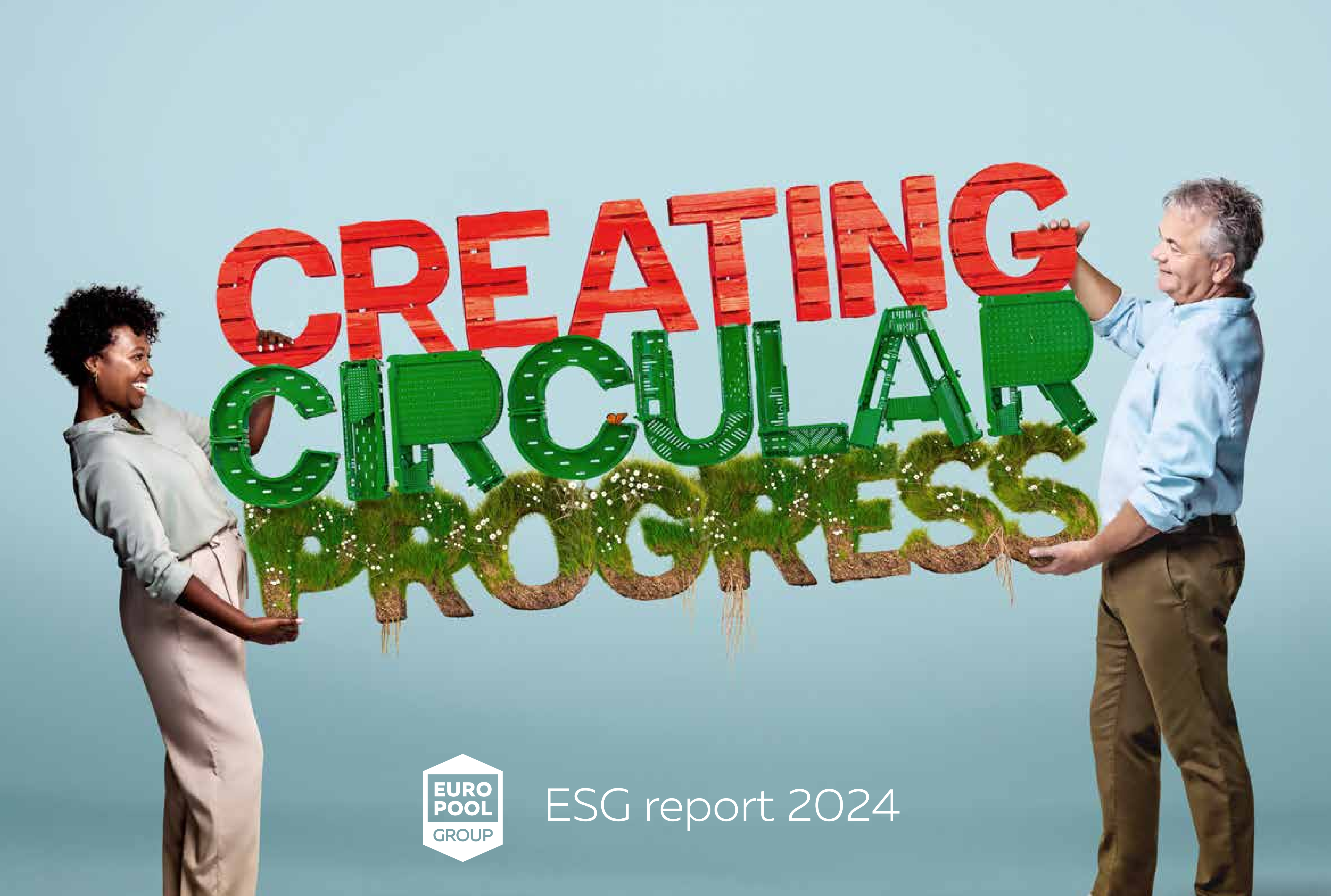

EURO POOL GROUP

ESG report 2024

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Foreword

Circularity has always been at the heart of our strategy and business. It seamlessly aligns efficiency and sustainability.

The year 2024 was a positive year for Euro Pool Group (EPG), as we achieved solid results both financially and in sustainability.

Our divisions, Euro Pool System and La Palette Rouge, continue to deliver strong performances, reinforcing their role as trusted partners in helping customers navigate strategic and sustainability related challenges.

Circularity has always been at the heart of our strategy and business. It seamlessly aligns efficiency and sustainability.
In 2024, we saw increased collaboration with our customers, with sustainability managers joining procurement and logistics representatives in our discussions. This shift highlights the growing importance of sustainable partnerships in supply chains and EPG's role in advancing these initiatives.

Ambitions—such as reducing our "scope 3" CO_2 emissions, where most of our impact lies—require collective action.
At EPG, we strive to be a driving force behind these collaborations. Retailers, customers, and suppliers are moving beyond procurement costs; they are now seeking value through enhanced efficiency and CO_2 reduction strategies.
EPG is uniquely positioned to foster these partnerships and lead supply chain circularity as a collaborative and sustainable partner for retail and Fast-Moving Consumer Goods.

Internally, we continued to make significant progress in 2024 towards reducing our emissions across all three scopes. Highlights include procurement of green energy and PEFC certified wood approaching 100% of our needs, adopting lower-temperature washing processes, and advancing water reuse—with the potential to achieve up to 80% reuse. When implementing systems for efficient water use, we prioritise regions where water is scarce and costly.

Another milestone was the launch of our third division, Stack&Track, at the end of 2024. This initiative, set to expand in 2025, will provide AI-powered monitoring of reusable transport items (RTIs) within an open system, enabling full visibility across the supply chain. The data generated will allow us to measure carbon emissions and optimise footprints, benefitting both retailers and suppliers.

Our collaborative sustainable partnerships with customers are only possible because of our employees. In 2024, we sharpened EPG's core values-caring, expertise, inventiveness and commitment—based on the strategy and purpose and introduced company-wide workshops to bring them to life.

These discussions foster a shared understanding of how we can embrace the strategy and these values as individuals and teams.

It is inspiring to see our employees embracing EPG's purpose and values. As we move forward, we remain dedicated to strengthening this foundation.
At EPG, creating circular progress is not just a philosophy—it is a shared mission. Together with our customers and partners, we will continue to drive collaborative and sustainable progress.

Gerjo Scheringa
CEO Euro Pool Group - 10 June 2025

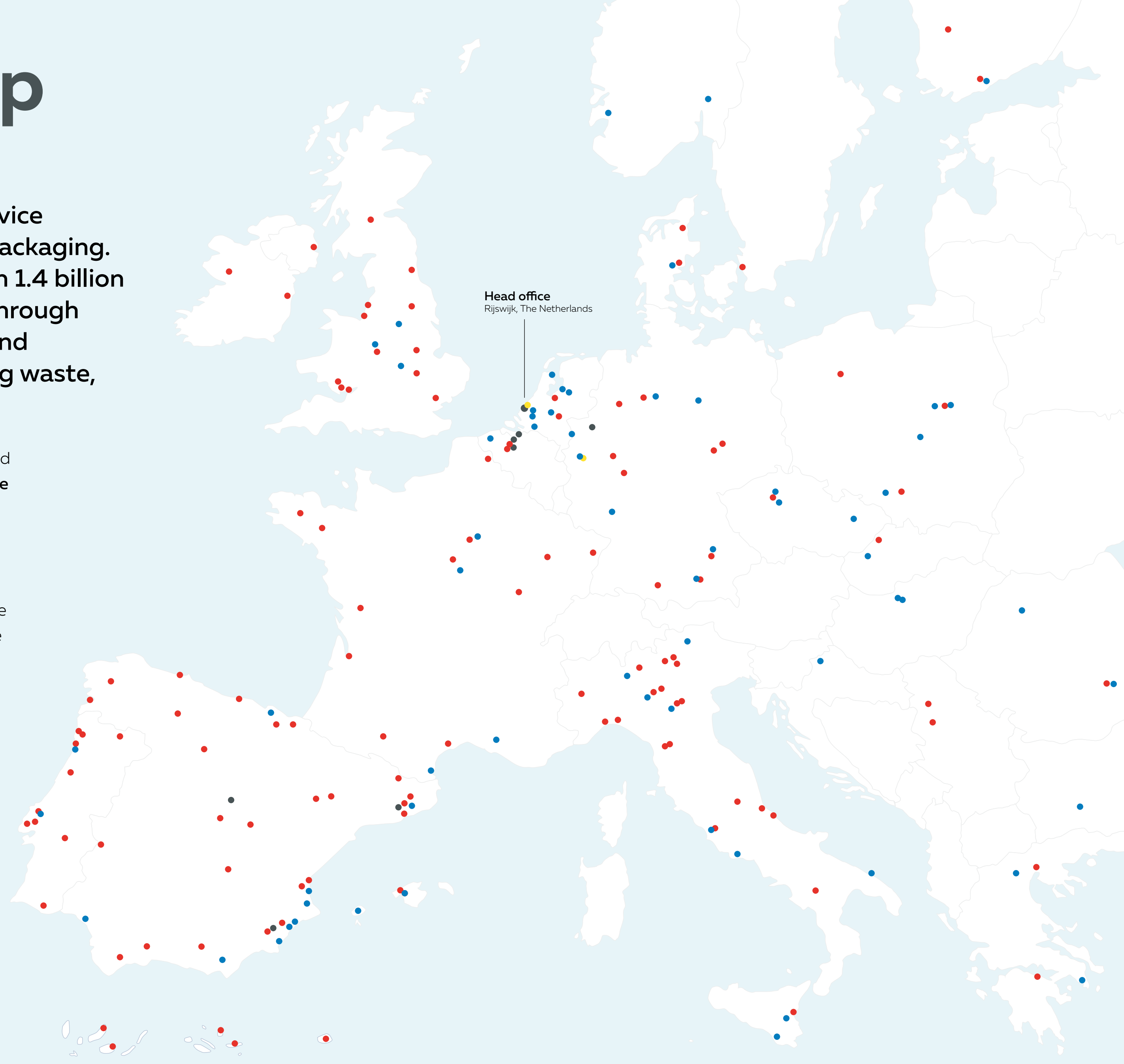
Euro Pool Group

Euro Pool Group (EPG) is Europe's leading service provider of reusable and returnable pooling packaging. In 2024, our trays and pallets made more than 1.4 billion and more than 130 million trips respectively through the logistics supply chains of our customers and partners, increasing their efficiency, minimising waste, and reducing carbon emissions.

In connection with retailers, processing consolidators, transporters and producers, our divisions **Euro Pool System** (EPS) and **La Palette Rouge** (LPR) enable circular supply chains and drive efficiency in the fresh and fast-moving consumer goods supply chains.

In December 2024 we launched our new division, **Stack&Track** (S&T). This division enables users of reusable transport items (RTIs), to create full visibility of their assets, like pallets and trays, throughout the value chain with its comprehensive and adaptable digital platform. Read more about our youngest division Stack&Track and its ambition in Developments 2025.

Combined, our three divisions help our partners achieve their sustainability goals and this how we create circular progress in the food retail. The ESG results in this report concern, for the year 2024, the results of EPS and LPR.



- **Euro Pool Group**
- **EPS** Euro Pool System
- **LPR** La Palette Rouge
- **S&T** Stack&Track

Strategy

Our values serve as our foundation and are vital for the wellbeing of our employees, and for our success as a company.

Our purpose is enabling supply chain circularity. In close collaboration with suppliers, retailers, customers and other stakeholders, our pooling systems of trays and pallets support supply chain circularity.

Our value proposition, **driving efficiency and sustainability in the retail supply chain by providing reusable solutions**, is founded on EPG's purpose and is linked to three strategic pillars: performance, planet and people.

The first pillar (performance) concerns our dedication to operational excellence, efficiency and innovation while the second pillar (planet) underpins our approach and commitment to sustainability and environmental responsibility. The third pillar (people) emphasises the importance of our employees for the success of the company and being an inspiring employer of choice.

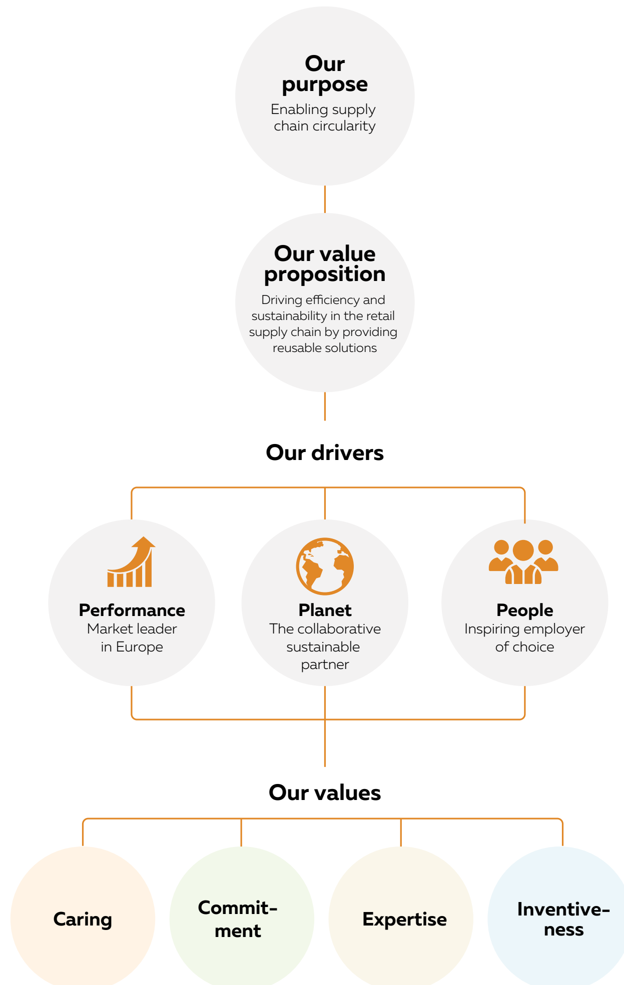
Our values serve as our foundation and are vital for the wellbeing of our employees, and for our success as a company. We have as a group redefined our set of values and these were launched in 2024. The values we share steer us in the way we operate internally, and how we engage externally towards our customers. The values guide us in how we work together and make decisions. Going forward we continue to keep and make them part of our everyday work and company culture.

Read about our ESG approach **here**.

Our redefined set of values are:
- **Caring:** we are mindful and take responsibility for each other and for a better world.
- **Commitment**: we make it happen and drive improvements every day.
- **Expertise:** we build customer trust with specific answers and exceptional knowledge.
- **Inventiveness**: we create adaptive solutions for and with our partners.

As our operations are pan-European, we believe in the impact we can make as a business to enable supply chain circularity. Our efforts are backed by EU policy like the EU Green Deal and the subsequent legislation such as the Packaging and Packaging Waste Regulation (PPWR), and Extended Producer Responsibility (EPR). This has a strong impact on us and on our customers, partners and other relevant stakeholders.

We are frontrunners in adopting reusable packaging and are actively building circular supply chains where reuse is the norm. As such, our three divisions EPS (reusable trays), LPR (reusable pallets) and S&T (digital services) are instrumental in optimising the logistics of our customers at both ends of the supply chain and add value to all stakeholders.



Caring
We are mindful and take responsibility for each other and a better world

Commitment
We make it happen and drive improvements every day

Expertise
We build customer trust with specific answers and exceptional knowledge

Inventive-ness
We create adaptive solutions for and with our partners

The value of our values

Following the roll-out of the company's purpose in 2024 we further refined the values and aligned them for the whole group.

'Caring is an important value to me. We are mindful and take responsibility for each other and a better world. That's why I am particularly proud of the fact that the value 'caring' explicitly emerged from the input provided by our employees!'
Mechel Visser HR DIRECTOR EPG

During the company wide roadshows, starting in 2023 and continuing into early 2024, the new purpose for EPG was launched. During the roadshows employees not only discussed the new purpose but also on the sustainability journey and values of the group.

Reflection on the output of the roadshows led to a working group that further finetuned the values. In the last quarter of 2024 the new values were a fact and were launched in the senior leadership team and after that across the divisions and the group.

We strongly believe our values can only make an impact, contribute to business success, if they are truly embraced by our employees. It is for that reason that company wide workshops are currently rolled out to kickstart the dialogue around the values, and that discussion takes place to reflect on what the values mean for our employees individually and what they can mean for our business. The objective of the workshop is to identify areas of growth for our people and for our organisation. We explore the value that our values can bring to the EPG business.

EPS Relentlessly improving efficiency and sustainability

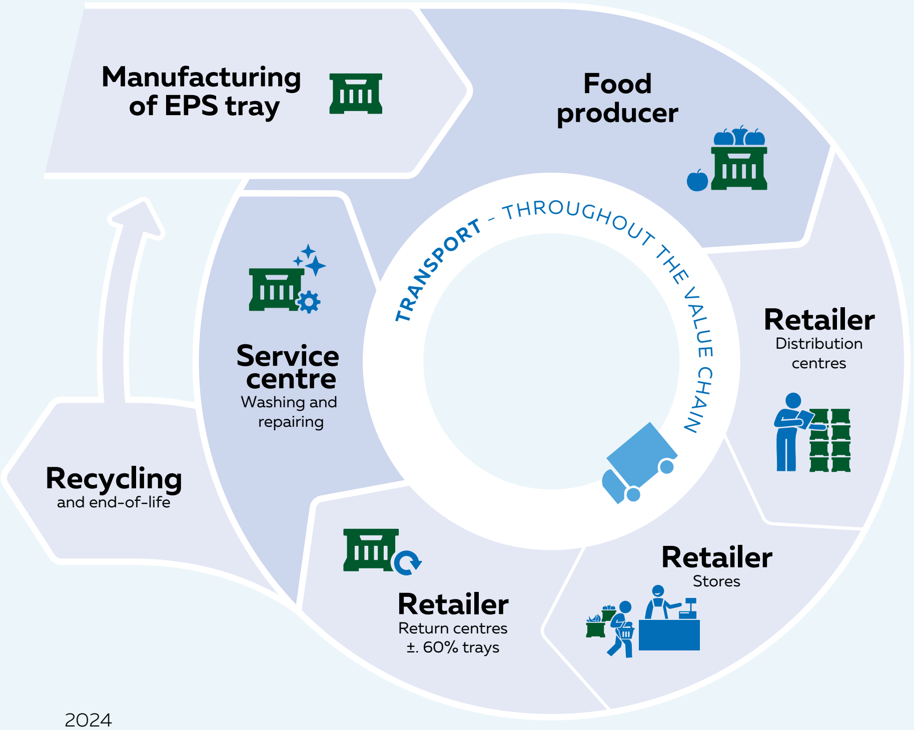
EPS - Euro Pool System is the leading logistics service provider for reusable packaging in the European fresh supply chain. EPS works with its customers, in collaborative, long-term partnerships, to relentlessly improve efficiency and sustainability in their supply chains. Its circular system with foldable trays ensures smooth logistics and safeguards the protection of fresh products with the highest quality and hygiene requirements.

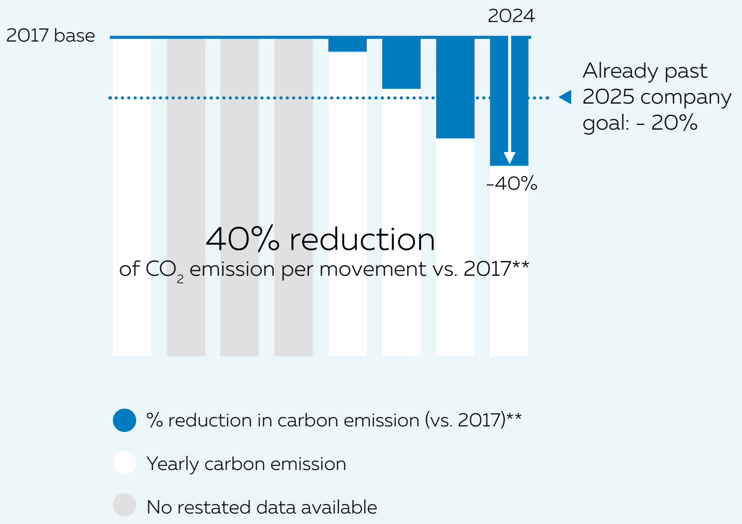
EPS guarantees 100% availability with its extensive network of service centres and strives for the highest level of standardisation. It is continuously innovating to help its customers seize every possible opportunity to optimise efficiency, achieve full traceability and deliver on sustainability goals.

