

**SUSTAINABILITY
REPORT
2022**

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ABOUT THIS REPORT

As a family-run global company, we at Storopack take sustainability seriously and therefore attach great importance to maintaining and improving quality of life for future generations. Sustainability encompasses many dimensions. This report exclusively explains Storopack's activities with regard to environmental, economic, and social sustainability.

INFORMATION ABOUT THE REPORT

This sustainability report covers activities relating to the fiscal year from January 1 to December 31, 2022. The focus here is on non-financial reporting.

We have based our approach to sustainability reporting on the Global Reporting Initiative (GRI), aiming to enable all our stakeholders to gain access to standardized, comparable, and consistent information about environment, social, and governance factors related to our business.

However, as we are at the beginning of our sustainability reporting journey, we do not currently have complete data to publish for all GRI disclosures that relate to Storopack's business. We are currently implementing procedures and tools to ensure that we can gather the required data. We are committed to report further data in our future sustainability reports.

This report has independently been reviewed. The aim of the review was to ensure that the report presents Storopack's performance and activities in a clear and transparent manner. It was not part of the review to verify the accuracy of the data presented in the report or to perform an official audit of the content.

The integrity of the statements, the listing of objectives, and the clarity of how the activities contribute to the organization's progress in achieving the objectives have been examined. It also has been analyzed whether these statements are clear and understandable and whether they are transparent about the company's efforts and performance.

The review was carried out by the consultant Nexio Projects. Nexio Projects is an international consultancy firm helping organizations reach their sustainability ambitions. Through an incremental approach, the team of engineers, environmental scientists and consultants helps organizations to understand where they are and where they need to go. They offer EcoVadis support as well as climate and ESG strategy and reporting.



DEAR READER,

Our mission "Perfect Protective Packaging" is also a top priority in terms of sustainability because every product that is damaged in transit consumes unnecessary resources through new production and additional transportation. Our aim is to offer the perfect protective packaging in several dimensions. It must provide optimum protection for our customers' products and be the most sustainable solution for the application. To ensure this, the customer's product, the packaging material, the ergonomics at the packing station, the journey of the product and the disposal of the packaging material, to name just a few of the relevant parameters, must be taken into consideration.

In 2022, more than 35% of the products we manufactured in-house were made from renewable or recycled materials. We will increase this proportion to over 50% by 2025.

In the following Sustainability Report 2022, we explain our measures and activities, which we have already implemented and will continue to expand.

Best regards,

A handwritten signature in blue ink that reads "H. Reichenecker".

Hermann Reichenecker,
CEO, Storopack

“In 2022, more than 35% of the products we manufactured in-house were made from renewable or recycled materials. We will increase this proportion to over 50% by 2025.”

**HERMANN REICHENECKER,
CEO, STOROPACK**

WHO IS STOROPACK

We are an internationally family-run business specializing in protective packaging and technical molded parts. Tradition and innovation are equally important to us. Since the founding of our company, we have been working closely with our customers to meet their needs in the best possible way. We develop the right packaging solutions for a wide range of industries and advise our customers individually on how to optimize their packaging process.

▶ **Video We are Storopack:**
www.storopack.com/we-are-storopack

INTRODUCTION TO OUR MISSION

Storopack was founded in 1874 as a family business and has been trading as Storopack Hans Reichenecker GmbH, based in Metzingen, Germany, since 1959. Our aim is to provide customers innovative solutions by responding to their needs in the best possible way and offering added value. This enables us to continuously improve the productivity of our customers' protective packaging processes. We live this every day in our mission "Perfect Protective Packaging".

TWO DIVISIONS

Storopack is organized into two divisions:
Molding and Packaging.

The Molding Division manufactures tailor-made protective packaging and molded parts, which are used in several industries such as construction and automotive. These are two of our four key segments. Furthermore, we offer temperature-controlled packaging e.g. for the pharmaceutical industry. The fourth key segment we focus on is food and non-food packaging.

The Packaging Division offers flexible protective packaging in the form of air cushions, loose fill as well as paper and foam padding. The comprehensive analysis of existing packaging processes in terms of speed and flexibility as well as the ergonomics and efficiency of the packing station is also part of equipping our customers to meet their needs. Whether integrating packing stations or complete packaging lines, manual, semi-automated or fully automated packaging systems: our application engineers are continuously developing the protective packaging processes to always offer customers an optimum solution.

