reviews)	%	34	35	59	24 p.p.
% of suppliers with certifications: ISO 9001:2015	%	60	65	67	3 p.p.
"% of suppliers of wood derivatives, cardboard and paper with FSC and/or PEFC certification	%	2	8	100	92 p.p.
Note: for 2022 and 2023, the indicator description was '% of suppliers with FSC/PEFC certification'"					
"% of suppliers of chemically recycled polymers with ISCC+ certification	%	6	8	75	67 p.p.
Note: for 2022 and 2023, the indicator description was '% of suppliers with ISCC+ certifications'"					
"% of suppliers of mechanically recycled polymers with Recyclclass certification	%	-	4	100	96 p.p.
Note: for 2022 and 2023, the indicator description was '% of suppliers with RECY-CLASS certifications'"					
% of suppliers with certifications: EcoVadis	%	-	22	23	1 p.p.
% of suppliers with certifications: ISO 14 001 (environment)	%	-	15	65	50 p.p.
% of suppliers with certifications: ISO 45 001 (social)	%	-	15	27	12 p.p.
% of suppliers evaluated	%	23	45	49	4 p.p.
No. of Supplier Days	No.	NA	3	6	100%

# KPIs TABLE

KPI's	Units	2022	2023	2024	23-24
No. of supplier audits	No.	NA	6	7	17%
% of circular packaging solutions offered are ISCC+ certified	%	100	100	100	-
<b>Career progression</b>					
% of progression by gender: women	%	6	9	6,9	-1,9 p.p.
% of progression by gender: men	%	4	6	2,9	-2,6 p.p.
<b>Non-conformities</b>					
"Number of regulatory non-compliances (Disclosure 2-27 Compliance with laws and regulations)"	No.	0	0	0	-
"Amount of fines paid for regulatory non-compliance (Disclosure 2-27 Compliance with laws and regulations)"	€	0	0	0	-
<b>"Corruption (GRI 205 - 3: Anti-corruption 2016)"</b>					
"Reported cases of corruption (GRI 205 - 3: Anti-corruption 2016)"	No.	0	0	0	-
No. of confirmed cases of corruption	No.	0	0	0	-
No. of cases of corruption that have led to disciplinary proceedings or dismissal of an employee due to a confirmed incident of corruption	No.	0	0	0	-
No. of cases of corruption that have led to breach of contract with a supplier due to a confirmed incident of corruption	No.	0	0	0	-
<b>Human Rights</b>					
Non-compliance with human rights	%	-	-	0	-
Hours of training on human rights	H	-	-	0	-
Complaints about human rights issues	%	-	-	0	-

# GRI CONTENT INDEX

## GRI2: GENERAL DISCLOSURES 2021

### 1. Organisation and Reporting Practices

#### 2.1 Organisation Profile

#### 2.2 Entities included in the organisation's sustainability report

#### 2.3 Reporting period, frequency and point of contact

#### 2.4 Information reformulations

#### 2.5 External verification

### 2. Activities and Collaborators

#### 2.6 Activities, value chain and other commercial relationships

#### 2.7 Employees

#### 2.8 Workers without an employment relationship with the organisation

### 3. Governance

#### 2.9 Governance structure and composition

#### 2.12 Role of the highest governing body in supervising impact management

#### 2.13 Delegation responsible for impact management

#### 2.14 Role of the highest governing body in the sustainability report

#### 2.15 Conflicts of interest

#### 2.16 Communication of critical issues

#### 2.17 Collective knowledge of the highest governing body

#### 2.18 Performance evaluation of the highest governing body

### 4. Strategy, Policies and Practice

#### 2.22 Statement on sustainable development strategy

#### 2.23 Policy commitments

#### 2.24 Incorporation of commitments

#### 2.25 Processes for addressing negative impacts

#### 2.26 Mechanisms for obtaining clarification or advice and communicating concerns or alleged irregularities

#### 2.27 Compliance with laws and regulations

#### 2.28 Associations to which the organisation belongs

### 5. Approach to Stakeholder

#### 2.29 Approach to stakeholder engagement

#### 2.30 Collective bargaining agreements

**Declaration of use** Intraplás, S.A. reported sustainability information with reference to GRI Standards for the period from 1 January to 31 December 2024.

**Version used** GRI1: Foundation 2021

**Applicable GRI Sector Standards** N/A as of the date of publication of this Report

Note: Any relevant omission of disclosure requirements will be indicated in the table, in the column 'Location in the report / Direct Response'.