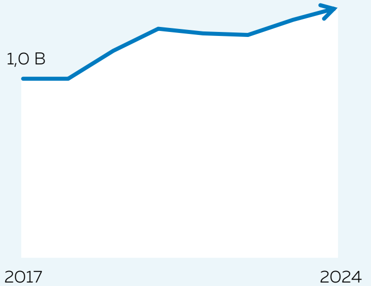
"I'm proud of how our team consistently delivers sustainable and scalable solutions that create real value for our customers – optimising the food supply chain while advancing a more circular economy. One foldable tray at a time, we help reduce our clients' environmental footprint.

What truly sets us apart is our collaborative spirit and unwavering commitment to sustainability and innovation. Whether it's recycling our own trays to produce new ones or reusing water in our washing process to minimise environmental impact, we don't just meet industry standards – we help define them"

Koen Morshuis
Managing Director of EPS







Rental trips
EPS rental trips increased to: **1,4 B**

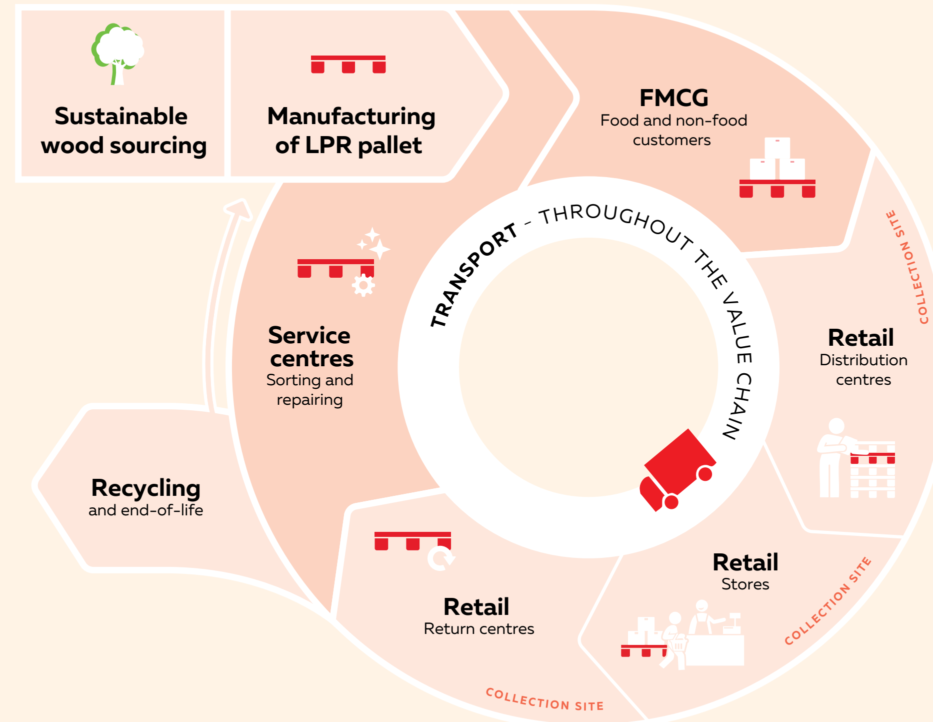
LPR
Committed to continuity through circularity

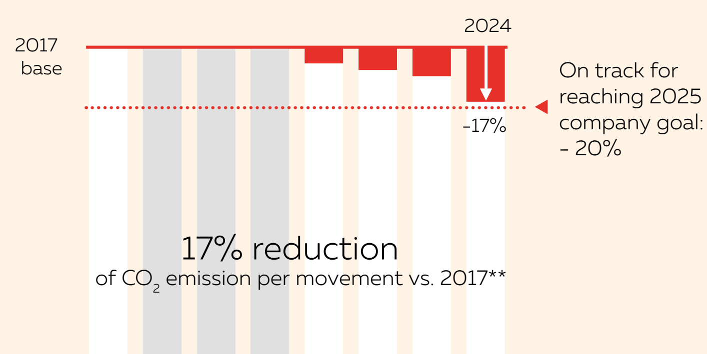
LPR – La Palette Rouge is the specialist in pallet pooling forfast-moving consumer goods supply chains. With 30 years of experience, acknowledged expertise, customer focus, and a network of more than 130 service centres throughout Europe, LPR is committed to the continuity of its customers supply chains. Its fully managed system ensures pallets are collected, inspected and redistributed seamlessly, saving its customers time and money. It reduces the waste and costs associated with pallet purchasing and maintenance.

This circular approach not only optimises efficiency, but also helps customers reduce their environmental impact and move towards a sustainable supply chain.

"LPR's unwavering commitment to a circular supply chain and more sustainable logistics is what sets us apart. We have ambitious initiatives to enhance environmental efficiency and support our clients in their own decarbonisation journey. We can all achieve more if we reinforce collaboration and work together on new initiatives. I am specifically proud of LPR-La Palette Rouge to have reached our goal of 100% PEFC certified suppliers one year ahead of time and our initiatives on greener transport, significantly contributing to our CO_2 emission targets as a group. These achievements confirm our ESG commitment and our ability to innovate in response to environmental challenges, ready to tackle the (environmental) challenges of tomorrow."

Jean-Luc Guénard
Managing Director of LPR

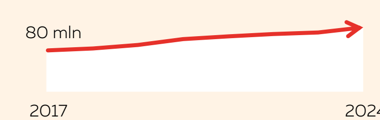




% reduction in carbon emission (vs. 2017)**

Yearly carbon emission

No restated data available



Rental trips
LPR rental trips increased to: **130mln**

Message from our CFO

‘Transparency builds trust in our circular progress’

Circularity has been part of the DNA of Euro Pool Group since its start. Today sustainability and accountability are driving our operational and financial strategies.

Since 2017 EPG has published annual Sustainability Reports and set ambitious carbon footprint goals. In 2024, we achieved important milestones in our ESG-reporting efforts, underscoring our commitment to transparency and measurable impact. As one of the first companies in our industry to publish a carbon footprint with Limited Assurance on Scope 1, 2 & 3 emissions in 2023, we expanded our efforts this year to ESRS E1-6 and ESRS E3 Water on the way toward Limited Assurance across all material ESRS topics.
These milestones reflect the trust we aim to build through transparent and audited sustainability reporting.

Our focus remains on aligning environmental progress with supply chain efficiency. Initiatives such as the increased use of Returnable Transport Items (RTIs) and further optimisation of transportation processes continue to reduce cardboard waste and CO_2 emissions, directly benefitting our partners including their sustainability goals.

The recently launched PPWR regulation emphasises the importance of our reusable packaging solutions in advancing circular systems across Europe. At EPG, we are committed to turning this legislation into a catalyst for progress, ensuring alignment between environmental goals and competitive business practices. Together with our customers, partners and our employees, we will continue to show how transparency and collaboration create value and drive sustainable growth.

Ruud van der Steeg
CFO Euro Pool Group

ESG approach

At Euro Pool Group we work with our employees, customers and partners to enable circularity in the supply chain and to make reuse the norm.

To create circular progress for our stakeholders, we use Environment, Social, Governance (ESG) criteria to guide our sustainability strategy and reporting. It enables us to manage and measure our actual or potential impact on people and the environment. By focusing on key material topics such as carbon reduction and water reuse, we reduce negative impact, increase positive impact, mitigate risks, and seize opportunities.

The basis of our ESG-strategy consists of the material topics that we, together with our stakeholders, identified in our double materiality analysis of 2023.

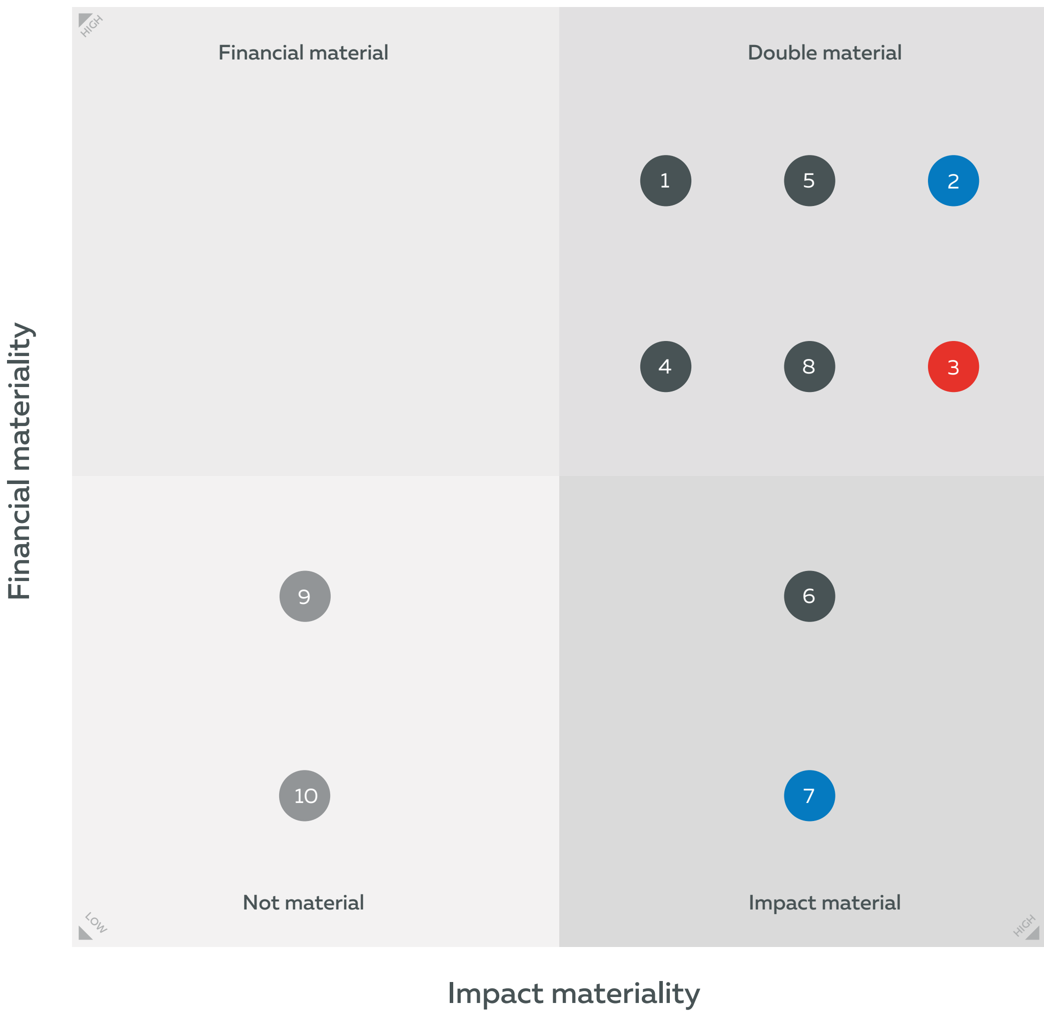
Read about our double materiality approach to discover how we identified our material topics in **Appendix C**.

Double materiality means assessing material topics via two perspectives:

- **impact materiality** – an inside-out perspective on the impact of Euro Pool Group on people and the environment;
- **financial materiality** – an outside-in approach assessing the impact of different sustainability matters on the financial risks and opportunities of Euro Pool Group.

A topic can be impact material, financial material or double material. Our double materiality analysis helps us determine the most significant ESG topics for Euro Pool Group and lays out the scope for ESG reporting.

Double Materiality Matrix



Environmental

1 Climate change
2 Water
3 Biodiversity and ecosystems
4 Resource use and circular economy

Social

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

Governance

8 Business conduct

Not material

9 Pollution
10 Affected communities

- Euro Pool Group
- Euro Pool Systems
- La Palette Rouge

In total, we identified 16 material subtopics which are aggregated into 8 topics. For reporting purposes, the subtopics have been aggregated per ESRS topic. The outcome of the analysis is illustrated in our double materiality matrix on this page.

In addition, the table titled Outcomes Double Materiality Assessment on page 13 provides more in-depth information on our material topics, including a topic definition and a link to the Sustainable Development Goals (SDG's). As part of the process, we identified that 2 topics focused on a specific division of EPG, resulting in the division specific topics as below:

- E3 Water for EPS
- E4 Biodiversity and ecosystems for LPR

In the beginning of 2025, we updated our double materiality analysis. S4, consumers and end-users, is deemed material for EPS, based on its direct impact on food safety through our trays. In the update, LPR is deemed out of scope for this topic, as it has no direct impact on food safety. Therefore, LPR is not included in the scope of this topic.

Through our double materiality analysis, we have gained valuable insights into our impact, risks and opportunities. Moving forward, we remain committed to leveraging these insights to drive positive change, foster stakeholder engagement, and create long-term value.

Outcomes Double Materiality Assessment

ESRS	Material topic	Definition	Sub-topics	Location in the value chain	Time horizons	Boundary
E1	Climate Change	Reduction of greenhouse gas emissions, by lowering energy consumption, increasing energy efficiency, and promoting renewable energy.	Climate change adaptation (FM) Climate change mitigation (DM) Energy (IM)			EPG
E3	Water	Water withdrawal and water discharge back into the system.	Water withdrawals (DM) Water discharge (DM)			EPS
E4	Biodiversity and ecosystems	Direct drivers of impact on biodiversity or ecosystems (e.g. timber production), and the prevention, mitigation and restoration actions.	Direct impact drivers of biodiversity (IM) Impact and dependencies on ecosystem services (FM)			LPR
E5	Circular Economy	Sourcing, utilisation, and management of resources and the efficient use, reusability and recyclability of these resources.	Resource inflows, including resource use (DM) Resource outflows, related to products and services (DM)			EPG
S1	Own workforce	Quality of employment and the work environment, including ensuring equitable access to opportunities and fair treatment.	Working conditions (DM) Equal treatment and opportunities for all (IM)			EPG
S2	Workers in the value chain	The quality of employment and labour conditions for all workers in our value chain, including service centres and depots, logistics operations.	Working conditions in the value chain (IM)			EPG
S4	Consumers and end-users	Our role in safeguarding the health and safety of individuals who use our products or services.	Personal safety of consumers and end-users (IM)			EPS
G1	Business Conduct	Business conduct is defined as the extent to which our values, ethics and practices impact our stakeholders, including employees, suppliers, customers, and communities.	Corporate culture (IM) Political engagement and lobbying (DM) Management of relationships with suppliers (DM)			EPG

Materiality

IM: Impact material
FM: Financial material
DM: Double material

Location in the value chain

Upstream Operations Downstream

Time horizons

Short-term: < 1 year
Medium-term: 1-5 years
Long-term: > 5 years

Boundary

Euro Pool Group
Euro Pool System
La Palette Rouge

SDGs

With our circular business model, we aim to not only advance supply chain circularity but also contribute to the UN Sustainable Development Goals (SDGs). Our circular services of reusable and traceable packaging solutions save resources, use less energy, prevent waste and therefore contribute to SDG 12, 7 and 13. Being the collaborative sustainable partner in retail and FMCG (fast-moving consumer goods) contributes to SDG 17. With our focus on the well-being and personal development of our employees, customers, end-users and workers in the value chain and wanting to be the employer of choice, we contribute to SDG 8.

We collaborate with a broad range of stakeholders to share information, increase knowledge and make meaningful progress together.

Stakeholder engagement

Euro Pool Group is centrally positioned within the retail supply chain, driving efficiency for growers, producers, and retailers by providing reusable solutions. We maintain robust partnerships with our suppliers, partners and customers. In addition, we have regular interaction with a broad and diverse group of stakeholders. Through these engagements, we continuously evaluate both our chosen business practices and strategies, as well as specific topics that intersect with our ESG strategy.

In preparation of our double materiality analysis, we have conducted a stakeholder mapping in 2023 to receive quality input from key stakeholder groups on our impacts, risks and opportunities. We realise that there are many relevant stakeholder groups operating in our value chain. Next to our own employees, our customers and suppliers, we engage with a broad range of stakeholders such as researchers, certification bodies, investors, NGO's, trade unions, policy makers, and more.

We inform stakeholders on our ESG strategy and operations. We regularly execute surveys on customer satisfaction, on new innovations and market initiatives across our depots and carriers. We actively manage climate-related matters and opportunities, like end-of-life of pallets and fuel mixes in transport with our service providers. Furthermore, we conduct social audits of our partner-operated service centres. Lastly, the regulatory landscape is evolving rapidly, for us, as well as for our customers and other stakeholders. In this, we make every effort to keep our stakeholders well informed, so that together we can continue to make meaningful progress in sustainability.

Our ESG ecosystem

As part of our stakeholder engagement approach, we collaborate with a wide range of external initiatives and strategic partners to strengthen our sustainability strategy and address challenges. These collaborations enable us to access expert knowledge, align with international standards, and accelerate progress through shared efforts.

We recognise that working together across the value chain with industry peers, research institutions, NGOs, and other external actors, enhances our ability to deliver meaningful, scalable impact. Partnerships are essential to driving innovation and achieving common sustainability goals more efficiently.

Our ecosystem includes global frameworks such as the United Nations Global Compact (UNGC), the Science Based Targets initiative (SBTi), and the UN Sustainable Development Goals (SDGs), which guide our strategic direction on climate action, circularity, responsible resource use, and business ethics. In line with the Corporate Sustainability Reporting Directive (CSRD), we use the Greenhouse Gas Protocol to report transparently on our emissions and climate performance across Scope 1, 2 & 3 emissions.

We also collaborate through memberships in key networks such as Reusable Packaging Europe (RPE), Initiative Stiftung Mehrweg, Lean & Green, Fraunhofer Institute, IGD, Club ÉTI Occitanie, and Evonfendex. These partnerships are essential not only for promoting sustainable logistics, research collaboration, and capacity building within the sector, but also for staying informed about emerging regulatory developments and industry best practices. In addition, we use tools such as Climate Fresk and The Digital Collage, internally to raise awareness and build climate literacy across our teams, supporting a culture of sustainability within our organisation.

Commitments / Calls to action
What we want to achieve

Reporting
How we communicate about our progress

Membership and collaborations
With whom we partner to achieve our commitments

Assessments / ratings
External evaluation of our performance

To ensure accountability, we also undergo independent assessments by recognized third parties such as EcoVadis, SMETA, PEFC, ISO, and Deloitte. These evaluations strengthen our transparency and help us continuously improve our environmental, social, and governance performance.

By investing in this ecosystem of trusted partners, we remain agile, informed, and aligned with the expectations of our stakeholders and compliant with the evolving regulatory landscape.

Rating sustainability and social responsibility with EcoVadis

The EcoVadis certificate is awarded to companies demonstrating exceptional performance in sustainability. It provides comprehensive business sustainability ratings by evaluating companies' environmental, ethics, labour and human rights and sustainable procurement practices. In 2024, LPR maintained its score of 80, earning a gold certification for its ESG practices. With the increased threshold, we strive to get our Platinum certification back in the upcoming years.

For more information see https://ecovadis.com

ESG implementation

Since our first materiality analysis in 2017, reinforced by our double materiality analysis in 2023, EPG has been implementing and embedding the material topics in its organisation. ESG responsibility is shared throughout our organisation.