1874 Founded as a tannery

1959

Storopack Hans Reichenecker GmbH + Co. is founded; Production of packing household products made from Styropor®

CLOSE PROXIMITY TO CUSTOMERS WORLDWIDE

With certified production facilities and locations worldwide, Storopack has a decentralized organization and is always close to its customers. Worldwide, 2,310 employees work at 72 locations in 18 countries. Our products are available in more than 60 countries. In 2022, we had global revenues of € 612 million.

72 locations

612 million Euros in revenue

2,310 employees



CERTIFIED PLANTS

	2021	2022
Percentage of ISO140001 certified plants	13%	13%
Percentage of ISO50001 certified plants	25%	25%

VISION & GUIDELINES

Values and standards are key to a company's success, providing guidance on how to interact with employees, customers, and business partners and thus creating the foundation for exceptional collaboration. As a global, family-run company, we're aware of our social and economic responsibility, which we actively help shape.

In a global, company-wide process, we have together developed our guiding principles in the Storopack Vision & Guidelines, which form the foundation of our activities and define what Storopack as a company, employer, and business partner represents.



More about Storopack's Vision & Guidelines:
www.storopack.com/company/vision-guidelines

I. OUR BUSINESS

Our areas of core competence lie in first-class packaging solutions and molded parts.

II. SATISFIED CUSTOMERS ARE THE BASIS OF OUR SUCCESS

Our livelihood is derived through our customers.

III. INNOVATION IS FOCUSED ON OUR CORE BUSINESS

Together with our customers and suppliers we develop and supply innovative solutions.

IV. SUPPLIERS CAN BECOME PARTNERS

Good suppliers can become strategic partners, a key component of our success.

V. BUILDING MARKETS WORLDWIDE

We are close to our customers and understand their needs.

VI. EMPLOYEES ARE THE KEY TO SUCCESS

Motivated employees, our most valuable asset.

VII. EXECUTIVE MANAGERS SET THE EXAMPLE

The additional responsibilities of our executive managers are defined and must be implemented.

VIII. FAMILY-OWNED COMPANY WITH VALUES

Storopack is a living example of the strengths of a family-owned company.

OUR SUSTAINABILITY APPROACH

Sustainability is a multifaceted concept that addresses environmental, economic, and social concerns, all rooted in the shared principle of ensuring that the well-being of future generations equals or surpasses our own. At Storopack, our overarching objective is to satisfy today's needs without compromising the prospects of tomorrow.

DEAR READER,

At Storopack, we are already thinking about tomorrow today. Our aim is to ensure the preservation of our environment for our children and future generations through conscious actions. As Head of Sustainability at Storopack Group, I feel honored to be able to support this process, proud of the achievements we have made so far, and excited for what the future holds. Sustainability is not a new concept for our company. We have been involved in the development of more sustainable products for many years and see this as part of our corporate identity. For us, sustainability is not just a trend, but an integral part of how we do business and create value for our customers and stakeholders. We want to continuously reduce the environmental footprint of our packaging solutions and improve the right packaging at the right place where it is needed. Our perfect protective packaging is intended to support and not to harm. That is why we work on our design and manufacturing innovation to help to move towards a more sustainable future.

For example, we already have products in our range that are made from up to 100% recycled raw materials or post-consumer waste. You can find out more about this in the "Our Solutions" Chapter of this report.

We are on track to manufacture at least 50% of the products we produce ourselves from recycled or renewable raw materials by 2025. The results so far are very promising and we have a clear plan to build on this momentum and continue to push the boundaries of what is possible in sustainable packaging. Since our last report, we have made progress in defining the

targets and KPIs that we will evaluate to maintain our focus and ensure that we meet – and in many cases exceed - future needs, regulations, and customer expectations. Our basis for this is to make decisions based on facts and communicate them as transparently as possible ensuring that we always avoid greenwashing.