### Location in Report / Direct Response

Intraplás - Indústria Transformadora de Plásticos S.A. is headquartered at Rua da Indústria, nº 68, 4795-207 Rebordões, Portugal. Its industrial operations are carried out in Portugal.

This report covers Intraplás' sustainability information, encompassing the company's entire operation and the activity of its two industrial units. It covers the same scope as the company's financial information.

Intraplás publishes its integrated management report (RIG) annually, which includes sustainability information. The information published relates to the period from 1 January to 31 December 2024. Contact us with any questions, suggestions or esclarecimentos:esg@intraplas.pt Where applicable, information that has been revised in light of the publication of the 2023 integrated management report is mentioned in the body of the report and/or KPI table.

The report has not been subject to an external audit process.

Information available on pages 13 to 19

We have a total of 386 employees.

The company uses temporary employment agencies to meet labour needs for certain shifts and production peaks. Some of these workers end up becoming permanent employees of the company.

Information available on pages 60 and 61

Information available on page 65

Information available on page 65

Sustainability information is published in the integrated management report, approved by Intraplás' CEO and validated by the other executive directors.

Information available on page 59

Communications from external or internal stakeholders are first analysed by the functional area responsible for the communication channel used. Concerns are initially analysed by senior management and then shared at a meeting with the CEO.

Through participation in forums dedicated to sustainability issues in our sector, and membership in associations, executive managers have been gaining knowledge on topics such as material sustainability and circularity, two of the most relevant ESG issues in this sector.

The performance of executive managers, and specifically the CEO, is assessed by the Board of Directors based on the results achieved in relation to the targets set out in the company's strategic plan and annual objectives. Given that the Marble 2.0 strategy establishes sustainability as one of its four dimensions, the CEO's performance assessment inherently includes sustainability objectives and targets.

Information available on page 9

Information available on pages 64

Information available on pages 60 to 66

Information available on page 65

Information available on page 65. Information on communication and the role of ombudsmen available in the organisation's code of conduct, on page 10, at <https://www.intraplas-packaging.com/wp-content/uploads/2023/04/Codigo-de-Etica-e-Conduta-Intraplas.pdf>

Information available on page 59

Information available on the associations to which we belong on pages 43. We play a significant role in SCS (Styrenics Circular Solutions).

Information available on page 63

100% of employees are covered by the collective labour agreement



# GRI CONTENT INDEX

Material Topics		Location/Direct response	Indicadores SASB
GRI3: Material Topics 2021	3-1 Process for determining material topics	Information available on pages 68 to 70	-
	3-2 List of material topics	Information available on page 70	-
Innovation and Technology		Location/Direct response	Indicadores SASB
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 21 to 25	-
KPI	Number of R&D projects in the pipeline	Information available on page 21	-
KPI	Number of R&D projects in the pipeline	Information available on page 5	-
Economic Performance		Location/Direct response	SASB Indicators
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 21 to 25	-
KPI	Visits conducted (innovation customer days)	Information available on page 25	-
KPI	New services and markets	Information available on page 73	-
Employee Well-being, Health and Safety		Location/Direct response	SASB Indicators
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 47, 48 and 52	-
GRI 401: Employment 2016	403-9 Accidents at work	Information available on page 52	-
Talent Development, Diversity and Employee Inclusion		Location/Direct response	SASB Indicators
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 47 to 54	-
GRI 404: Education and Training 2016	404-3 Percentage of employees receiving regular career performance reviews	Information available on page 50	-
KPI	Turnover	Information available on pages 50	-
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	Information available on pages 48 to 61	-
Communities		Location/Direct response	SASB Indicators
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 55 to 57	-
GRI 413: Local Communities 2016	413-1 Operations with the local community, impacts and programmes developed	Information available on page 57	-
Responsible Procurement and Supply Chain Management		Location/Direct response	SASB Indicators
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 31 to 34	-
KPI	Audits conducted on suppliers	Information available on page 34	-
KPI	Certified suppliers	Information available on page 33	-