In 2024, we further integrated these material topics into our reporting process, and we conducted a fit/gap analysis based on the requirements of the European Sustainability Reporting Standards (ESRS). This provided insight into our priorities and next steps. We appointed action leads for all material topics and guided them through the requirements of the ESRS. On the fundament provided by the ESRS, we built a robust approach to ESG. 2024 was the year we further embedded this into our organisation, with shared responsibilities and KPI ownership to enhance accountability, collaboration, and data accuracy throughout our divisions.

Multiple working groups are dedicated to ESG subjects and a clear governance structure in place. For instance, there are working groups focused on environmental issues such as climate change, water, biodiversity, and circularity, and on social themes, such as health & safety and diversity & inclusion. This collaborative environment fosters the exchange of best practices between divisions and departments, facilitating mutual learning and continuous improvement. These working groups have sponsors from senior management, for which they engage on, and vouch for, these important themes.

ESG governance

With ESG well implemented into our organisation, EPG's governance provides a clear position for the ESG Steering Committee. This committee supports decision making regarding ESG topics by our company's governing boards, the Management Board and the Supervisory Board.

The Management Board regularly updates the Supervisory Board about the ESG progress, and through yearly formal updates by the Group Sustainability Manager. The Group Sustainability Manager formally reports to the CFO, who is also end-responsible for non-financial reporting.

Read about their members and our organisational structure in the chapter **Structure and governance** on page 50.

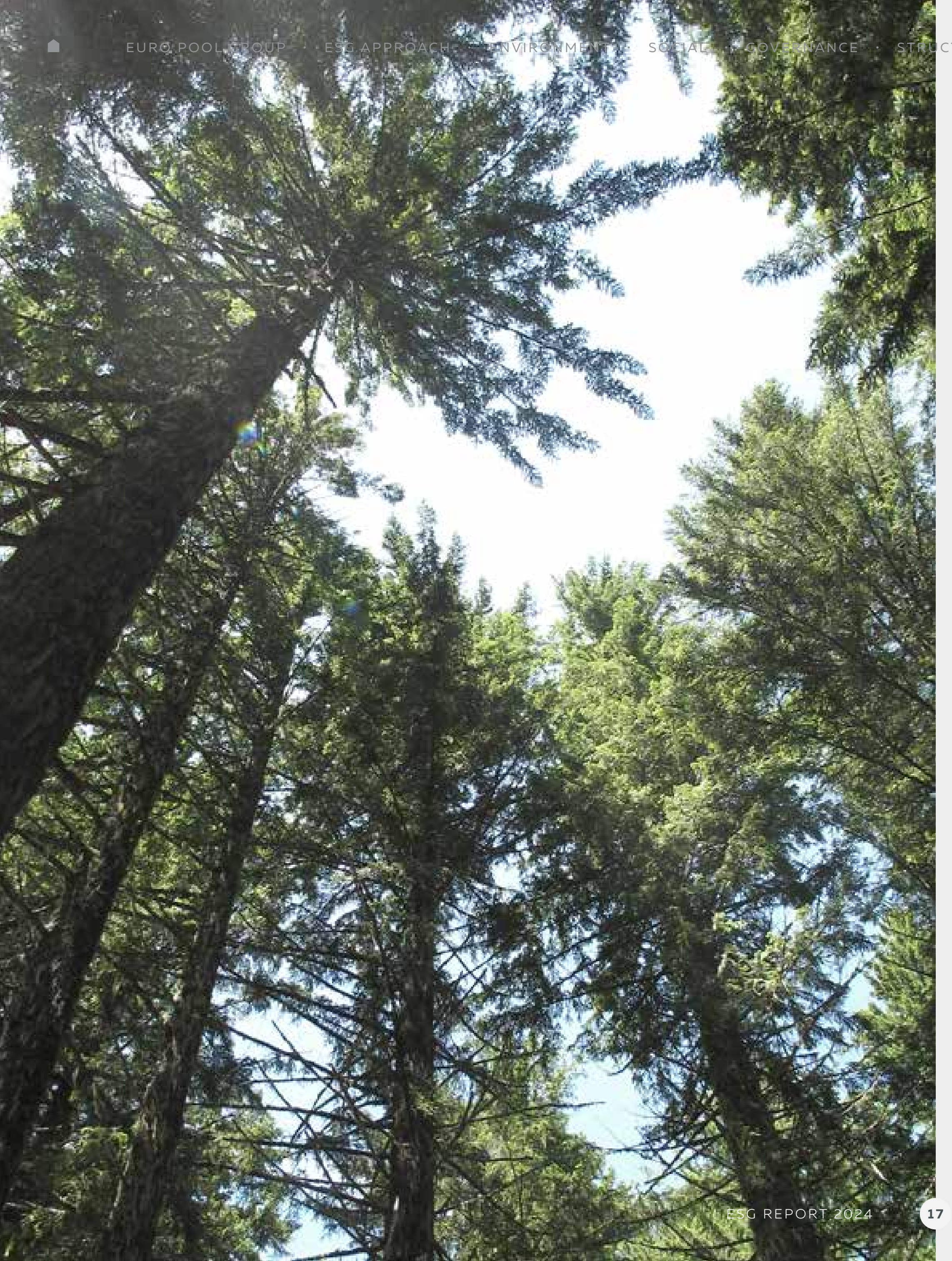
ESG Steering Committee

When it comes to ESG, EPG's governance structure comprises an ESG Steering Committee consisting of the two members of the Management Board (CEO and CFO), the Group Sustainability Manager and the Group Controller. The ESG Steering committee oversees the progress of all ESG KPI's. The Steering committee defines and sets the ESG targets and takes initiatives to achieve the targets, carefully balancing the impact of decisions on both economic, environmental, and social factors, and whilst recognising that decisions have an impact beyond the EPG organisation. This includes the allocation of adequate resources to achieve ongoing improvements. The ESG Steering committee meets at least on a quarterly basis.

To streamline implementation of ESG in the organisation, our ESG Steering Committee organises progress reviews with the KPI leads of the divisions to keep each other updated on relevant ESG topics, such as monitoring of quarterly progress and strategic management.

Diversity & Governance

Euro Pool Group is committed to diversity, equality and inclusion (DEI) and aims to increase diversity in its Supervisory Board, Management Board and Senior Management to 30% female members in the coming years. The percentage of female members in our Supervisory Board and Management Board is zero. The percentage female members in our Senior Leadership Team (27 persons in 2024) remained relatively constant at 26% in 2024 (27% in 2023). Further actions to reach the objective have been defined. Taking into account the current recruitment processes, we expect this percentage will slightly increase during 2025.



Environment

An efficient supply chain is a key requirement for our customers and partners to achieve both their business and their sustainability ambitions. Creating solutions for and with our customers, we enable a smooth flow of goods, back and forth the supply chain via pooling of reusable trays and pallets.

This circular service reduces the environmental impact of our customers who do not have to invest in ownership and handling of trays and pallets with all related unwanted impacts. We also monitor the environmental impact of our own processes and seek opportunities for continuous improvement. This helps us to be resilient, capable of facing environmental, social and political challenges, and consequently being a reliable partner for our customers and stakeholders.

We assess, monitor and manage our environmental impact by having a keen eye on all issues related to our four material topics: climate change, water, biodiversity & ecosystems and circular economy.

Climate change

ESRS E1	LOCATION IN THE VALUE CHAIN	TIME HORIZONS	BOUNDARY
	UPSTREAM, OPERATIONS, DOWNSTREAM	SHORT, MEDIUM, LONG	EPG

With the increasing speed and impact of global climate change, reducing carbon emissions is a top priority. With our reusable trays and pallets, we have a leading position in supporting the ambitions of our partners in reducing their carbon footprint.

Compared to single-use transport items like cardboard boxes and white exchange pallets, the pooling of our reusable trays and red pallets account for a significant reduction of the environmental impact and hence helps to mitigate the effect of climate change. And we do not lose sight of our own carbon footprint; we undertake multiple measures to mitigate our greenhouse gas emissions and optimise our energy efficiency.

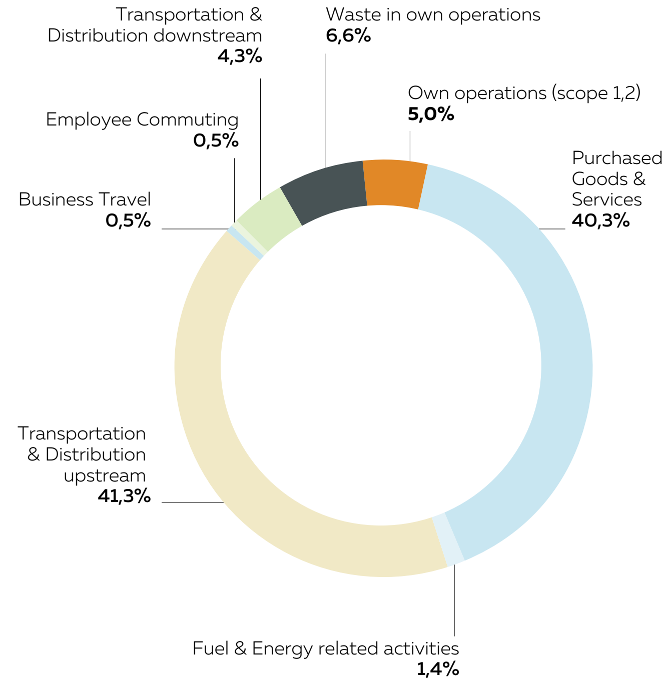
Policy

We mitigate our negative impact on climate change by reducing greenhouse gas emissions in line with the Paris Agreement. Our climate strategy follows the guidelines of the Greenhouse Gas Protocol, a globally recognised framework for measuring and managing greenhouse gas (GHG) emissions across both private and public sectors. We calculate the average emission rate by dividing our absolute GHG emissions by the number of tray/pallet movements to make relative comparisons each year (kg CO_2eq/ movement). In our business models, the activities of EPS and LPR are similar, while using different materials. This results in different inputs in our carbon calculations as LPR uses wood in pallets (which are reused, repaired or disposed of at the end of their life cycle) and EPS uses plastic in trays (which are reused, repaired and at the end of their life cycle recycled as much as possible to produce new trays). Our climate strategy also relates to our ability to lower energy consumption, to increase energy efficiency and to optimise use of renewable energy.

Since 2017, we report annually along the categories of the GHG protocol. All relevant & material Scope 1, 2 & 3 emissions are accounted for. Our annual data is prepared for the 12-month period from 1st January to 31 December 2024 in accordance with internal reporting timelines.

We use the "Operational Control" criterion (from the GHG protocol) to determine which operational activities are included in scope 1 and 2 (own operations) and which operations are scope 3 (value chain). All depots and storage premises in which EPG can introduce, implement and maintain its operating policies are considered scope 1 and 2. For all other depots that are managed by external contractors, the emissions are considered and recorded as scope 3.

Carbon Footprint of EPG 2024



Assessing the 2024 carbon impact of EPG, consideration has been given to the following principles (in line with the GHG protocol):

- **Preparation** – relevance, completeness and accuracy.
- **Reporting** – consistency and transparency.

In the journey towards CSRD, Deloitte provided limited assurance to the 2024 scope 1, 2 and 3 carbon footprint data included in the table on page 20. Emission factors used by EPG are frequently reviewed and come from highly reputable institutions like DEFRA (UK), ADEME (FR), the European Environment Agency, CO_2 emissiefactoren (NL), FCBA calculator (FR) and RVO (NL). The FCBA factor originates from the LPR LCA analysis from 2014 which will be updated in 2025.

Carbon emission and ESG figures are collected and reported on a quarterly basis. The Reporting & Assurance team consists of members of the sustainability team at EPS and LPR. This team monitors, clarifies and presents the carbon (ESG) outcomes & trends compared to previous years. The team also shares best practices between both divisions and seeks for continuous improvement (e.g. improve from estimates & calculated impacts to fact-based input).

Read our methodology for our calculations in Appendix B.

Both the Group Sustainability Manager and the Group Controller are linking pins between the divisional reporting teams and the ESG Steering Committee. The Group Controller is responsible for the ESG reporting & assurance and coordinating all reporting & assurance activities. The overall KPI owners of the divisions ensure that results are reported, and progress is discussed every quarter in the divisional Management Team Meetings.

Results and targets

In 2017 we defined a goal to reduce our carbon footprint for each movement of our trays and pallets (SRT = started rental trip) by 20% by the end of 2025, compared to 2017. EPS reduced its emissions per movement in 2024 by 40% and LPR by 17% compared to kg CO_2e per movement in 2017. We are well on track to reach our reduction target, and we will continue our efforts for further emissions reduction in both divisions.

In 2024, Euro Pool Group's total GHG emissions were 270 kton CO_2e, which is a reduction of 4,6% compared to 2023. 94,8% of our emissions come from scope 3. See the pie chart for more detailed information per category.

The table below shows our emission and progress since 2017.

Read about how we have reached our reduction under the actions section from page 24 onward.

Carbon emissions data
Limited Assurance by Deloitte

The 2024 carbon emissions figures, shown in the table "Absolute emissions (kton CO_2e)", have been subject to a (voluntary) limited assurance review by Deloitte.

Limited assurance involves a limited level of assurance on the accuracy of the information reviewed, offering our stakeholders additional confidence in the credibility of our carbon emissions data. For further details, please refer to the Limited Assurance report by Deloitte available in Appendix A.

CO_2 emissions per scope and category[2]

Absolute emissions (kton CO_2e)

		EPS			LPR			Total		
GHG Scope	**GHG Protocol category**	**2017**	**2023**	**2024**	**2017**	**2023**	**2024**	**2017**	**2023**	**2024**
1	**Own operations (scope 1)**	10	12	9	1	1	1	11	13	10
2	**Own operations (scope 2, market based)**	17	4	3	0	0	0	17	4	3
2	**Own operations (scope 2, location based)**	17	12	11	0	0	0	17	12	11
3	**Purchased Goods & Services**	54	56	52	36	55	56	90	111	108
3	**Capital Goods**	0	0	0	0	0	0	0	0	0
3	**Fuel & Energy related activities**	6	9	4	0	0	0	6	9	4
3	**Transportation & Distribution upstream**	77	67	67	39	44	44	116	111	111
3	**Waste in own operations[3]**	2	4	3	10	17	14	12	21	17
3	**Business Travel**	0	1	1	1	1	1	1	2	2
3	**Employee Commuting**	1	1	1	0	1	0	1	2	1
3	Upstream Leased Assets	0	0	0	0	0	0	0	0	0
3	**Transportation & Distribution downstream[4]**	13	8	8	3	3	4	16	11	12
3	Processing of Sold Products	0	0	0	0	0	0	0	0	0
3	Use of Sold Products	0	0	0	0	0	0	0	0	0
3	End-of-Life Treatment of Sold Products[3]	0	0	0	0	0	0	0	0	0
3	Downstream Leased Assets	0	0	0	0	0	0	0	0	0
3	Franchises	0	0	0	0	0	0	0	0	0
3	Investments	0	0	0	0	0	0	0	0	0
		180	**162**	**148**	**90**	**122**	**120**	**270**	**284**	**268**

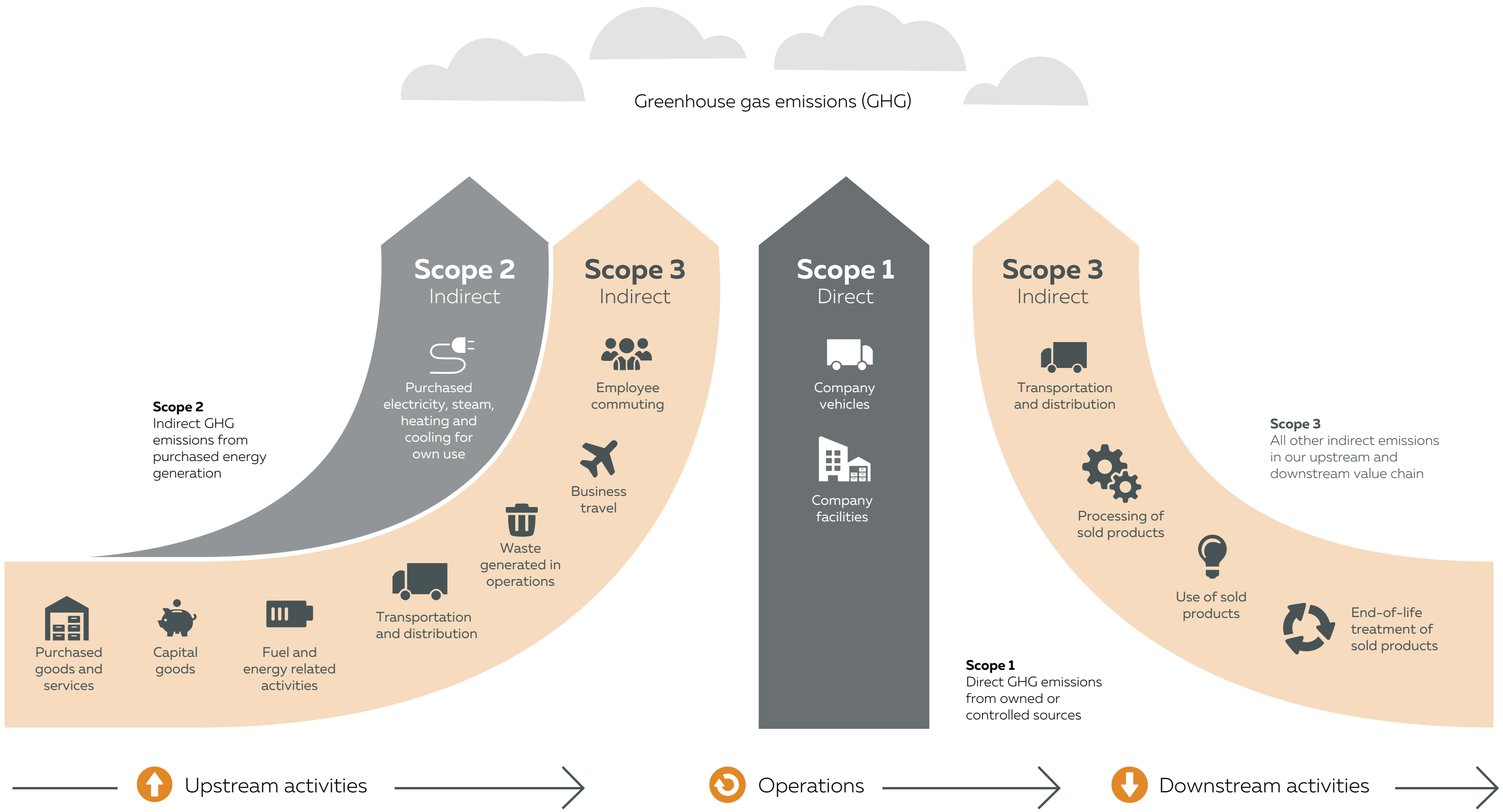
Emission intensity ($kgCO_2e$/SRT)	**2017**	**2023**	**2024**	**△ 2024/ 2023**	**△ 2024/ 2017**
EPS	0,177	0,121	0,106	-13%	-40%
LPR	1,116	1,013	0,924	-9%	-17%

Euro Pool Group	**2023**	**2024**
Total GHG emissions	283.994	269.754
Total revenue	892.642	952.077
tCO_2 / € Revenue	**0,318**	**0,283**

[2] In appendix B, context is provided on the changes that EPG made in 2024 to further improve the accuracy of its emissions measurements. We have restated 2023 figures to ensure results are comparable between 2023 and 2024.

[3] A reclass has occurred during 2024 from category End-of-Life to Waste in own operations.