As we continue to make practical progress, our approach to sustainability is becoming more embedded across the whole business. We know that ecological and social sustainability go hand in hand. With this in mind, we launched the Corporate Social Responsibility (CSR) project in the course of 2022. We are structuring a suitable approach for Storopack, as we have already done for the ecological aspect of sustainability. Our own central Corporate Sustainability department will coordinate sustainability activities and support ongoing projects in all relevant areas. Furthermore the department will impart knowledge, support the development of sustainable products, and represent Storopack in organizations such as the Alliance to End Plastic Waste (AEPW). You can find out more about these and initiatives and the organizations that we are part of in the "Our Community" Chapter.

Best regards,



Charles Poisson,
Head of Sustainability, Storopack



“We have been involved in the development of more sustainable products for many years and see this as part of our corporate identity. For us, sustainability is not just a trend, but an integral part of how we do business and create value for our customers and shareholders.”

**CHARLES POISSON,
HEAD OF SUSTAINABILITY,
STOROPACK**



3 FOCUS AREAS

Our sustainability approach comprises three areas that are highlighted in this report.



OUR SOLUTIONS

This Chapter deals with our solutions. In it, we present our philosophy, which we aim to observe and try to implement in the development of every new product. This philosophy comprises the 4Rs. They stand for Reduce, Reuse, Recycle and Renew. We underpin this philosophy with solutions from our portfolio and provide examples of how these are used by customers on site.



OUR EMPLOYEES AND OUR ORGANIZATION

In this Chapter , we look at our employees and our organization. We take a closer look at what it means for us to be a family-run company. We present our main initiatives and cooperations. Additionally, examples of interesting career paths illustrate how individuals develop within the organization and grow with the company through their dedicated participation.



OUR COMMUNITY

The Chapter, "Our Community", focuses on the importance of community and social responsibility. It highlights our cooperation with external initiatives, which we support not only financially but also actively on site, such as beach clean-up campaigns by the Big Blue Ocean Cleanup organization. We also address charity campaigns and internal projects relating to our commitment to close the recycling loop, a trustworthy supply chain and data security.

OUR CARBON REDUCTION PROGRAM

In 2021, we launched the carbon reduction program for Storopack to further reduce greenhouse gases (GHG). The aim is to determine the current status of our greenhouse gas emissions and reduce these along the entire value chain. We also want to play our part in achieving the climate protection targets.

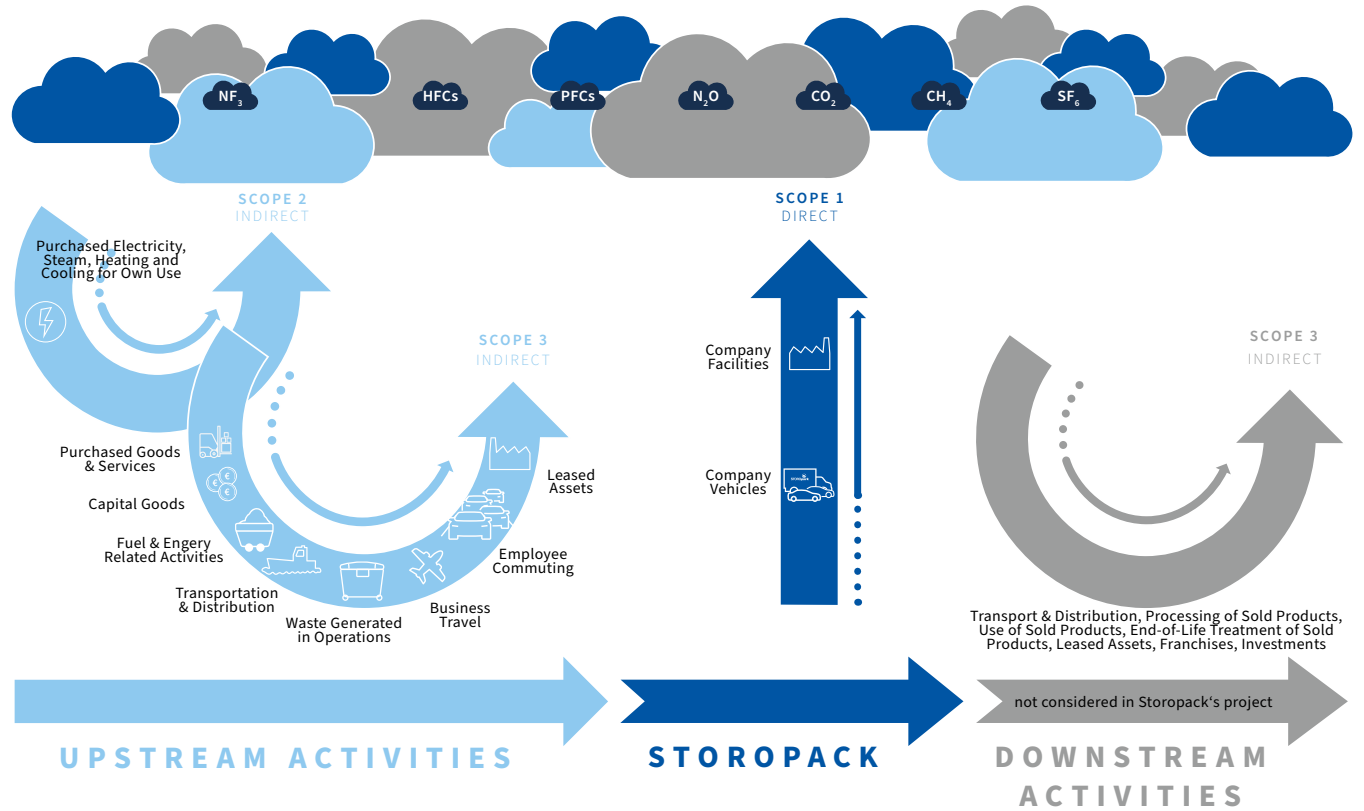
We are focusing on our Scope 1, 2, and 3 GHG emissions, which refer to the various steps in our value chain:

Scope 1 emissions cover our direct greenhouse gas emissions, which are those that originate from sources owned or controlled by Storopack, such as our on-site manufacturing processes and combustion of fossil fuels. Scope 1 includes emissions from manufacturing equipment and our fleet of vehicles.

Scope 2 emissions are classed as indirect emissions: these result from the generation of the energy that we purchase, including electricity and heat, such as emissions from the energy used to power our machinery and facilities.

Lastly, Scope 3 emissions encompass indirect emissions from the entire value chain of the company, extending beyond our direct activities and operations.

For Storopack, our Scope 3 emissions cover our life cycle up to the exit gate of Storopack, including raw materials, components, buildings, transportation, and waste generation in our operations.



For the first important step of data collection and compilation, we worked together with the company EVEA, a team of specialist sustainability consultants, to develop our approach. This included not only Storopack's entire product portfolio, but also all our sites. The aim is to understand what emissions are generated where and how they affect our global environmental footprint. The figures that we were able to identify and measure through this project are published in this report for the first time.

From this basis, we are in a position to develop a long-term sustainability strategy to underpin this with concrete measures and ultimately achieve the targets. The measures and initiatives are described below and will be developed even further in our next sustainability report.

ENERGY USE, WATER USE AND GHG EMISSIONS

GRI-Code		2021	2022
	Percentage of energy consumption derived from renewable sources	12%	15%
305-1	Total Scope 1 GHG emissions in metric tons CO _{2e}	35 317	34 218
305-2	Total Scope 2 GHG emissions in metric tons CO _{2e}	20 520	19 052
305-3	Total Scope 3 upstream GHG emissions in metric tons CO _{2e}	249 403	240 364
	Percentage of total workforce who have completed annual training on environmental awareness	16%	14%

THE 4RS AS A PHILOSOPHY AT STOROPACK

Since the publication of our first sustainability report in 2020, we have further developed our sustainability principle from the "3 Pillars for More Sustainability" and covered it in a guideline based around the 4Rs. The 4Rs now form our foundation for continuous development towards a consistent circular economy and are considered for every product we develop.



The 4Rs form our foundation for continuous development towards a consistent circular economy.

THE 4RS STAND FOR

Reduce:

Products that fulfill this approach are developed and produced in such a way that they limit the consumption of natural resources to a minimum.

Reuse:

Products that fall into this category can be used several times for the same purpose.

Recycle:

Defines products that can be recycled after use. In addition, waste from end consumers or industry is used to replace new raw materials with recycled materials and thus conserve resources.

Renew:

Products that meet this R are made from compostable or renewable raw materials such as paper, starch or bio-based plastic.