# GRI CONTENT INDEX

Energy, GHG Emissions and Climate Change		Location/Direct response	SASB Indicators
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 36 to 40	-
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Information available on pages 36	RT-CP-130a1 (1)
	305-1 Direct GHG emissions (Scope 1)	<p>"Information available on page 37</p> <p>Methodological note</p> <p>The calculation of direct greenhouse gas (GHG) emissions, scope 1, was carried out in line with the methodology set out in the GHG Protocol Corporate Accounting and Reporting Standard - Revised Edition (2004). It covers all direct sources applicable to Intraplás, namely refrigerant gas leaks associated with the air conditioning system of the facilities, and the burning of fuels: diesel, petrol and gas (propane-based mixture) consumed by the company's own fleet (service vehicles or vehicles assigned to certain employees), emergency generators and forklifts. Emissions are presented in CO2e, considering all GHGs applicable to each source and their global warming potential, as published in the Intergovernmental Panel on Climate Change Fourth Assessment Report, the version considered in the source of emission factors we used: Defra (UK Government): ghg-conversion-factors-2022-full-set. With regard to the conversion factors that proved necessary, preference was given to sources provided by APA (Portuguese Environment Agency) and APETRO (Portuguese Association of Oil Companies)."</p>	RT_CP-110a1 (1)
GRI 305: Emissions 2016	305-2 Indirect GHG emissions (Scope 2)	<p>"Information available on page 37</p> <p>Methodological note</p> <p>The calculation of indirect Scope 2 GHG emissions associated with electricity consumption at Intraplás was carried out in line with the methodology set out in the GHG Protocol Corporate Accounting and Reporting Standard - Revised Edition (2004) and GHG Protocol Scope 2 Guidance, including the two reporting perspectives proposed therein: Market Based and Location Based. In the case of the market-based perspective, the emission factor for 2022 provided by the supplier of the electricity purchased by Intraplás (Iberdrola) was considered. In the case of the location-based perspective, a 5-year integrated emission factor was considered - a 5-year moving average, provided by APA in the APA report - Electricity Emission Factor Report 2023 Portugal, the most recent similar report made available by this entity"</p>	-
	305-3 Other Indirect GHG emissions (Scope 3)	<p>"Information on pages 37 and 38</p> <p>Methodological note</p> <p>Specific Emission Factors for Polymer Suppliers.</p> <p>Specific Emission Factors for Electronic Equipment Suppliers.</p> <p>Ecoinvent (Waste Treatment)</p> <p>DEFRA 2024</p> <p>IAE</p> <p>World Bank"</p>	-
GRI 302: Energy 2016	302-3 Energy intensity	Information available on page 36	-
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Information available on page 36	-

# GRI CONTENT INDEX

Circular Economy, Waste Management and Ecodesign		Location/Direct response	SASB Indicators
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 41 to 45	-
	306-3 Waste produced	Information available on page 42	-
GRI 306: Waste 2020	306-4 Waste diverted from disposal/final disposal	Information available on page 42	-
	306-5 Waste destined for disposal/final disposal	Information available on page 42	-
KPI	PIW incorporated into production	Information available on page 42	RT-CP-410a1
KPI	Rate of reincorporation of waste generated in production	Information available on page 42	RT-CP-401a2
KPI	Recycled and renewable content raw material	Information available on page 71	-
Sustainable Materials		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 41 to 45	
KPI	PIW incorporated into production	Information available on page 42	
KPI	Rate of reincorporation of waste generated in production	Information available on page 42	
KPI	Recycled and renewable content raw material	Information available on page 71	
KPI	Paper for paper cups	Information available on page 42	
Legal compliance, ethics, and anti-corruption		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 59 and 63 to 65	
GRI 205: Anti-corruption 2016	205-3 Confirmed cases of corruption and actions taken	Information available on page 59	
GRI	2.27 Compliance with laws and regulations	Information available on page 59	
Customer Satisfaction		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 21 to 30	
KPI	Customer retention	Information available on page 73	
Food Quality and Safety		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 21 to 30	
KPI	Incidents with an impact on health and safety	There were no incidents throughout 2024 involving products manufactured that had an impact on health and safety.	
Governance		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 59 to 66	
GRI	2.9 Governance structure and composition	Information available on pages 60 and 61	
Working conditions and human rights		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 47 to 54 and 59	
GRI 401: Employment 2016	403-9 Accidents at work	Information available on page 52	
KPI	% of promotions by gender	Information available on page 74	
KPI	Non-compliance with human rights	Information available on page 74	
Cybersecurity		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topics	Information available on pages 59 and 63 to 65	
KPI	Number of cybersecurity incidents	Information available on page 59	



INTEGRATED REPORT 2024

# WE GROW TOGETHER



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