[4] Downstream transportation figures (2017) have been adjusted in the baseline to align with changes in methodology to be comparable to 2023 and 2024.



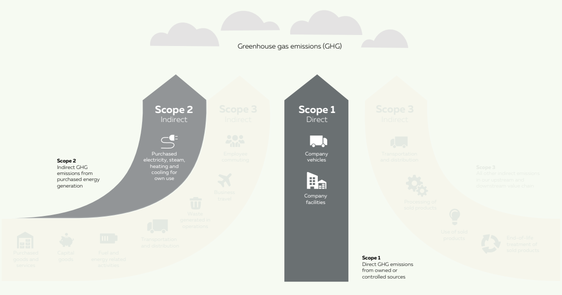
Euro Pool Group follows the emissions reporting guidelines of The Greenhouse Gas (GHG) Protocol. Our reporting model is designed in accordance with the protocol and shows the impact on each of the categories EPG has (in kton CO_2e)

The GHG protocol is a comprehensive global standardised framework for measuring and managing greenhouse gas emissions from private and public sector operations, value chains, and mitigation actions. It provides guidelines for companies and organisations to quantify and report their greenhouse gas emissions, ensuring transparency and consistency.

The protocol categorises emissions into three scopes:

Scope 1: Direct emissions from owned or controlled sources.
Scope 2: Indirect emissions from the generation of purchased electricity, steam, heating, and cooling.
Scope 3: All other indirect emissions that occur in a company's value chain.

By adhering to the GHG Protocol, we can better understand our emissions, identify reduction opportunities, and enhance our sustainability reporting. Our targets are in line with the protocols reporting standard and compared to the yearly actuals we measure.



Actions scope 1 and 2

Our commitment to mitigate the impact of climate change is clearly reflected by our efforts to decarbonise our operations. In 2024, we enhanced energy efficiency by shifting our energy use to more green options.

This underscores our dedication to sustainability and shows how we can reduce the climate impact. Scope 1 and 2 of EPG's impact mainly consists of energy consumption in our own depots and storage facilities, and to a far lesser extent in our offices. Gas is used for washing and heating (mainly by the EPS division). Electricity use accounts for all machinery, lighting, sorting, repairs, etc. used in our facilities.

Next to that, we have internal trainings to address climate change and the change that is needed in our behaviour to help make informed decisions. Last year, already 90% of all LPR employees followed this training, and in 2024 we launched it for EPS. Climate Fresk is a three-hour collaborative workshop that allows participants to understand the interrelated causes and consequences of climate change, and to reflect together on possible actions. We aim to provide this training to all EPG employees, include it in the onboarding process and come to concrete initiatives on how to make our company even more sustainable in the future.

LPR

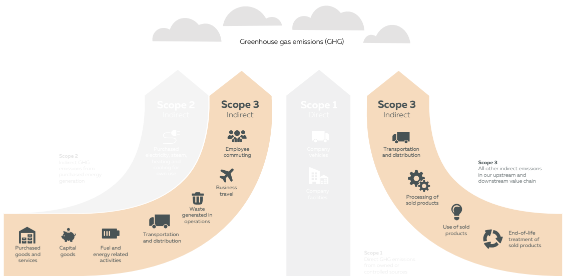
LPR's ambition is to use only green energy in all the offices. Currently 73% of LPR's offices are using green energy. In 2024, LPR's central office moved to a new energy positive building, as part of our commitment to employee well-being and environmental responsibility. The building is HQE (High Environmental Quality) and BREEAM certified, reflecting high standards in sustainable construction and energy performance. Thanks to advanced energy management systems, the building consumes less energy than it produces, ensuring both operational efficiency and reduced environmental impact.

In addition, we launched The Digital Collage, an interactive workshop aimed at raising awareness about the environmental impact of digital technologies. Grounded in scientific research and data, the session takes the form of a collaborative card game, guiding participants through the life cycle of digital devices. It fosters meaningful discussion and reflection on how we can contribute to a more sustainable digital future. This initiative has empowered LPR employees to recognise practical ways to minimise the environmental footprint of their digital habits. The roll-out began in 2024 and has since reached employees in Germany, Portugal, the UK, and Spain, as well as approximately 30% of our workforce in France.

EPS

At EPS, we implemented a gas reduction strategy by decreasing the washing temperature significantly in 2023 and 2024. The upcoming years, we plan to degas EPS more and more by investigating and making use of options for heating the water without using gas, such as heat pumps, using residual heat from compressors and geothermal energy. A defined planning and budget will depend on the technology development and market status in coming years. In 2024, we have initiated a project on heat pumps, which are devices that transfer heat from one place to another, typically from a cooler area to a warmer one, using a small amount of electricity. They are highly efficient because they move heat rather than generating it.

In 2024, we have moved more electricity contracts where EPS is contract owner to 100% Green Electricity. We expect to have this implemented in 2025 across 95% of the locations for the EPS division. In 2024, we doubled the number of depots with full remote monitoring of energy consumption. For more detail see the interview with Francisco Lopez below.



Actions scope 3

We are highly committed to reducing our climate impact across our value chain. EPG's scope 3 emissions predominantly comprise the categories Purchased Goods & Services, Fuel & Energy related activities, Transport (upstream and downstream), and Waste in own operations. The main data that was collected and gathered from suppliers are the type of energy contracts, fuel type for transport, and energy consumption data.

EPG

In transport, we are making strides to become more efficient. In 2024, we agreed on a clear policy for biofuel, meaning whenever we purchase biofuel transport, we will work exclusively with providers using biofuels, certified by one of the recognized schemes under the European Renewable Energy Directive (RED II). So far, this has been applied mostly at LPR. The benefits of biofuel, compared to fossil fuels, are that it typically emits less carbon during combustion, emits fewer air pollutants, and that it can lead to less engine wear and fewer deposits.

EPS

Next to that, we installed high-performing rapid chargers for electrical energy at EPS in Germany. The newly installed Rapid Charger 150 from H2 Delivery can generate their own electricity from sustainable fuel, specifically liquid ethanol which is derived from plant residues and is not connected to the power grid. It can charge a vehicle to 200 kilometres in just 15 minutes. These chargers are placed at the unloading docks of EPS service centres, allowing trucks to recharge while simultaneously unloading and loading trays from 2025 on. Therefore, this is an important step towards achieving fully sustainable transport operations.

LPR

In 2024, 17% of all national transport kilometres were done in biofuel. This contributed to save 8.535 ton CO_2e and reduce by 6,56% LPR's global carbon footprint. In 2024, 29% of the international transport was performed by train or boat. This contributed to save 2.570 ton CO_2e and reduce by 2,1% LPR's global carbon footprint.

We also introduced electric trucks in the Valencia area in Spain as a pilot project aimed at supporting emission reduction efforts. These trucks achieved between 60% and 90% lower CO_2e emissions compared to diesel alternatives, while also offering the added benefit of quieter operation. Covering 137,000 kilometres, the project helped reduce the carbon footprint of the Spanish subsidiary by approximately 2%.

Target setting with SBTi

Every year since 2017, we have been measuring our greenhouse gas emissions and report our CO_2 footprint. In 2024, we committed to SBTi and continued the development of our near and long-term targets for 2030 and 2040. In 2025, we will submit our targets to the Science Based Targets initiative (SBTi), supporting our Net Zero ambition. These SBTi-aligned targets will serve as the foundation for our climate transition plan, as well as the development of fully ESRS-compliant policies and actions, which are not yet in place.

SCIENCE BASED TARGETS

SBTi is a global corporate climate action organisation that enables companies to contribute to a solution for the climate crisis. Establishing such long-term targets shows our ongoing commitment to a responsible climate policy. We do this in close collaboration with our clients and partners.

For more information see sciencebasedtargets.org

Interview **Francisco Lopez**

‘Real-time data helps reduce our carbon footprint and water usage’

‘For the past five years, I have worked as International Depot Operations and Procurement Manager for EPS. One of my key responsibilities is optimising resource utilisation, particularly water withdrawal in EPS depots. Water scarcity is an increasingly pressing issue across Europe, such as Spain, Portugal, and Italy.

Our partnership with E-Sight plays a crucial role in addressing this issue. As an advanced energy management platform, it monitors real-time withdrawal of electricity, gas, water, and detergents, as well as all washing parameters, ensuring compliance with our high-quality standards. In 2024, I was project leader and actively involved in the rollout of E-Sight across nearly all EPS depots in 15 countries.

E-Sight tracks operational conditions in washing machines and oversees water treatment processes. The platform provides real-time data analysis, detects anomalies, and issues alerts for irregular withdrawal patterns or missing data. It helps us with more accurate data. Thanks to E-Sight we can now use real-time data from our usage which improves the quality of our carbon footprint calculation and enables us to implement more accurate and effective reduction strategies

.

E-Sight generates dashboards that serve both internal and corporate stakeholders, offering clear visualisations for performance tracking, reporting, and strategic decision-making.

Key benefits include cost reduction, budgeting optimisation, improved sustainability, support for calculations of CO_2 emissions and optimised equipment performance through data-driven decisions.

The rollout of E-Sight presented challenges, particularly in installing and accessing monitoring devices at third-party depots. However, by configuring the system centrally from our office in Rijswijk and working closely with local technical teams, we have successfully integrated E-Sight across our operations. All colleagues have been trained in using E-Sight and interpreting its data and we have manuals and videos available for onboarding new colleagues.’

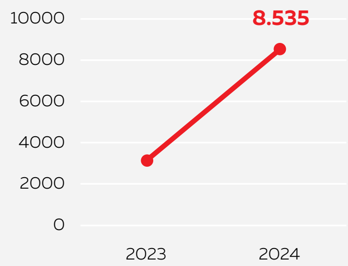
LPR invests in **reducing transport emission**

Transport represents **40%** of the LPR footprint

LPR puts effort in reducing transport emission with several initiatives. Two main initiatives are using alternatives to diesel and travelling multimodally.

10,5 mln kms travelled with **alternatives to diesel***.

Tons of CO_2 saved by this initiative

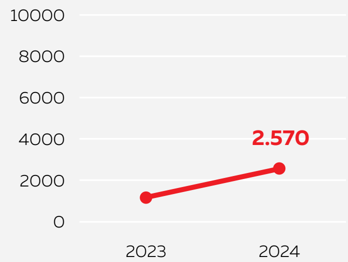


This is equal to travelling **261 times around the world****.

* Instead of Diesel, alternatives like Biofuel, Biogas and electric vehicles, were used.
** Calculated with *Ecochain Carbon translator*

3,5 mln kms travelled with **multimodal** transport*.

Tons of CO_2 saved by this initiative



This is equal to travelling **87 times around the world****.

* Alternative transportation by international train, short sea, etc. were used.
** Calculated with *Ecochain Carbon translator*

Interview **HEINEKEN France**

Trains and Carbon Cuts: A Greener Supply Chain

Freight transport contributes significantly to carbon emissions, but HEINEKEN France and LPR are focused on creating step-by-step progress in sustainable freight transport. Since October 2024, the relocation and delivery of LPR pallets, from one of its service centres in the United Kingdom to the HEINEKEN brewery in Marseille, France has been optimised.

Instead of relying solely on road transport, the logistics are multimodal: in addition to trucks and the ferry, the pallets now travel most of the distance by rail.

Fleurie Brachet, Logistics Brewery Manager at HEINEKEN in Marseille, says that this collaboration clearly illustrates a shared commitment to combining logistical performance with environmental responsibility. Calculations show that this multimodal transport of 100,000 pallets per year saves 230 tonnes of CO_2 emissions*.

A Perfect Fit: Rail Transport Strengthens HEINEKEN's Green Strategy

HEINEKEN welcomed LPR's initiative to develop a multimodal solution for the large volume of pallets delivered daily from the UK to France. 'This fits perfectly with our strategy 'Brewing a Better World' which aims to achieve net zero carbon emissions across our entire value chain by 2040,' says F. Brachet. 'Together, we worked to integrate rail transport into our supply chain, while maintaining reliable deliveries of pallets critical to our business operation.'

A Smarter Journey: From the UK to France with Less Carbon

The journey of the pallets begins in Grays, a town east of London. From there, they are transported by truck and ferry to the multimodal container terminal in Dourges, France. The pallets are then loaded on a freight train that crosses France to the city of Avignon. From there, they complete the final leg to the brewery in Marseille by truck.

Beyond One Train: Paving the Way for Bigger Carbon Reductions

Currently, LPR and HEINEKEN France operate one train per day, transporting approximately 100,000 pallets per year. According to F. Brachet, HEINEKEN France and LPR share the ambition to jointly create even more circular progress. 'We are exploring the possibility of introducing a second daily train. This would double our CO_2 savings to 460 tonnes per year.'

This multimodal project is a concrete example of how shared commitment can combine logistics performance with environmental responsibility. Together, LPR and HEINEKEN France demonstrate the power of collaboration based on shared values: innovating together for a more sustainable and resilient supply chain.

*Emission factor calculated by ADEME, the French Agency for Ecological Transition

Water

ESRS E3	LOCATION IN THE VALUE CHAIN	TIME HORIZONS	BOUNDARY
	OWN OPERATIONS	SHORT, MEDIUM	EPS

Introduction

EPS provides pooling services for reusable trays, which are cleaned after each use to maintain hygiene and quality. Tray washing is a necessary part of our services and for this, EPS uses a highly efficient tray-washing system that carefully manages water withdrawals and water discharge.

During their journey from growers to retailers and back, trays can accumulate organic residues, sand, stickers, and glue. Our meticulous washing process, with optimised conditions and detergents used, ensures the trays are thoroughly cleaned and safe for repeated use in our pooling system.

Water scarcity and droughts are becoming increasingly frequent and widespread, especially in Southern Europe. As a result, the cost of water increased significantly and is expected to rise even further as access to water is expected to be more difficult in the future. EPS invests heavily in solutions to reuse and save water. We use less water, more efficiently. Even considering that EPS only modestly uses water to clean its trays, such efficient water use reduces the environmental impact.

Policies

Recognising the importance of sustainable water management, we designed a blueprint to optimise reuse and efficiency. While this blueprint guides our current efforts, no formal policy is yet in place. We are prioritising the development of a robust roll-out plan, ahead of adopting a fully ESRS-compliant policy in 2025. With an annual withdrawal of 660.919 m^3, water is vital to our process. Based on a risk assessment, water management has been identified as a strategic pillar in EPS's ESG strategy.

The risks identified are scarcity of water, quality level of water due to the use of detergents and the rising cost of water throughout Europe. We keep ourselves updated on these risks by engaging with our stakeholders such as local municipalities, and by proactively collaborating with our suppliers.

The goal is to reduce EPS's water use by focussing on water treatment to reuse water in our washing process. As part of EPS's water treatment policy, we enhance our wastewater treatment capabilities to support water reuse, reduce water discharge, and ensure compliance with regulatory requirements. Additionally, water reuse offers significant energy-saving benefits, as the treated water is already at a higher temperature, which lowers the energy needed for heating.

As water is essential for EPS's washing facilities, its availability at a reasonable cost is a critical factor for our business model. Over 60% of our total water withdrawal occurs in Germany, Belgium, the Netherlands, and the United Kingdom. As part of our risk management approach, we prioritise monitoring and efficiency improvements in these areas. At the same time, our water reuse strategy also accounts for regions facing water scarcity, such as Spain, where overall withdrawal is lower but environmental sensitivity and risk exposure are higher.

The implementation of our policy is executed locally in our regions. The progress is monitored in bi-quarterly EPS calls including the Managing Director and Operations Directors of all EPS regions. It is also part of quarterly ESG Steering Committee meetings, where decision-making is being approved. The Managing Director is responsible for the overall policy.

EPS water discharge decreased, volume reused increased

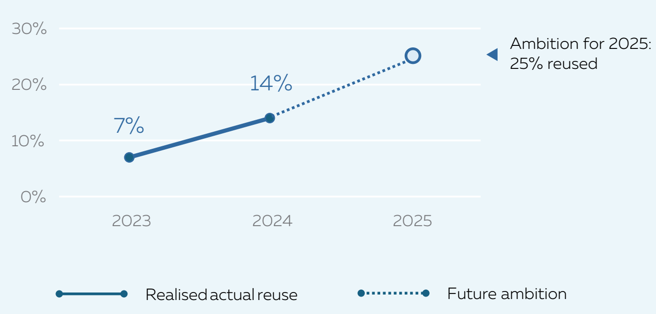
Water discharge **decreased from 0,49 to 0,43 liter** per washed tray

Background methodology

Water efficiency and reuse per EPS depot/site is monitored in E-Sight, a best-in-class ISO27001 certified software.
For each EPS-owned depot, the water withdrawal, reuse and discharge data is measured with dedicated metres and connected via Ewon routers to E-Sight. These measurements are fully automated, with no manual input or assumptions involved. Activities carried out by external service providers are currently out of scope. The list of depots is monitored and kept up to date. Measurements are based on sensors that are integrated in the processes. Waste water quality (parametrisation) is measured by the HydRO water filtering installation, continuously, semi-live. In case parameters deviate from the boundaries, alarm systems are triggered, including SMS-alert messages which are sent to designated personnel.

Only water used directly for washing processes is considered in our monitoring; other water uses are excluded. Reused and discharged water volumes are calculated annually in absolute terms. The level of uncertainty in our water data is considered extremely low to negligible. Continuous monitoring through dashboards—actively reviewed by local EPS staff—ensures real-time visibility and immediate response in case of anomalies. In addition, EPS uses historical withdrawal data (liters per washed tray) to benchmark current performance, enhancing the reliability and validation of measured figures.

Reuse of water doubled compared to 2023



Actions

To advance our strategic goals, we have defined and funded our roll-out plan. Until 2030, we will increase the number of depots that will be equipped with the HydRO water purification systems. The roll-out is managed locally by the regional operational managers. The roll-out progress is monitored via the quarterly ESG Steering Committee meetings. Formal disclosure of ESRS-aligned actions will follow the adoption of our compliance policy in 2025.

Targets and results

Our commitment to water reuse and efficiency is evident when looking at the results. In 2024, we successfully reused 86.663 m^3 of water, which represents 13.5% of our total water volume.
Looking forward, we aim to boost the percentage of water reused to reuse the equivalent of 50 Olympic-sized swimming pools by 2025.
Additionally, our water-related targets will be updated in accordance with ESRS requirements following the adoption of our policy in 2025.

In total **45.000 m^3 increase** of water volume reutilisation vs 2023.

This is equal to **18 olympic swiming pools**.

Water data
limited assurance by Deloitte

The 2024 water figures of EPS, shown in this chapter, have been subject to a (voluntary) limited assurance review by Deloitte.

Limited assurance involves a limited level of assurance on the accuracy of the information reviewed, offering our stakeholders additional confidence in the credibility of our water data.

For further details, please refer to the Limited Assurance report by Deloitte available in Appendix A.

Interview **Ward De Wachter**

Increasing water efficiency with HydRO

Water is key to EPS's services, so we are keen on optimising our water use. HydRO is a compact and high-performance water purification system that will be rolled out to multiple sites of EPS. The technology was developed by Veride, a Belgium-based designer of environmental installations with a focus on water reuse, in partnership with the Belgian producer of detergents and disinfectants Christeyns.

'The HydRO system uses an innovative technology to create ultra-pure process water, better than drinking water, explains Ward De Wachter, CEO of Veride. 'It requires significantly less space than traditional water purification processes. Therefore, it's mobile and completely modular. It can be set up and removed at an EPS site within two weeks.'

According to De Wachter, it can save at least 70-80% of water by reusing wastewater. 'In August 2023 we installed HydRO-systems in two EPS depots, in Belgium and in the UK. Both systems initially saved 74% of water and now recovery is sometimes even 80 to 85%. A crucial benefit on locations where water is scarce or where local infrastructure is insufficient. For instance, in one of EPS's UK depots, the wastewater treatment system of the community is outdated,' says De Wachter.

'Pipes for supply and discharge have a diameter that is way too small to cater to the needs of companies. And EPS was not allowed to discharge more than 20 cubic metres per day. Companies have to organise this with tankers.'

Additional benefits De Wachter mentions, are a much lower energy use (some 90% less compared to conventional systems) and reduced CO_2-emissions. 'We clean the wastewater for reuse, but we don't cool the water', explains De Wachter. 'The water stays warm and needs minimum heating for reuse at the right temperature. Having to use less gas for heating, we managed to reduce CO_2 emissions by 162 tonnes per year with one installation alone.'

Veride intends to strengthen its partnership with EPS in the forthcoming years, thereby contributing directly to EPS's sustainability goals on CO_2 and water. 'We will continue to further develop our technology', De Wachter states, 'I look forward to continue our collaboration, enabling EPS in reducing its water use, especially in regions where water is increasingly scarce.'

Consum Spain boosts efficiency and cuts costs with smart logistics

Based in Valencia, Spanish retailer Consum partners with Euro Pool Group (EPG) to optimise the way goods move through its supply chain. With around 1,000 stores spread across the Mediterranean arc (from Catalonia to Almería) and Castilla-La Mancha, Consum is more than just a supermarket chain — it's a cooperative on a mission to deliver a sustainable retail experience.

As such, EPG which specialises in returnable packaging solutions, fits well with Consum's sustainability ambitions. Since 2009, Consum collaborates with EPG's divisions Euro Pool System (EPS) and La Palette Rouge (LPR) to streamline its logistics and cut costs without compromising on service or sustainability.

Carlos Monguía Moreno, Distribution Centres Logistic Executive at Consum, experiences the results of this partnership firsthand. 'Our collaboration is rooted in transparency and trust,' he explains. 'Together with EPS and LPR, we've optimised the way trays and pallets circulate through our network, turning everyday logistics into a more efficient, greener process.'

consum
COOPERATIVA

Accelerated rotation of trays and pallets

Reusable trays from EPS are used to pack and transport perishable items like fresh produce, meat, fish and eggs and bread — improving not only the shelf-life and presentation, but also the entire supply chain. 'By embedding EPS return centres in our Valencia and Murcia facilities,' Monguía Moreno notes, 'we were able to accelerate tray rotation, reduce transport costs, and we created a faster, more responsive system for our reusable packaging needs.'

Meanwhile, LPR is playing a similar role with its pallets that are used by Consum. On site in Consum's warehouses, LPR manages the collection, sorting, inspection and repair of pallets. This boosts pallet circulation, and it reduces operational costs. 'This really sharpens our daily operations and responsiveness,' says Monguía Moreno. 'It's about being leaner, faster, and greener with a lower carbon footprint.'

Standardised and safe

The partnership doesn't stop there. Monguía Moreno points to deeper synergies that are emerging — like standardised packaging formats, smoother order preparation, fewer losses, and less waste. 'Uniform tray presentation in our stores— especially for fruits and vegetables — not only looks better but also enhances safety in handling,' he adds. 'We are not just solving today's logistics challenges. We are preparing for tomorrow's growth with reusable solutions that make sense.'

The future of retail logistics is circular, efficient, and collaborative. Working with Consum, EPS and LPR show how this future becomes a reality today.

29

Biodiversity and ecosystems

ESRS E4	LOCATION IN THE VALUE CHAIN	TIME HORIZONS	BOUNDARY
	UPSTREAM	SHORT, MEDIUM, LONG	LPR

La Palette Rouge (LPR) provides pooling services of mostly wooden pallets. Wood is crucial to LPR. This renewable material is the primary component of our pallets, offering unmatched robustness and repairability. We recognise that using wood demands careful consideration of how the forests it comes from, are managed. Our buying decisions are directly linked to forest ecosystems, and our wood sourcing could significantly impact biodiversity.

By prioritising responsible sourcing, we help to mitigate the risk of deforestation and in turn we support biodiversity conservation. Our wood procurement is proactive, based on clear targets and with a strong emphasis on sourcing PEFC (Programme for the Endorsement of Forest Certification Schemes) certified wood or FSC (Forest Stewardship Council) certified wood. LPR shows full traceability and sustainability of practices through its PEFC chain of custody certification. Impacts, risks and opportunity management

Policies

LPR's wood sourcing policy is formally endorsed by its Managing Director. It supports biodiversity preservation as it is based on four key principles:

1. **Prohibiting unacceptable sourcing practices**. Prohibiting involvement in unacceptable sourcing practices.
2. **Certification and accreditation**. Requiring all pallet manufacturers and wood suppliers to be PEFC or FSC certified, or to obtain this certification within three years of partnering with LPR.
3. **Geographical origin**. Only sourcing wood from European origin to avoid "conflict timber", which is timber that has been traded at some point in the chain of custody by armed groups, whether rebel factions or regular soldiers, or by a civilian administration involved in armed conflict or its representatives, either to perpetuate conflict or take advantage of conflict situations for personal gain.
4. **Transparency**. Mandating supplier collaboration and transparency regarding their supply chains, including documentation of wood origin.

LPR is an active contributor in the Reusable Transport Packaging (RTP) industry, using Reusable Wooden Pallets (RWP). We therefore support the intention of the Regulation on Deforestation-free Products (EUDR). As we are committed to compliance with this necessary legislation, LPR must ensure that all wood placed or made available on the EU market is deforestation-free and legally compliant by conducting due diligence.

Compliance is achieved through LPR's PEFC chain of custody certification, and the exclusive use of PEFC or FSC certified wood sourced from Europe. LPR also works with manufacturers and wood suppliers to meet EUDR requirements.
This includes support for the challenging task of collecting geolocation data for the land where the trees are grown and ensuring we can trace the wood back to areas that have not been deforested since December 2020. These requirements will be managed through LPR's PEFC Due Diligence System.

Actions

In addition to this policy, LPR is certified with the PEFC Chain of Custody standard since 2010, and it intends to maintain its certification in the future. This certification provides independent verified assurance that the forest-based materials contained in LPR's pallets originate from sustainably managed forests, not connected to deforestation and degradation.

To answer the requirements of the PEFC standard, LPR has implemented a Due Diligence System (DDS) to demonstrate compliance with the European Union Timber Regulation (EUTR) and minimise the risk that timber comes from illegal harvesting.

LPR pallets are made of wood coming from **PEFC/FSC** certified forests, and are **maximally reused**

LPR pallets

100% Our pallets are made out of **100% PEFC/FSC certified wood.**

LPR achieved the goal of using 100% PEFC certified wood sources from Europe in the manufacturing of our pallets – a full year ahead of schedule. PEFC (Programme for the Endorsement of Forest Certification Schemes) is an international, non-profit, non-governmental organisation which promotes sustainable forest management through independent third-party certification.

Reuse

5 10 15 20 25

Each pallet is **reused** for up to **25 rotations.**

To ensure reusability, they are checked, sorted, and if needed repaired after each rotation.

Repair

88% Currently, **88% of the wood used for repairs** is **PEFC/FSC certified**

100% Our **ambition** for 2025 is to use **100%** PEFC/FSC certified wood for repairs.

Recycle

· When pallets cannot be repaired, they are recycled.

Results

Looking back on our accomplishments in 2024, we exceeded expectations for PEFC (or FSC) certified wood sourcing. We are proud that we have achieved our goal of using 100% certified wood in the manufacturing of our pallets – a full year ahead of schedule. Moreover, all our manufacturers and wood suppliers are currently certified with the PEFC or FSC standards. 87% of the timber used for pallet repair is PEFC or FSC certified. We actively work to further increase the use of certified timber in pallet repair to 100% in 2025.

As we prepare for the upcoming EUDR, we are proactively expanding our policy and refining our targets to ensure alignment with future requirements. We are committed to establishing long-term relationships with our suppliers, to collaborate in improving sustainability. Close collaboration with suppliers ensures transparency and therefore allows us to monitor sustainability and compliance promptly.

Watch our invisible strength

Circularity

ESRS E5	LOCATION IN THE VALUE CHAIN	TIME HORIZONS	BOUNDARY
	UPSTREAM	SHORT, MEDIUM, LONG	EPG

Circularity is at the core of what we do at EPG. Our reusable trays and pallets drive efficiency every day and reflect our vision on resource management. Their design, sourcing, utilisation and management are crucial for efficient use of resources. Additionally, we focus on their reusability, recyclability, and end-of-life management.

Since 1992, through our pooling services for trays and pallets, we have actively contributed to circularity by promoting resource reuse, minimising (food) waste, and extending the lifecycle of our assets with our repair services.

Policies

Our circularity strategy is built on reuse, repair, recycle and end-of-life management. From the design of our trays and pallets, we create a closed loop system. At its heart is an efficient repair and maintenance process, extending the lifespan of trays and pallets throughout the value chain. This reduces the need for new resources and minimises waste.

Our recycling initiatives focus on recovering valuable materials and components from end-of-life products and reintegrating them into the production cycle. As such we maximise resource efficiency and foster circularity across our operations.

Actions

EPS

At EPS, we primarily utilise high-density polyethylene (HDPE) in our products, with our trays consisting of approximately 95% HDPE. The remaining materials are used for labels and clips. At the end of their lifecycle, our external recycling partner sorts and grinds most of our trays and separates the clips. This grinded material then gets recycled as well as tracked and traced.

Using recycled HDPE into food contact materials is subject to stringent safety regulations, ensuring that consumer health is not compromised. Consequently, we use regrind material from our own trays to create new trays, making it a closed loop recycling process. As such, we maintain control over quality and safety and make sure our high food safety standards are adhered to at all times.

In 2024, EPS explored alternative materials for our trays because the availability of food-grade recycled high-density polyethylene (HDPE) on the open market is limited. Looking ahead, we plan to investigate the use of bio-based materials. While the market for such materials is still developing, there are promising options emerging. We remain committed to researching and integrating sustainable materials into our products when viable options become available.

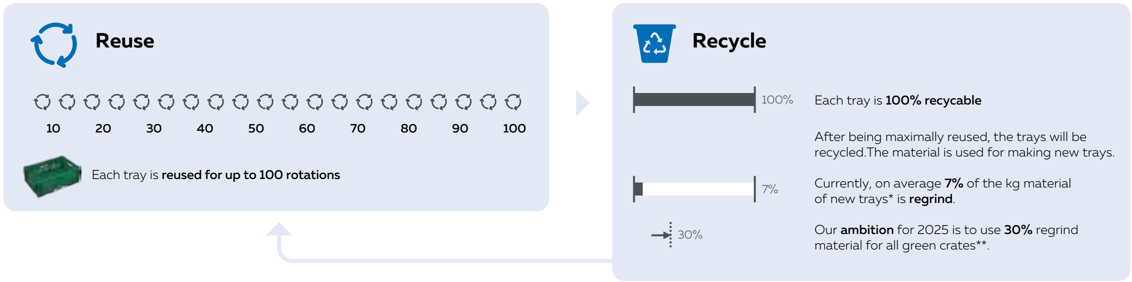
To optimise the use of resources, we monitor breakage rates and optimise repair systems. By focusing on reusing and repairing trays, we reduce reliance on virgin resources and prevent waste. At the end of their lifecycle, our trays are recycled into new trays, maintaining a closed loop system that maximises resource efficiency and supports environmental sustainability.

LPR

Automation and standardisation are key in our efforts to increase circularity. At LPR, we created an industrial department focussing on standardisation of our processes and automating the costliest element of our processes: pallet repair. This process yields the most circular benefits, which we can achieve by automation and standardisation of repair. Given the numbers, one can expect that increased efficiency will create real circular value.

With circularity embedded within the heart of our business model, we are continuously looking for ways to create circular progress.

Trays are **reused** for up to 100 rotations; after being maximally reused, the material is **recycled** and used for new trays



* Regrind material used is lower then in 2023 because we produced less trays of the tray types (186 & 216) that have 30% of the regrind in it.
** There is not enough food proof regrind material in the market to achieve a higher target than 30%.

Results

EPS

In 2024, we concentrated on managing our resource inflows and outflows. Regarding resource inflows, EPS tracked the use of regrind material into our trays. For the year 2024, 7% of the high-density polyethylene (HDPE) used in our trays came from recycled trays. This percentage is lower than in 2023, because we produced less trays from the tray types that have 30% regrind in it. In 2025 we will increase the number of green tray types that include regrind material to reach our target at the end of the year.

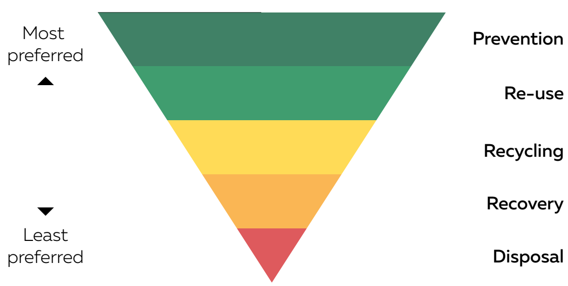
LPR

In Lisbon, LPR started a test in May 2024 using pellets made from sawdust, fuelling the necessary heat treatment of pallets. These pellets made from sawdust replaced diesel. This resulted in 90 tonnes reduced CO_2-emissions in seven months. On an annual basis, we expect reductions of some 150 tonnes of CO_2-emissions.

Watch the never-ending story of a tray

Waste hierarchy

The waste hierarchy is a prioritised framework for managing waste, aiming to minimise its environmental impact. It ranks waste management options from most to least preferred. The hierarchy prioritises preventing waste in the first place, followed by reusing materials, recycling, and then recovery (including energy recovery). Disposal, such as landfilling, is considered the last resort.



EPS GOAL FOR 2025

Production run rate by year end 2025 for all newly produced green trays between 20-30% regrind material

Interview **Yoann Bayol**

More automation makes operations run smoother

‘My role is Industrial Manager for LPR. As LPR works with different external contractors who operate the local depots, we decided to create the industrial department two years ago. Its objective is to support our local Operational Managers in optimising their processes via improved standardisation and create further alignment. From Portugal to Poland, from the UK to the Nordics, everywhere in Europe where LPR’s red pallets are in use, we want to have the same systems and quality in place.

A key element of our service is automation. Sorting, quality control and repair of pallets is often challenging manual work, and it is hard to find and retain operators that want to do this. Automation is part of the solution. At LPR, we developed on-site sensors for repair stations. These sensors check if pallets need repairing and what part of the pallet should be repaired. We also make the repair process less physically demanding to improve working conditions and increase productivity.

The more pallets we repair by streamlining our processes, the stronger our circular impact.

We are currently working on the development of a robotised pallet dismantler that can remove elements of a pallet that need to be replaced. A repair operator still manually positions the new elements, as this is a specific job which is hard to automate. We also deploy automatic systems to segregate pallets that are too humid and need drying, and pallets to comply with ISPM15 regulations.

The latter applies to all wooden packaging which need to be treated with heat to ensure it contains no harmful insects. New pallets and pallets entering the EU require this, upon which they receive an ISPM15-logo which the system recognises. In Portugal this regulation is stricter, meaning that all repaired pallets need to be heat-treated to retain its ISPM-status.

Once in the pool, pallets carrying a valid ISPM-logo don’t need heat treatment, even when they have been flowing through non-EU countries. Using the systems to identify these pallets, and selecting pallets that really need repair, will reduce our use of drying and heating chambers, and as such, our carbon footprint and operational costs.’

Social

At Euro Pool Group we firmly believe that we can only be successful in driving efficient, sustainable and circular supply chains, if we employ happy, skilled and motivated people. This also impacts our relations to customers, suppliers, contractors and other stakeholders.

A motivated workforce is a key success factor. That is why EPG is committed to being an inspiring employer with a sustainable purpose, to our current and future employees. They are the cornerstone of our company, and we continuously involve them in our sustainability ambitions and invite them to further develop their skills.

In 2024, we recalibrated and synchronised our divisional values into one set of values for EPG and its divisions. In this process, we invited all people working for us to attend workshops and engage in discussing what drives and distinguishes us. The core values of EPG are commitment, inventiveness, expertise, and caring.

EPG's focus on social impact relates to three material topics: our own workforce, workers in the value chain and consumers and end-users.

ESRS S1	LOCATION IN THE VALUE CHAIN	TIME HORIZONS	BOUNDARY
	OPERATIONS	MEDIUM	EPG

Our own workforce

We are dedicated to creating a safe, fair, and diverse workplace for our employees. The health, safety, and well-being of our people is our top priority, and we strive to ensure equal opportunities for everyone. As an international organisation, employing almost 1400 people, we go above and beyond to support our workforce.

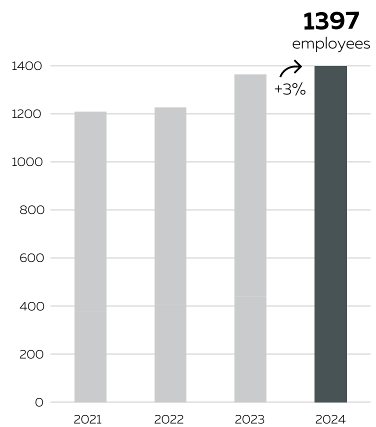
Our HR team is committed to creating a positive working environment and engages with all employees to listen to their needs and create safe working conditions, especially in our service centres. We also design strategies to attract and retain employees. By focusing on fair treatment and strong workplace policies, we aim to keep our workforce happy, healthy, and motivated.

Policies

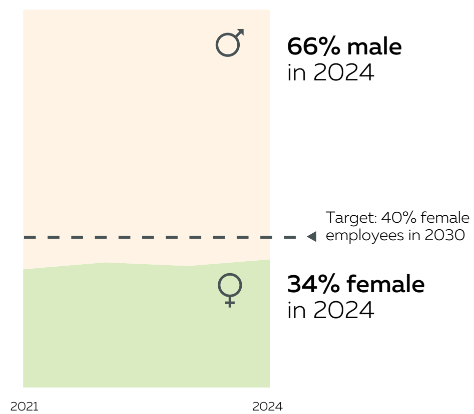
Our Group HR Policy provides guidelines on all relevant HR topics for EPG, such as training and development programmes, focus on employee well-being and a dedication to diversity, equality and inclusion. We are committed to developing a resilient and future-ready workforce. By fostering a supportive and empowering workplace, we enable every team member to grow, excel, and play a key role in our collective success. LPR and EPS have their own occupational health and safety (OH&S) policies. EPS has a policy in line with the international ISO 45001 standard. The policies enable us to prevent and mitigate occupational health and safety (OH&S) risks by establishing a structured framework for hazard identification, risk assessment, and control implementation. Through leadership commitment, worker participation, and continuous performance monitoring, it drives effective actions that enhance workplace safety and ensure legal compliance. This fosters a culture

The total workforce grew with 3% with a female representation of 34% in 2024.

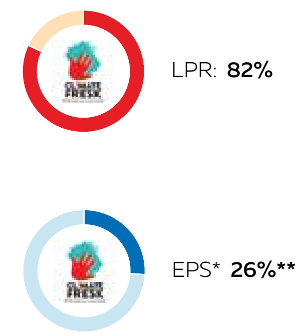
Total headcount at the end of each year



% male and % female of total headcount



% of employees Climate Fresk trained



* Incl. EPG Central Office and Stack & Track staff
** Started Q4 2024

of continuous improvement, protects employee well-being and reduces incidents.

Actions

EPG and its divisions are determined to continuously improve working conditions. In 2024, we did local employee surveys, mostly focussing on working conditions. We also performed a pilot survey among all employees working in the central offices of EPS and LPR (in Rijswijk and Toulouse, respectively) to assess their engagement with sustainability. In 2025, we will do a survey across our company on colleagues' engagement with the company and what we stand for.

Our employees are important stakeholders, and we have multiple initiatives to engage with them. We involve our Works Councils in the Netherlands, France and Belgium in relevant HR policy decisions and updates for their country. In some countries, like Spain, our EPS division has a OH&S Employees Representative Committee that advises on Occupational Health & Safety. Another effective way to gain insights from employees is through suggestion boxes at EPS depots. In addition, EPG's whistleblower policy is an important channel for us to flag concerns of all people working for us. In our chapter on governance, we enter into more detail about this.

Driving Climate Awareness and Sustainability Across EPG

To successfully strengthen sustainability practices and knowledge in our organisation we have successfully introduced and rolled out Climate Fresk, a three-hour collaborative workshop designed to deepen the understanding of climate change. Through interactive sessions, participants explore the interconnected causes and consequences of climate change and reflect on meaningful actions. The goal is to raise awareness, activate engagement, and strengthen employees' understanding of why sustainability is a key priority for EPG.

LPR led the way by launching Climate Fresk in 2023, training over 80% of its workforce, with the workshop now embedded in new employee onboarding. Building on this momentum, EPS kicked off 2024 with a train-the-trainer session. Currently sessions with employees, including senior management are in progress with 26% of staff reached in 2024.

Beyond Climate Fresk: Strengthening ESG Engagement

At EPS region CEE, we went a step further by hosting a dynamic ESG workshop in Prague designed for both leaders and employees. This session explored the meaning and importance of sustainability for EPG, debunked common myths, and provided practical examples. Participants developed individual action plans to integrate sustainable practices into key areas such as carbon reduction, health & safety, and diversity & inclusion. To celebrate Earth Day in April 2024, EPS hosted its first sustainability event of the year in Gyál, Hungary, welcoming 20 local primary school students. This initiative demonstrated our ongoing commitment to fostering environmental awareness and instilling sustainability principles in younger generations. Through these efforts, EPG continues to embed sustainability into our culture, ensuring both employees and communities are engaged in driving meaningful impact. We look forward to expanding these initiatives further in the years ahead.

Interview **Mechel Visser**

‘It is important to support employees in developing their skills and provide new opportunities’

‘As EPG’s Group HR Director, I appreciate working in the dynamics of a rapidly growing company that drives sustainability in the supply chain. With one division focussing on the pooling of trays and the other division on the pooling of pallets, we now have a third division – Stack&Track – that digitally connects all reusable transport items for customers. This adds even more circular value, which I am excited about.

Parallel to these dynamics, our company is growing its workforce with more specific expertise and the need for an agile management structure. That’s why we started organising leadership training sessions in 2024. In these sessions, we ask managers how they assess their role as a leader, and we train them in effective management.

In 2024, the Management Board and managers of EPG, including myself, participated in the training. Now the training is being rolled out to the management teams of our divisions EPS and LPR. Colleagues in middle management roles will follow in 2026.

Such training sessions are important for employee engagement. Given the competition for talent, it is important to retain employees by supporting them in developing their skills and provide opportunities for taking on new roles in the company.

Equally important is our effort to being a good employer. EPG promotes diversity and inclusion with equal opportunities for all. We are a pragmatic company with a hands-on mentality, where diversity and inclusion are naturally on the agenda. In March 2024, we celebrated International Women’s Day by interviewing five female staff members from all departments in our organisation.

In November 2024, we organised an Equality and Diversity Week. The central theme for this year was unconscious bias. All employees were invited to watch a daily video on what it is, and how we all deal differently with unconscious bias. Assumptions and convictions can be persistent, so showing how unconscious bias affects all of us was a valuable eye opener. We wrapped up the week with quizzes on unconscious bias in every location.’

RESULTS

Health and safety

Across our operating regions, we prioritise occupational health and safety. The SHEQ department (Safety, Health, Environment, and Quality) collaborates with operations to review and validate health and safety documentation, organises safety procedures, and ensures proper implementation of these procedures. EPG regularly provides safety trainings and via internal campaigns we raise awareness and promote safety-related topics. 100% of our employees are covered by a health and safety management system. For EPS, the Accident Frequency Rate decreased by 10% for external employees and by 15% for internal employees, indicating a reduction of accidents compared to the previous year. In 2024, there were no serious accidents causing permanent disability or fatalities.

Training and skills development

Employee training and development is an important element in our Group HR Policy. We promote the training courses we provide, and we will develop more training opportunities, in line with the needs of the organisation. We have 106 E-learnings available, and our employees completed an E-learning 11.679 times in 2024.

In addition, employees have Personal Development Plans and regular performance and career development reviews with their managers, to discuss their needs and options for personal development. Last year, 92% of our employees participated in a year-end review.

Percentage participation in regular performance and career development reviews	2024
Objective setting	78%
Year End Review	92%

Diversity, equity and inclusion

Diverse teams are important for our international organisation to thrive. EPG is committed to making all our people feel safe and welcome. Diversity and inclusion are key to our organisation, and this goes well beyond achieving a diverse gender balance. Our working groups on Diversity, Equality and Inclusion, and on Unconscious Bias, focus on reviewing existing processes and procedures. We develop KPI's, launch relevant trainings, and increase awareness within EPG with the use of working groups and information events.

Characteristics of EPGs employees	
Gender	**Number of employees (head count)**
Male	923
Female	474
Other	0
Not reported	0
Total employees	1.397
Division	**Number of employees (head count)**
EPG	10
EPS	1.008
LPR	379

2024	Female	Male	Total
Number of employees (head count)	474	923	1397
Number of permanent employees (head count)	445	891	1336
Number of temporary employees (head count)	29	32	61

2024	LPR	EPS	EPG
Number of employees (head count)	379	1.008	10
Number of permanent employees (head count)	359	967	10
Number of temporary employees (head count)	20	41	0

Gender diversity at leadership levels	2024	
	#	%
Supervisory board	8	
Female	0	0%
Male	8	100%
Board of Management	[2]	
Female	0	0%
Male	2	100%
Leadership team	28	
Female	7	25%
Male	21	75%

OUR GOAL FOR 2030

Achieve 40/60 ratio of women/men for employees of EPG

ESRS S2	LOCATION IN THE VALUE CHAIN	TIME HORIZONS	BOUNDARY
	UPSTREAM DOWNSTREAM	SHORT	EPG

Workers in the value chain

Our operations are part of a global value chain. Therefore, we take responsibility for identifying and addressing social and occupational risks. We have implemented a due diligence policy on our suppliers, and we monitor its effect. We are committed to respecting and supporting internationally recognised human rights for all stakeholders.

We ensure fair and safe working conditions within our company and expect the same high standards from our business partners. Our Supplier Code of Conduct defines our core values and expectations, serving as the foundation for responsible business practices. These core values and expectations are captured in our procurement policy and social audit policy.

To drive continuous improvement and strengthen working conditions across our supply chain, we invest in long-term partnerships with our suppliers. By fostering collaboration and shared responsibility, we aim to improve business conditions and promote sustainable growth throughout the entire supply/value chain.

Policies

We have a range of policies in place to uphold fair and safe working conditions throughout our value chain. At the core of our approach is our Procurement Policy, which ensures ethical, transparent and efficient procurement across all divisions. Our ethical values are outlined in our Supplier Code of Conduct, which we expect all suppliers to adhere to.

To further strengthen labour conditions and sustainability, we have robust health and safety policies as well as social audit policies that help us monitor and improve standards across our supply chain.

Procurement policy

The Euro Pool Group Procurement Policy is based on a structured framework to ensure ethical, compliant, sustainable and efficient procurement across all its divisions. It focuses on standardising processes, optimising costs, and mitigating risks such as fraud, corruption and unethical sourcing.

In our procurement, ethical conduct is a core principle. This requires all procurement activities to comply with the company's Code of Conduct and Supplier Code of Conduct. Procurement procedures vary based on complexity, ranging from detailed tender processes for high-value contracts, to simple quotes for routine purchases. Supplier selection is based on key criteria such as quality, reliability, cost effectiveness and sustainability to align with the company's objectives.

Due diligence, including supplier audits and risk assessments, is mandatory before engaging with new suppliers from whom we require compliance and reliability. Local laws, industry regulations, and international trade restrictions must be strictly followed in all transactions. Contracts with suppliers must clearly define expectations, obligations, and performance metrics to minimise disputes and ensure accountability. We conduct regular performance reviews and compliance checks to maintain high standards and drive continuous improvement in procurement activities.

Supplier Code of Conduct

Our Supplier Code of Conduct outlines the ethical, legal, and operational standards EPG expects suppliers to adhere to. Our suppliers must comply with all applicable laws, regulations, and the principles outlined in the Code of Conduct. Non-compliance potentially leads to contract termination.
Our principles cover the following:

1. **Product safety**: safe quality products are essential, and any safety concerns or issues must be reported immediately.
2. **Health & safety**: safe working conditions, proper training, and adherence to occupational safety laws are required to protect workers' health and well-being.
3. **Human and workers' rights**: suppliers will respect the Universal Declaration of Human Rights and the eight fundamental Conventions of the International Labour Organisation (ILO). Forced labour, child labour, discrimination, and unfair treatment are strictly prohibited, while fair wages and legal employment contracts must be ensured. We do not accept any form of modern slavery and human trafficking. Our public statement to the UK Modern Slavery Act highlights our commitment.
4. **Business ethics**: confidential information must be safeguarded, and intellectual property rights respected.
5. **Environment and sustainability**: environmental responsibility is fundamental, and suppliers must take measures to minimise their impact and comply with sustainability regulations.
6. **Business continuity planning**: a strong business continuity plan is necessary to prevent supply disruptions and ensure reliability.

To uphold these standards, we conduct audits and encourage transparency through our whistleblower procedure, ensuring accountability across the supply chain.

Social audit policy LPR

To effectively monitor and address sustainability, labour rights, and health and safety risks, LPR follows a layered approach for its manufacturers, service centres, and other providers.

We require manufacturers and repair service centres to undergo the SMETA 4-Pillar audit. This is an independent third-party social audit that assesses risks related labour standards, health & safety, environment and business ethics. LPR's manufacturers and service centres must complete this audit every three years and implement action plans based on the findings. For other suppliers (carriers, raw material suppliers, etc.), we request the most important ones to register on the SEDEX platform and complete the Self-Assessment Questionnaire (SAQ). Depending on their risk score, some may have to go through a SMETA 4-Pillar audit, others will only have to update their SAQ annually.

Next to the SMETA 4-Pillar audit, LPR has its own internal audit planning to ensure compliance with all applicable requirements. To further strengthen sustainability and improve working conditions in our value chain, we conduct our own SHEQ audits (Safety, Health, Environment and Quality). Additionally, to ensure continuous monitoring at manufacturers and service centres, we train depot inspectors and SHEQ auditors to conduct routine on-site inspections. These inspections focus on PEFC (Programme for Endorsement of Forest Certification Schemes), ISPM15 (International Standards for Phytosanitary Measures No. 15 - a globally recognised certification for wood packaging material), quality, and safety standards.

Occupational health and safety policy (OH&S) and SHEQ Audit and certification policy EPS

Our EPS OH&S management system is a structured framework of policies, organisational measures, and administrative processes designed to identify, manage, and minimise risks to the safety, health, and well-being of individuals within our organisation and beyond. The system works to prevent personal injuries, psychosocial risks and work-related stress or damage to their health.

At EPS, we follow the ISO 45001 standard, ensuring compliance with globally recognised best practices. This system not only supports the implementation of our OH&S policy but also helps us continuously improve working conditions across our operations. A yearly audit plan is drawn up including all EPS locations. Non-conformities identified in audits or other controls are included in the local corrective action plan.

Actions

EPS has decided on the implementation of SMETA 4-Pillar audits to enhance compliance and sustainability efforts. Meanwhile, LPR has launched an awareness program to help employees identify risks when visiting manufacturers and depots. The first training sessions have already been conducted.

In line with our policies, various audits on occupational health and safety (EPS) and social compliance (LPR) have been conducted in 2024 to assess and improve standards across our operations.

At LPR, 26 suppliers were selected for social audits in 2024. Amongst them were 19 repair centres, 5 manufacturers and 2 raw material suppliers across Europe. For these audits, we work together with SMETA accredited auditors.

Interview **Marie Barthelemy**

Gaining a better understanding of supply chain-risks and taking action

‘As Quality & Sustainability Manager Europe at LPR, I enjoy the variety of topics and projects I get to work on. Because my role is cross-functional, I collaborate with different teams within the organisation, and I keep learning every day.

LPR works with sub-contractors who engage in labour-intensive operations like pallets sorting and repairing. This is mostly manual labour, done in multiple geographical regions where labour laws may differ, and where there may be an increased risk of unsafe working conditions, unfair wages and forced labour.

To overcome such risks and to ensure full alignment with regulations and industry best practices, LPR decided to initiate social audits in 2023. The goal is to better assess the social and environmental performance of our suppliers, identify the risk areas and ensure proper risk mitigation. This also allows LPR to anticipate upcoming regulations. Such as the CSDDD, which requires companies to prevent and mitigate the negative impacts of their activities on human rights and the environment.

In 2024, we took this a step further by conducting SMETA 4-Pillar audits on 26 suppliers. SMETA is a widely known and internationally recognised social audit standard. This approach allowed us to gain an even better understanding of the risks within our supply chain, reinforce our internal controls and improve our providers’ performance assessment.

In 2025, more than 30 new suppliers will be engaged for social audits. In our deployment plan for the coming years, we ensure that all our service centres and manufacturers will go through a SMETA 4-Pillar audit every 3 years.

We are committed to encourage companies to uphold ethical practices throughout their supply chains. This leads to more responsible practices, safer working conditions, fair compensation, and respect for labour rights across industries.’

Kaufland and Euro Pool System reap the fruit of collaboration

In 2023, German retailer Kaufland decided to replace traditional cardboard banana boxes with the banana tray (206), developed by Euro Pool System. 'We tested the tray in Germany, and based on the results, the choice was clear,' says Stefan Lukes, Managing Director of International Purchasing for Fruits & Vegetables at Kaufland. 'The banana tray will now be introduced across all our stores in Germany, and we're planning additional trials in our Eastern European markets.'

Kaufland and Euro Pool System (EPS) have built a long-standing partnership in the fresh produce sector, which began around 20 years ago in Germany, Kaufland's home market. In 2016, EPS expanded its partnership with Kaufland to cover all international operations. The retailer now has around 1,550 stores, with roughly half in Germany and the rest spread across seven other countries – Poland, Czechia, Slovakia, Croatia, Moldova, Romania and Bulgaria – where EPS operates alongside Kaufland.

EPS's foldable trays contribute to Kauflands sustainability goals

'One of EPS's key advantages is that its foldable trays are fully compatible with our automated order-picking system,' explains Lukes. 'And EPS ensures consistent availability of trays across Europe.' Initially, only 30 percent of packing, shipping and presenting of fresh produce was standardised in EPS trays, but this has now grown to around 70 percent internationally. 'Using EPS trays plays a significant role in automation and is helping us to meet our targets for reducing greenhouse gas emissions,' Lukes adds.

The new banana tray is expected to further enhance these sustainability efforts, through less food waste. The tray protects bananas from damage, ensuring safe storage and transport while they ripe during transport. 'We're especially pleased that the tray allows for quick visual inspection of the bananas' condition,' Lukes continues. 'There's no longer a need to remove cardboard lids for checks and eliminating cardboard boxes also means less waste to manage in our stores. It's a clear win for our sustainability goals.'

Involving overseas growers and packers

Given that bananas are typically grown outside Europe, EPS also investigated involving overseas growers and packing stations. Lukes notes that this presents more complexity than working within Europe, where EPS service centres are readily available. 'Trials were conducted at banana farms and packing facilities abroad,' he says. 'EPS supported the suppliers during this process, and they reported that switching to the, for them new, packing method with a tray was smooth and problem-free.'

Looking beyond bananas, the way fresh produce is grown, handled, and sourced may shift due to climate change. This could also impact the EPS network, which is already expanding into new regions such as North Africa. 'We're happy with the current EPS network, but we're also exploring new production countries to maintain the supply and quality of our fresh produce,' Lukes explains. 'EPS is actively addressing these challenges by ensuring strong supply chains in emerging regions like Turkey and Morocco.'

ESRS S4	LOCATION IN THE VALUE CHAIN	TIME HORIZONS	BOUNDARY
	DOWNSTREAM	MEDIUM	EPS

Consumers and end users

Quality and safety of the trays is a material topic for EPS. As they are used to transport food items, our customers expect our trays to be of the highest quality and safety standards. By being compliant with all relevant standards and legislation, EPS is committed to creating a safe and reliable supply chain.

Customer relations are crucial to us, as EPS is the collaborative and sustainable partner for the retail industry. We map customer experience, satisfaction, demands and needs to continuously improve our partnerships.

Policy

As our reusable trays are one of the main load carriers throughout the food supply chain, food safety at EPS is one of our top priorities. The quality of our washing process is crucial. We validate any change within this process through rigorous protocols in collaboration with recognized partners, including Wageningen University, Groen Agro Control, and our detergent supplier.

Our process to safeguard consumer health is continuously monitored to ensure its effectiveness. Through stringent quality control measures and adherence to safety legislation and standards, we strive to uphold the highest standards of hygiene.

EPS has an extensive management system built on internationally recognised standards, including ISO 9001 for quality management and BRCGS Storage & Distribution (S&D) for food safety.

ISO 9001 ensures a strong quality management framework, driving continuous improvement and customer satisfaction. BRCGS provides a framework for managing product safety, quality, and legality, as well as operational quality and safety criteria. The Standard is specifically designed for logistics operations dealing with Food, Packaging, and Consumer Products.

Together, these standards reinforce EPS's commitment to quality, safety, and operational excellence throughout its value chain.

Actions

EPS frequently performs comprehensive analyses of the expectations of key stakeholders such as authorities, customers, service suppliers and employees. This analysis also considers compliance with relevant regulations, industry standards and contractual obligations.

Proactively engaging with stakeholders strengthens relationships, enhances transparency, and allows us to continuously improve our services, while maintaining the highest standards of quality and safety.

Customer service interactions are monitored daily, ensuring that every conversation contributes to a positive customer experience. By actively listening and responding to customer needs, EPS continuously strives to strengthen relationships and enhance service quality.

We evaluate and assess customer satisfaction, based on the number of complaints per delivery. Each complaint is thoroughly investigated by the relevant department, such as Customer Service or SHEQ (Safety, Health, Environment and Quality). This provides valuable insights where we can improve. Additionally, complaints are regularly reviewed to identify trends.

Results

To ensure safe and qualitative products, we conduct SHEQ audits at different locations on the relevant Safety, Quality and Environment standards. Non-conformities are classified by risk level, with corrective actions assigned specific timelines (for example, immediate action for health and food safety risks). Findings from audits are recorded in corrective action lists, including root cause analyses.

We have frequent internal audits and annual external audits. External audits are conducted by certified bodies. In 2024, we achieved a 100% pass rate in external audits. We maintained all our existing certifications and achieved the necessary renewals within the given timeframe. As part of our strategy to expand our management system certifications, we achieved a new ISO 9001 certification in Denmark, successfully expanding our management certifications to a new region.

We deem ensuring the safety of our consumers essential and take the responsibility as the collaborative sustainable partner for the fresh food supply chain seriously. It is in our DNA.

Governance

Living up to our own sustainability ambitions and those of our partners requires a robust governance framework. We organise and manage our processes and stakeholder engagement via a two-tier board model, checks and balances on ethical business conduct, and compliance with social and environmental regulations.

As such, we assure that our operations and environmental and social impact reflect our values and business ethics. To promote a circular economy in Europe, we actively lobby both on a political and a business level. Our governance framework mirrors our Code of Conduct which applies both internally and to all our stakeholders.

Business conduct is our material topic on governance for EPG.

Business conduct

ESRS G1	LOCATION IN THE VALUE CHAIN	TIME HORIZONS	BOUNDARY
	UPSTREAM, OPERATIONS	SHORT, MEDIUM, LONG	EPG

Our processes and policies are geared towards ensuring ethical business conduct and legal compliance. We have a Code of Conduct, a Competition Law policy, an Anti-Bribery policy and a Whistleblower policy that extends to third parties. In relationships with suppliers, we have a Supplier Code of Conduct and in 2024 we introduced a Procurement Policy.

Our strategy

Maintaining ethical standards and integrity are anchored in our business conduct and corporate culture. Across our operations, we have well-defined standards, processes and policies ensuring ethical practices, transparency and accountability. This is also mandatory for our suppliers who need to adhere to our supplier code of conduct. Our whistleblower policy offers our employees and third parties the opportunity to report any ethical issue or misconduct.

Code of Conduct

Euro Pool Group conducts its business in line with its corporate values. We deal with all our stakeholders with respect and integrity. Our Code of Conduct illustrates these values and provides the tools for enabling consistent, sustainable business decisions. It applies to all employees and officers of Euro Pool Group as well as to all people working for Euro Pool Group. The Code of Conduct covers all areas that affect our business: human rights and rights of employees, product and workers safety, environmental stewardship, and responsible business conduct.

Supplier Code of Conduct

In 2023 we implemented a Supplier Code of Conduct, which requires our suppliers and their subcontractors to comply with legislation. Suppliers need to respect human and workers' rights, ensure product- and occupational safety, and conduct their business with integrity, honesty, and transparency. They need to share our values regarding the importance of environmental sustainability.

Whistleblower policy

Euro Pool Group supports a culture where employees with concerns about a possible violation of our Code of Conduct can speak out. For this we have a whistleblower policy, which also applies to third parties like suppliers, service providers, contractors and sub-contractors and their respective employees. They all can raise concerns about legal compliance, public health and consumer protection, environmental damage, possible fraudulent or corrupt conduct or breaches of competition law.

Read our **Supplier Code of Conduct** here →

Prevention and detection of bribery and corruption

Preventing and detecting bribery and corruption is crucial to ensure fair competition, maintain trust, protect financial integrity, and avoid legal and reputational risks.
We structurally inform and train our employees on this topic.

In 2024, all EPG employees received a face-to-face training, informing them on what bribery entails, what laws apply and how it is sanctioned. Concrete examples and a Q&A provide additional information. The training was mandatory, and who could not join in person, could attend online.
This training session has also been recorded and is available on the compliance page on our intranet.

EPG has an Integrity Committee which monitors how the Code of Conduct and the whistleblower policy are implemented. It also assesses employee compliance, allegations and incidents related to corruption and bribery. The Integrity Committee – which consists of the CEO, CFO, Group HR Director and General Counsel & Company Secretary – reports yearly and discusses this with the Audit, Risk & Compliance Committee and the Supervisory Board. In case a member of the Integrity Committee would be involved in allegations, then this will be investigated by the Audit, Risk & Compliance Committee or the Supervisory Board.

Read more in our chapter on **ESG governance** on page **16**

Interview **Willemijn van Well**

'Compliance is of key importance for EPG'

'As General Counsel & Company Secretary, legal compliance is a key topic for me. In fact, it is an ongoing topic that structurally needs attention from management and involvement in all layers of our organisation.

Last year, we reviewed our compliance programme. Compliance issues can range from small or incidental cases, such as gifts and entertainment that can negatively compromise the company's position, up to large and impactful issues. Last year, in 2024, we provided several online and face-to-face trainings for all colleagues, from middle management level up to the management teams. These trainings covered topics like anti-bribery and competition law.

We train our own employees, people that work for our divisions, or for EPG. We also train managers of our own depots, who will then convey this information to the workers at these depots. For the depots not owned by EPG, employers are responsible for training their employees. Our Code of Conduct, to which our suppliers and contractors must adhere, requires this. Compliance is of key importance. Not only to our legal department, but for Euro Pool Group at large.'

"Integrity is the foundation of trust—within our company and beyond. At Euro Pool Group we uphold the highest ethical standards, fostering a workplace where transparency and accountability are valued. We stand by our promises, ensuring compliance with laws and our core values, always acting with integrity toward our employees, stakeholders, and community."

Lobbying and political engagement

Euro Pool Group is not politically engaged in any way. EPG is, however, founding member of the RPE (Reusable Packaging Europe), a lobby organisation for the pooling industry. Established in 2020, RPE actively engages in European and national dialogues concerning sustainability, particularly within the framework of the EU Green Deal and Packaging and Packaging Waste Regulation.

RPE conveys the benefits of reusable transport packaging to EU policymakers and fosters understanding of the pooling industry's operations. It plays a pivotal role in driving the development of a circular economy. In recent years, RPE made significant progress in promoting circular economy practices, emphasising waste reduction and the importance of reuse over recycling.

As an active member of RPE, Euro Pool Group remains committed to advancing the role of pooling models and reusable transport packaging in realising the vision of a circular economy.

For more information, visit **rpeurope.eu**

rpe
reusable packaging europe

Interview **Julie Guilbaud**

Leading the change for a sustainable future: RPE's story

In 2024, Europe took a giant step forward in its circular economy transition. The European Union's landmark Packaging and Packaging Waste Regulation (PPWR) became reality, setting the stage for a more sustainable future. For Reusable Packaging Europe (RPE), this was a defining moment—an opportunity to drive real change.

As a champion of sustainable packaging, RPE worked tirelessly to ensure pooling systems and ownership were recognised in EU law. This recognition wasn't just a legal milestone; it was a validation of the essential role reusable packaging plays in reducing waste and boosting efficiency. Through strategic partnerships and engagement, RPE became a trusted voice in shaping packaging regulations across Europe.

But the work doesn't stop there. Looking ahead to 2025, RPE is committed to building on this momentum. With new policies emerging, including the implementation of PPWR secondary legislation and the upcoming Circular Economy Act, RPE is focussed on making sure reusable packaging remains at the heart of European industry. The recently published 'Competitiveness Compass' reinforces this mission, showing the powerful link between sustainability and economic growth—a connection RPE is determined to strengthen.

By shaping policy, advocating for smart regulations, and leading conversations on circularity, RPE is helping Europe transition to a future where packaging isn't just waste—but a resource that drives competitiveness, resilience, and sustainability.

Structure and governance of Euro Pool Group

Management board

The Management Board of EPG consists of Gerjo Scheringa (CEO) and Ruud van der Steeg (CFO) and is responsible for the strategic direction and the operations of Euro Pool Group and its divisions.

Supervisory Board

The Supervisory Board supervises the Management Board to ensure effective management. The Chairman of the Supervisory Board is Franky Depickere. The Supervisory Board meets on a quarterly basis.

Audit, Risk & Compliance Committee

The Supervisory Board has installed an Audit, Risk & Compliance Committee, an internal committee that reports back to the Supervisory Board. The Audit, Risk & Compliance Committee reviews the annual financial reporting, the risk management and the compliance of the group and meets quarterly. The Chairman of the Audit, Risk & Compliance Committee is Christoph Kempkes.

Risk management is a critical function overseen by the Management Board, encompassing the design, implementation, and operation of our risk management and internal control system. In this system, the potential impact of strategic, operational, financial, and compliance risks are considered. Mitigation measures are implemented if necessary. The system is subject to annual evaluation, with further improvements identified and integrated each year.

Remuneration & Nomination Committee

The Remuneration & Nomination Committee reviews the remuneration policies for the Management Board and the Supervisory Board, along with their individual members. The Chairman of the Remuneration & Nomination Committee is Frankie Depickere. The committee meets twice a year. Its duties include preparing selection criteria and appointment procedures and periodically evaluating the scope and composition (including diversity) of the Management Board and the Supervisory Board.

Management of Euro Pool Group in 2024

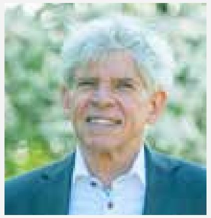
Gerjo Scheringa

Dutch (b. 1966, m)

Gerjo Scheringa was appointed as CEO of Euro Pool Group in August 2014, before this he was a member of the Supervisory Board of Euro Pool Group, starting from April 2012.

Before joining Euro Pool Group, Gerjo Scheringa was Managing Director at Zon Fruit & Vegetables in the Netherlands. Gerjo started his career at Friesland Campina and fulfilled several senior roles in the company in the Middle East, Africa and the Netherlands. Gerjo Scheringa serves as a Supervisory Board member of Selectiebedrijf Kooi B.V. (a family-owned company specialised in breeding of seed potatoes), before that he served on the Board of Fobek B.V.

Currently he is vice-chairman of Reusable Packaging Europe (RPE).



Ruud van der Steeg

Dutch (b. 1961, m)

Ruud van der Steeg was appointed as CFO of Euro Pool Group in April 2015.

Before joining Euro Pool Group, Ruud van der Steeg fulfilled CFO positions at amongst others ProRail (a.i.) and Oceanteam ASA. Prior to that he held the position of Vice President Finance of the Paper Division at Smurfit Kappa Group. Leading up to this role he fulfilled several senior positions with the same company. Ruud started his career at Royal Flora Holland.

Ruud served in the Supervisory Board of Ridder, a pioneer in greenhouse and farming technologies, and Dietal Lighting.

The Supervisory Board of Euro Pool Group in 2024

Name	**Franky Depickere**	**Christoph Kempkes**	**Philippe Appeltans**	**Thomas Schlich**	**Arthur Swijter**	**Filip Vanaken**	**Christian Weseloh**	**John Willems**
Function	Chairman	Vice-Chairman	Member	Member	Member	Member	Member	Member
Gender	Male	Male	Male	Male	Male	Male	Male	Male
Nationality	Belgian	German	Belgian	German	Dutch	Belgian	German	Dutch
Starting year	2011	2024	2019	2017	2023	2023	2014	2023

NOTES:
Prof. Klaus Lutz resigned as Chairman of the Supervisory Board as per April 2024.
Frank Depickere took over the Chairmanship as per April 2024.
Christoph Kempkes joined the Supervisory Board as Vice-Chairman as of April 2024.

External launch at Fruit Logistica in Berlin

Developments 2025

New division Stack&Track

At Euro Pool Group, we are committed to driving circularity in the supply chain. Our youngest division, Stack&Track, is a key enabler of this vision.
Its digital platform creates full visibility for circular packaging in the supply chain. After starting as an external innovation project three years ago, Stack&Track was officially launched at the end of 2024.

Stack&Track recognises trays and pallets from all players in the food supply chain. This makes full visibility possible.

Reusable packaging offers many benefits, but its full potential is often held back by persistent inefficiencies. Issues like excessive registration, cumbersome administration, counting errors, losses, and disputes can disrupt operations. Current tracking solutions tend to focus on isolated aspects of the supply chain, but fail to show the bigger picture.

Stack&Track provides a digital platform that connects all stakeholders in the supply chain. It enables retailers and other users of circular packaging to close their loops. They can register and monitor reusable transport items (RTIs) and food products throughout their journey—from producer to trader, distribution centre, retail store, and back.

By generating comprehensive data, the platform allows carbon emissions to be measured and helps reduce the overall footprint.

Stack&Track utilises AI scanning technology and recognition software, which is adaptable and quickly trained to recognise additional assets. It is tailored to optimise inbound, outbound, or integrated logistics.

By unlocking the full digital potential of supply chains, Stack&Track helps streamline the use of assets from EPS, LPR, and others, maximise RTI lifecycles, and reduce waste and emissions . This results in greater efficiency and supports sustainability goals – contributing to creating circular progress.

'All kinds of reusable transport items (RTI's) flow through the supply chain, not just trays from EPS and pallets from LPR. Only integrating data insights from EPS trays and LPR pallets would be suboptimal. Stack&Track recognises trays and pallets from all players in the food supply chain. This makes full visibility in the whole supply chain possible, allowing for seamless, digitalised logistics. Thus enabling longer shelf life of fresh items and reducing (food) waste.'

Niels de Goede
Managing Director Stack&Track

Outlook by the Sustainability team

At EPG, we continuously strengthen our sustainability initiatives, embedding them into our operations across divisions and our central office. Sustainability is embraced by all—not just our team.

2024 was a milestone year as we launched Climate FRESK trainings, engaging with teams throughout Europe to deepen our understanding of climate change and align on our strategy. These connections have energised and unified us, laying the foundation for driving our shared sustainability goals forward.

In 2025, we are taking our commitment further by empowering employees to create impact within their own functions. As sustainability remains central to EPG's strategy, we will also take the next step by submitting our Science Based Target Initiative (SBTi) targets, rigorously prepared over previous years. The SBTi is the leading international standard for carbon target-setting in line with the Paris Agreement, with over 10,700 companies already committed to set science-driven climate ambitions.

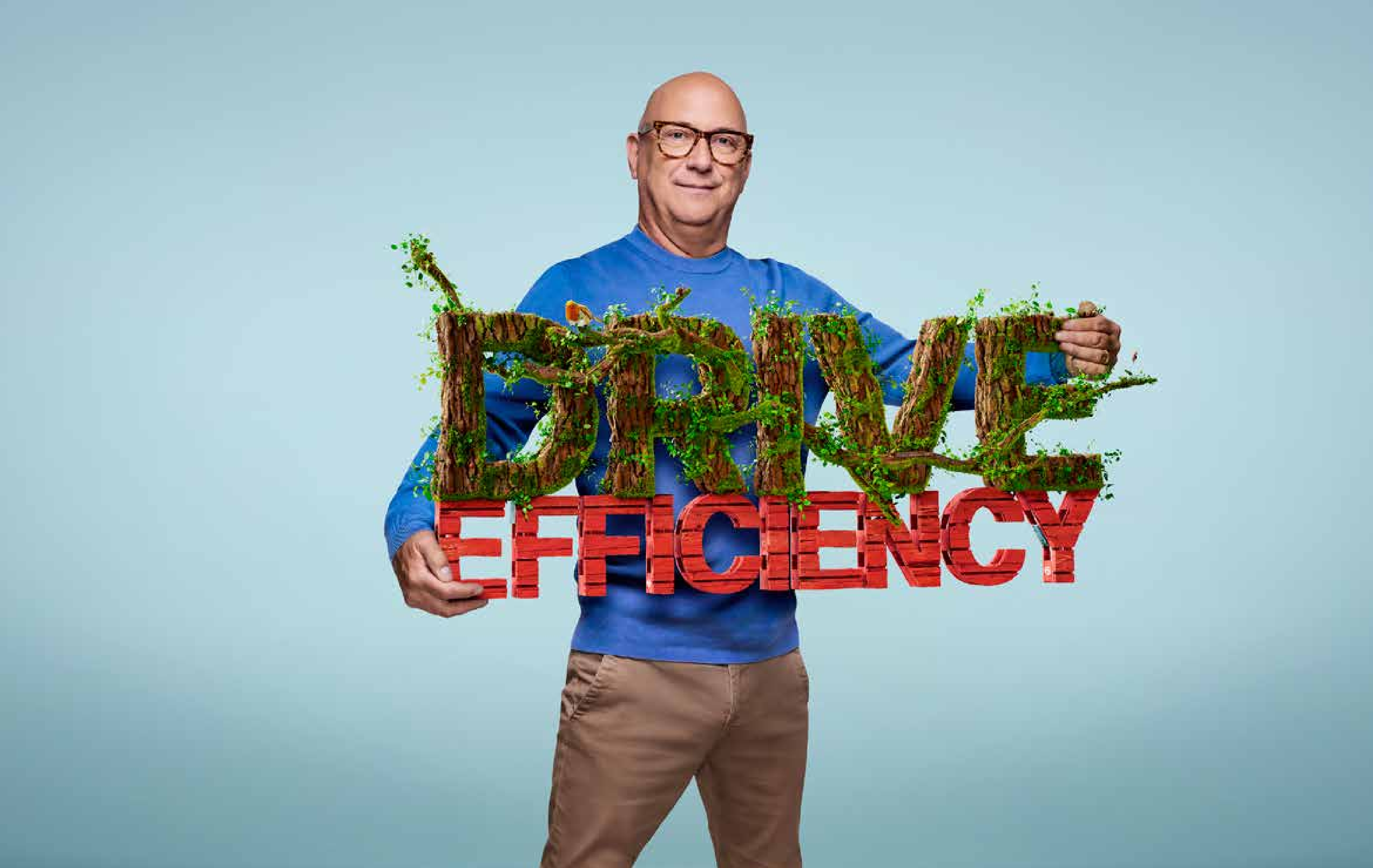
Additionally, we have the ambition to work towards Limited Assurance across all material ESRS topics developing a climate transition plan, risk assessments and expanding our social and environmental policies. While this will be an ongoing effort beyond next year, we have already achieved Limited Assurance for our carbon footprint (ESRS E1-E6) and water management (ESRS E3), reflecting our commitment to measurable impact.

I am proud of the progress EPG has made in building a more sustainable business within an inherently sustainable category. I look forward to continuing this momentum in the coming year.

Lisa Freudenthaler
Group Sustainability Manager

'Leading the process of setting SBTi targets was complex yet deeply rewarding. I am proud of our colleagues' dedication and the management board's bold vision for a more sustainable future.'

Joke Snoeijs SUSTAINABILITY SPECIALIST, EPG


DRIVE
EFFICIENCY


REUSABLE
SOLUTIONS

Appendix A.
Limited assurance report of the independent auditor on the sustainability information

To members of the Board of Directors of Euro Pool System International B.V.

Our conclusion

We have performed a limited assurance engagement on the selected sustainability KPIs ("sustainability information") included on pages 20, 21 (Including Appendix B), 26 and 27 of the Sustainability report 2024 of Euro Pool System International B.V. based in Rijswijk.

Based on our procedures performed and the assurance information obtained, nothing has come to our attention that causes us to believe that the selected sustainability KPIs does not present fairly, in all material respects:

- The policy with regard to sustainability matters.
- The business operations, events and achievements in that area in 2024.

In accordance with the applicable criteria as included in the 'Criteria' section of our report.

Basis for our conclusion

We have performed our limited assurance engagement on the sustainability information in accordance with Dutch law, including Dutch Standard 3000A 'Assurance-opdrachten anders dan opdrachten tot controle of beoordeling van historische financiële informatie (attest-opdrachten)' (Assurance engagements other than audits or review engagements of financial statements (attestation engagements), which is a specified Dutch Standard that is based on the International Standard on Assurance Engagements (ISAE) 3000 'Assurance engagements other than audits or reviews of historical financial information'. This engagement is aimed to obtain limited assurance. Our responsibilities under this standard are further described in the 'Our responsibilities for the assurance engagement on the sustainability information' section of our report.

We are independent of Euro Pool System International B.V. in accordance with the 'Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten' (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence). This includes that we do not perform any activities that could result in a conflict of interest with our independent assurance engagement. Furthermore, we have complied with the 'Verordening gedrags- en beroepsregels accountants' (VGBA, Dutch Code of Ethics for Professional Accountants).

We believe that the assurance evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Criteria

The reporting criteria applied for the preparation of the sustainability information are the European Sustainability Reporting Standards ("ESRS") E1-6 and ESRS E3.

The comparability of sustainability information between entities and over time may be affected by the absence of a uniform practice on which to draw, to evaluate and measure this information. This allows for the application of different, but acceptable, measurement techniques.

Consequently, the sustainability information needs to be read and understood together with the criteria applied.

Corresponding information not assured

The sustainability information for the year 2023, being the period ended December 31, 2023 (except for Greenhouse Gas ("GHG") emissions included in the table on page 20) and for the year 2017, being the period ended December 31, 2017, has not been part of an assurance engagement. Consequently, the corresponding sustainability information and thereto related disclosures for the year 2023, being the period ended December 31, 2023 (except for GHG emissions included in the table on page 20) and for the year 2017, being the period ended December 31, 2017, is not assured. Our conclusion is not modified in respect of this matter.

Limitations to the scope of our assurance engagement

The sustainability information includes prospective information such as ambitions, strategy, plans, expectations, and estimates. Prospective information relates to events and actions that have not yet occurred and may never occur. We do not provide any assurance on the assumptions and achievability of this prospective information.

Deloitte.

The references to external sources or websites in the sustainability information are not part of the sustainability information as included in the scope of our assurance engagement. We therefore do not provide assurance on this information.

Our conclusion is not modified in respect to these matters.

Responsibilities of the management board and the supervisory board for the sustainability information

The management board is responsible for the preparation and fair presentation of the sustainability information in accordance with the criteria as included in the 'Criteria' section, including the identification of stakeholders and the definition of material matters. The management board is also responsible for selecting and applying the criteria and for determining that these criteria are suitable for the legitimate information needs of stakeholders, considering applicable law and regulations related to reporting. The choices made by the management board regarding the scope of the sustainability information and the reporting policy are summarised in the chapters Climate Change (Including Appendix B) and Water of the sustainability report.

Furthermore, the management board is responsible for such internal control as it determines is necessary to enable the preparation of the sustainability information that is free from material misstatement, whether due to fraud or error.

The supervisory board is responsible for overseeing the sustainability reporting process of Euro Pool System International B.V.

Our responsibilities for the assurance engagement on the sustainability information

Our responsibility is to plan and perform the assurance engagement in a manner that allows us to obtain sufficient and appropriate assurance evidence for our conclusion.

Our assurance engagement is aimed to obtain a limited level of assurance to determine the plausibility of information. The procedures vary in nature and timing from, and are less in extent, than for a reasonable assurance engagement. The level of assurance obtained in a limited assurance engagement is therefore substantially less than the assurance that is obtained when a reasonable assurance engagement is performed.

We apply the applicable quality management requirements pursuant to the 'Nadere voorschriften kwaliteitsmanagement' (NV KM, regulations for quality management) and accordingly maintain a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and other relevant legal and regulatory requirements.

Our limited assurance engagement included among others:

- Performing an analysis of the external environment and obtaining an understanding of relevant sustainability themes and issues, and the characteristics of the company.
- Evaluating the appropriateness of the criteria applied, their consistent application and related disclosures in the sustainability information. This includes the evaluation of the company's materiality assessment and the reasonableness of estimates made by the management board.
- Obtaining through inquiries a general understanding of the internal control environment, the reporting processes, the information systems and the entity's risk assessment process relevant to the preparation of the sustainability information, without obtaining assurance information about the implementation or testing the operating effectiveness of controls.
- Identifying areas of the sustainability information where misleading or unbalanced information or a material misstatement, whether due to fraud or error, is likely to arise. Designing and performing further assurance procedures aimed at determining the plausibility of the sustainability information responsive to this risk analysis.

  These procedures consisted among others of:
  - obtaining inquiries from management at corporate and local level responsible for the sustainability strategy, policy and results;
  - obtaining inquiries from relevant staff responsible for providing the information for, carrying out internal procedures on, and consolidating the data in the sustainability information;
  - obtaining assurance evidence that the sustainability information reconciles with underlying records of the company;
  - reviewing, on a limited test basis, relevant internal and external documentation;
  - performing an analytical review of the data and trends.
- Reading the information in the sustainability report which is not included in the scope of our assurance engagement to identify material inconsistencies, if any, with the sustainability information.
- Considering the overall presentation and balanced content of the sustainability information.
- Considering whether the sustainability information as a whole, including the sustainability matters and disclosures, is clearly and adequately disclosed in accordance with applicable criteria.

We communicate with the Board of Directors regarding, among other matters, the planned scope and timing of the assurance engagement and significant findings that we identify during our assurance engagement.

Breda, June 10, 2025
Deloitte Accountants B.V.

M.D.M. Egter van Wissekerke
Engagement Partner

Appendix B.
Methodology for calculation of CO_2 footprint

Quality control

We ensure that appropriate procedures and controls are in place to report relevant, complete, consistent and accurate performance data, on all material topics. Following the requirements of the CSRD and related ESRS, EPG has started developing and implementing a control framework for reliable sustainability reporting (RSR), which will be further enhanced and expanded in the years ahead. The objective of the RSR framework is to safeguard the reliability of the sustainability information as disclosed in the ESG report and to ensure that the risk of material misstatements is reduced to an acceptable level. For this year, the RSR framework development focuses primarily on the reliability of a limited number of sustainability KPIs that are used to monitor the realization of EPG's ESG objectives. For subsequent years, the scope will be broadened to other sustainability KPIs.

Our total GHG emissions disaggregated by Scopes 1 and 2 and significant Scope 3*

		Retrospective 2017	2023	% 2024/ 2023	Milestones 2024
Scope 1 GHG emissions					
Gross Scope 1 GHG emissions ($ktCO_2eq$)		11	13	-23%	10
Scope 2 GHG emissions					
Gross location-based Scope 2 GHG emissions ($ktCO_2eq$)		17	12	-8%	11
Gross market-based Scope 2 GHG emissions ($ktCO_2eq$)		17	4	-25%	3
Significant scope 3 GHG emissions					
Total Gross indirect (Scope 3) GHG emissions ($ktCO_2eq$)		242	267	-4%	255
1	Purchased goods and services	90	111	-3%	108
2	Capital goods	0	0	0%	0
3	Fuel and energy-related Activities (not included in Scope 1 or Scope 2)	6	9	-56%	4
4	Upstream transportation and distribution	116	111	0%	111
5	Waste generated in operations[2]	12	21	-19%	17
6	Business travel	1	2	0%	2
7	Employee commuting	1	2	-50%	1
8	Upstream leased assets	0	0	0%	0
9	Downstream transportation[1]	16	11	9%	12
10	Processing of sold products	0	0	0%	0
11	Use of sold products	0	0	0%	0
12	End-of-life treatment of sold products[2]	0	0	0%	0
13	Downstream leased assets	0	0	0%	0
14	Franchises	0	0	0%	0
15	Investments	0	0	0%	0
Total GHG emissions					
Total GHG emissions (location-based) ($ktCO_2eq$)		**270**	**292**	**-5%**	**276**
Total GHG emissions (market-based) ($ktCO_2eq$)		**270**	**284**	**-6%**	**268**

* All emissions are expressed as CO_2-equivalent emissions which include all major GHG-gases: carbon dioxide (CO_2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6) and nitrogen trifluoride (NF3) expressed as Global Warming Potential in carbon dioxide equivalents.

[1] Downstream transportation figures (2017) have been adjusted in the baseline to align with changes in methodology to be comparable to 2023 and 2024.
[2] A reclass has occurred during 2024 from category End-of-Life to Waste in own operations.

Changes in preparation versus prior periods

In 2024, EPG continued to improve the accuracy of its emissions measurement by implementing the following main changes:

- Based on a carrier survey, the average truck load has been changed to 24T (EPS) / 25T (LPR) from 29,2T in previous years.
- Based on sample testing, EPS has quantified the impact of waste flows at depots. The sample outcome led to a very wide impact range (between 0,2 and 4 kton CO_2) depending on the method of waste processing. Due to the limited impact and uncertainty, no emissions have been included in the 2024 footprint.
- EPS furthermore improved its transport measurements with regards to distance accuracy. Due to the significant impact, EPS has restated the 2023 transport downstream figures to enhance comparability. Downstream transportation figures have also been adjusted in the 2017 baseline to align with changes in methodology to be comparable to 2023 and 2024.
- LPR improved its waste measurement by applying country-specific data. And biomass/biofuel have been added as energy sources for pallet heat treatment and drying.

Scope 1 & 2

EPG aims to reduce gas usage by switching to electricity and heat pumps and using 100% green energy and LED lightning in its premises. The majority of our scope 1 and 2 depot energy consumption is based on E-Sight data measurements.
For offices, energy consumption is based on square metres or square footage (market-based). A breakdown of the market vs location-based impact can be found in the table with outcomes on page 20 about Climate Change. In case no measurements are available, estimations are used, for instance for refrigerants. Emission factors per country (grid average) are used, unless the depots or offices procure green electricity. In case emissions factors were not available, we have used industry or proxy averages. In case depots are considered to be scope 3, EPG requests evidence and confirmations from landlords or depot operators regarding the use of green energy (otherwise the grid average is applied).

A minor part of scope 1 and 2 emissions relates to the fuel usage by company lease cars. Measured data are provided by the lease car vendors. To further reduce this impact, EPG started some years ago to move towards leasing more carbon friendly cars.

Scope 3

Purchased Goods & Services

The Purchased Goods & Services (PG&S) category mainly consists of emissions attributable to the production of new trays (for EPS) and/or new pallets (for LPR).

- For tray production, the emissions are calculated by multiplying the total weight of trays produced, by the emission factor for virgin HDPE plastic granulate. EPS has been recycling trays taken out of circulation for many years. To close the loop, the granulate from such trays that have reached the end of their life cycle, is used in the production of new trays. The percentage of recycled material used to produce a new tray, is then multiplied by the emission factor for recycled material. Besides recycling, EPG motivates tray producers to switch to green energy to further reduce emissions. Each year EPG adjusts the carbon calculation by updating the green energy usage per tray producer. This reduces emissions generated by tray production as the energy consumption is multiplied by the (reduced green energy) emission factor per producer.
- For injection moulding, energy consumption is multiplied by the emission factor per producer. In this factor, the share of green electricity usage per producer is taken into account.
- For pallet production the emissions are calculated by multiplying the total number of pallets bought and in production at the manufacturer (IES and IEC) in a year, by the total emission factor per pallet type (wood or plastic) as derived from the FCBA calculator using the relevant inputs.
- Emissions related to the strapping of trays are included in the PG&S-category.
- Emissions related to the reconditioning and waste are included in the PG&S-category for LPR.

The number of newly produced trays can vary significantly over time, depending on the business growth of the EPS division. For every retailer who starts using the pooling system with our trays, EPS starts to pre-produce trays. It can often take up to a year before these additional volumes reach the expected number of rotations. These impacts can cause fluctuations in EPG's footprint development.

A minor part of the PG&S category relates to other support expenses which are multiplied by an emission intensity factor (kg CO_2e/€) as given by ADEME. The same factor applies to both EPS and LPR. The third party-operated depots – especially at LPR – also contribute to the scope 3 footprint. This mainly concerns the emissions related to pallet repairs and wood waste generated in the depots. At EPS, these emissions mostly relate to energy consumption for tray washing at external depots.

Fuel & Energy related activities

The Fuel-and-Energy category mainly consists of the emissions related to producing, delivering and using the fuel responsible for the scope 1 and 2 emissions (primarily consumed in the depots and offices). This includes the amount of fuel needed to produce fuels (natural gas and fuel oil) and electricity (including the transmissions and distribution [T&D] losses).

Transportation & distribution upstream and downstream

Transport is done by road, rail and water. The following categories apply for transport:

1. Customer out: EPG deliver trays/pallets from depot to customers, or customers picking up trays at a depot.
2. Customer in: EPG picks up trays/pallets at customer or return and collection by customers.
3. Regrouping: inter-depot transport.
4. Direct services: transport related to exchange between customers.

EPG's road transport emissions are based on a distance approach (km) and for the other modalities (rail and water) a weight-distance method (tonne-kilometres) is applied. For rail and water, the distance is calculated, if possible. Otherwise, the distance between coordinates (countries) is applied. Both divisions of EPG use industry specific, best-in-class distance calculation software tools of well-known vendors.

EPG is aware of the additional scope 3 emissions that come with empty returns and that those are relevant for EPG. At this point in time, EPG does not have the input and data to come to a reasonable estimate of the share of empty returns and as such EPG is currently investigating the matter and has the aim to include it in 2025.

EPS upstream transportation*: for road transport the total distance is multiplied by the applicable emission factor, using the relevant methodology guidance of DEFRA. To estimate the emissions of the other modalities (rail and water), key inputs are the total weight of trays, the average distance travelled per tray and the respective emission factor per modality type.

EPS downstream transportation and distribution*: in this category the carbon footprint is calculated based on a distance approach (for road transport) and a weight-over-distance method for the other modalities. Distance is calculated by grouping customers, linking the groups to EPS depots and determining the average distance per group to the depot. The distance is then applied to all individual customers in that group.

LPR upstream and downstream transportation and distribution: carbon footprint calculations are based on automated calculations using data from LPR's transport management system (SAP Transport Management), where kilometres driven and the loading rate are relevant variables. When the majority of transport is done by road, the transport is classified as road even if there is a water crossing. To estimate the emissions of the other modalities (rail and water), key inputs are the total weight of pallets, the average distance travelled per pallet and the respective emission factor per modality type. The emission factors applied are based on using the relevant methodology guidance of DEFRA.

For road transport EPG is – if possible – increasingly switching to the use of biofuel to further reduce emissions. Currently EPG applies an average estimation of 3% of biofuel usage for all EPS road trips and 17% of all local LPR road trips, based on input provided by the transporters. Currently the majority of EPG transport is done by road. Nevertheless, EPG also tries to optimise emissions by opting for more carbon friendly modalities (rail/water) if possible.

Waste in own operations

Compared to 2023 the End-of-Life emissions have been reclassified per 2024 (and retrospectively) to the Waste in own operations category. The Waste category mainly consists of the impact of lost (or slow moving) trays and lost & destroyed pallets.

- **Trays**: the number of lost trays is calculated by taking a percentage of lost trays from the number of trays in circulation. The emissions are then calculated by multiplying the number of lost trays (at standard weights) by the average plastic per tray, taking into account the emission factor of landfilled plastic.
- **Pallets**: the number of lost and destroyed pallets is registered in the finance systems. Sources for this can be losses at customers after stock counts, destroyed pallets from inventory audits, etc. This quantity is then multiplied by the specific emissions per pallet (taking into account the specific pallet weight) depending on the different assumed end-of-life scenario's (e.g. landfill, material recovery). The lost pallets' share for recycling, landfill and share of incineration is derived from the Life Cycle Assessment.

For both EPS and LPR, a new Life Cycle Assessment will be done in 2025.

Business travel & employee commuting

Other scope 3 emissions mainly relate to business travel, employee commuting and capital goods:

- **Business travel**: the total amount spent for airline tickets is divided by the Revenue Passenger Kilometre (RPKM) factor to estimate the total distance travelled by plane. The GHG emissions of flight travel are calculated by multiplying the total kilometres travelled by the flight emission factor (CO_2eq / passenger km).
- **Employee commute**: per division the number of FTE, the average distance and means of transport, and the number of days in the office are used for calculating the emissions from commute.
- **Capital goods**: emissions from capital goods are related to the square metres of office space and the number of office equipment (laptops, printers, etc) which are multiplied by an emission intensity factor.

* The carbon footprint in this category is calculated differently for road and the other modalities (rail, ship (short sea) and ship (deep sea). Road transport is calculated on a distance approach (km), the other modalities on a weight-over-distance method (ton-kilometer).

Appendix C.
Double materiality

Our approach

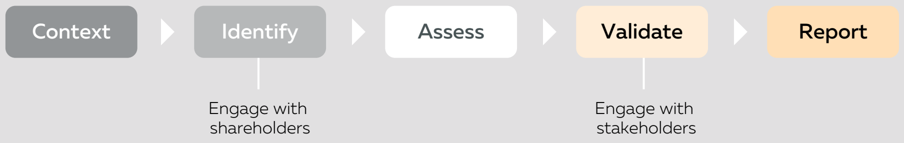
In line with the CSRD requirements, the double materiality assessment has been prepared in consideration with the ESRS.

Key changes compared to our previous materiality assessment conducted in 2017:

- Adopting the “double materiality” principle, we now evaluate both impact materiality and financial materiality.
- We expanded the scope of sustainability impact, covering a wider range of topics and at a more detailed level compared to the previous assessment.
- The assessment now includes potential, actual, positive, and negative material impacts, risks, and opportunities (IRO’s) across our operations, upstream and downstream value chain.
- We now assess double materiality with a quantitative scoring system utilising the CSRD prescribed variables.
- We intensified the stakeholder engagement by involving more internal experts from both divisions and conducting in-depth interview with external stakeholders.

In 2023, we assembled an internal project team which comprised of experts from both divisions. We have conducted the assessment in five steps:

1. Context: In the first step we mapped our **value creation** and **stakeholders**. This is the foundation of the process and provided valuable insights for stakeholder engagement and the inputs, activities, and outputs of both divisions.
2. Identify: Next, we developed a **longlist** of potential IRO’s. This list was based on desk research and the material (sub) topics in application requirement 16 of the CSRD. The potential impacts, risks, and opportunities (IRO’s) were listed and for each topic definitions were created that described its relationship with our business model and value chain from both an impact and a financial perspective. As a part of this step, interviews were conducted with a sector organisation and a shareholder to validate the longlist and provide insights on our IRO’s.
3. Assess: During two interactive workshops with internal experts from both divisions, the topics were rated and assessed with the **CSRD prescribed variables**, including their place in the value chain and time-horizons. To prepare for the assessment, an internal survey was distributed among stakeholders to collect input on the IRO’s. Based on both the survey results and desk research findings, the topics deemed least relevant for Euro Pool Group were omitted from further evaluation.
4. Validate: With the results of the workshops, a **threshold** was determined, and a shortlist was developed. This **shortlist** was validated by **external stakeholders** in interviews with customers, shareholders, and a supplier. Their perspective helped to ensure there were no blind spots and provided valuable insights for implementation and collaboration. In a strategic workshop with our Senior Management Team the shortlist and external stakeholder perspectives were presented and validated.
5. Report: As a final step, the process, methodology, stakeholder engagement and results were carefully documented in an elaborate **audit trail** document. The argumentation and justification of our material and non-material topics is included here.



Outcome

In total, we identified 16 material subtopics which are aggregated into 8 topics. For reporting purposes, the subtopics have been aggregated per ESRS topic. The outcome of the analysis is illustrated in our double materiality matrix on page 12. In addition, Table ‘Outcomes’ on page 13 provides more in-depth information on our material topics, including a topic definition and a link to the Sustainable Development Goals (SDG’s). As part of the process, we identified that 2 topics focused on a specific division of EPG, resulting in the division specific topics as below:

- E3 Water for EPS
- E4 Biodiversity and ecosystems for LPR

In the beginning of 2025, we updated our double materiality analysis. S4, consumers and end-users, is deemed material for EPS, based on its direct impact on food safety through our trays. In the update, LPR is deemed out of scope for this topic, as it has no direct impact on food safety. Therefore, LPR is not included in the scope of this topic.

Through our double materiality analysis, we have gained valuable insights into our impact, risks and opportunities. Moving forward, we remain committed to leveraging these insights to drive positive change, foster stakeholder engagement, and create long-term value.


SUPPLY CHAIN
OPTIMALISATION

Colophon

Text
Schuttelaar & Partners

Design elements
Schuttelaar & Partners and Lisa Kroes

Design
Friends & Foes

Images
The following images are used by courtesy of Unsplash:
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About the report
This report covers Euro Pool System International BV, based in Rijswijk and known as Euro Pool Group. Euro Pool Group published this sustainability report to inform all its stakeholders about the new developments and challenges when it comes to ESG for Euro Pool Group. The data collection is led by the Group Sustainability Manager in collaboration with an internal project group, with different roles, such as HR, Operations, and Communication. The CEO and CFO have reviewed the report.

Reporting period of 1 January 2024 to 31 December 2024.
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EURO POOL GROUP