The background of the entire page is a photograph of two hands, one from the left and one from the right, reaching towards each other. The fingers are just inches apart, creating a sense of tension and hope. The background is a soft, out-of-focus bokeh of warm, golden light, suggesting sunlight filtering through trees. The overall mood is positive and forward-looking.

SUMMARY AND OUTLOOK

We have decided to introduce an approach to avoid our emissions as far as possible. We have therefore analyzed and selected several projects that focus on reducing emissions and protecting biodiversity. When selecting projects, our focus was clearly on the objective of sustainability and not on price.

We are currently in the process of finalizing one of these projects, in which we will plant trees and support climate projects for two sustainable product types.

CLEAR TARGETS

Another part of this project is to define reduction targets for emissions and implement them in the future.

We continue to work on the ongoing implementation of our CSR project. We are currently developing a structure and defining key figures to identify important topics. In addition, we want to set targets for the key figures and implement specific actions to continuously improve and ultimately achieve the targets we have set.

A current example of this is the implementation of the Supply Chain Protection Act. Our purchasing department is working on a system to evaluate suppliers.

In addition, the carbon reduction program will also be covered by the CSR project in future.

OUR SOLUTIONS

For us, variety means providing the right protection for every product, because different goods require flexible and, above all, precisely fitting protective materials. We strive to produce the perfect protection for products. We offer this to our customers with flexible, temperature-controlled or customized protective packaging. In doing so, we always follow our philosophy of developing the best solution according to the 4Rs in a transparent way.

INTRODUCTION TO OUR SOLUTIONS AND THE 4RS

Thanks to the optimized use of packaging materials, we ensure that goods arrive safely at the end customer.

Because one thing is certain: every product that is damaged during transport consumes resources unnecessarily.

In addition, we have been developing technical molded parts specifically to customer requirements for decades. These offer users a wide range of properties and numerous application options. They provide excellent insulation, reliably absorb shocks, and at the same time are extremely lightweight and malleable.

We offer not only our products but also our expertise as a service. We advise our customers on finding the optimum protective packaging, ergonomic workflows at the packing table or automating entire packaging processes. Based on customer requirements, we jointly develop a customized solution for a maximally efficient packaging process. In this way, we bring the productivity of our customers' packaging process to a new level as quickly as possible.

OUR GOAL

Both of Storopack's divisions pursue the same goal in terms of sustainability. In 2022, we have produced 37% of our own manufactured products from renewable or recycled materials. We have already introduced several successful solutions on our way to the 2025 sustainability target, where we want to increase the use of raw materials made from recycled or renewable materials to 50%.

Whether it is new product launches, product improvements or process improvements, the basis is always our 4Rs.

MATERIALS AND WASTE

GRI-Code		2021	2022
301-1, 301-2	Percentage of recycled or renewable* materials used in products	34%	37%

*excluding virgin paper

OUR TARGET FOR 2025
USING AT LEAST
50%
**RAW MATERIALS
 MADE FROM RECYCLED OR
 RENEWABLE RESOURCES**

REDUCE MEANS USING MATERIALS AS MUCH AS NECESSARY AND AS LITTLE AS POSSIBLE.

REDUCE

By "Reduce" we mean product development using as little material as possible in the production process. In addition, we advise our customers individually and offer them environmentally friendly solutions suited to their needs. In doing so, we make sure that only as much protective packaging as necessary is used, aiming for as little as possible.

EcoDesign (Life Cycle Assessment Tool)

For this purpose, we use our EcoDesign analysis tool. EcoDesign is a life cycle assessment tool that evaluates the environmental impact of all our solutions throughout their life cycle. This assessment takes into account all phases, from the extraction of raw materials, through production and use, to disposal or recycling (cradle to grave). Life cycle assessment is a valuable tool for decision-making and sustainability analysis. It helps identify opportunities to reduce a product's environmental impact and improve its overall sustainability. The result of the analysis is a graph that compares products characteristics across a range of important indicators, so we can choose more sustainable options.

MAIN INDICATORS



CLIMATE CHANGE

This refers to the emissions of greenhouse gases in the air and their effects.



OZONE FORMATION

This refers to air pollution caused by emissions (discharges of air pollutants) that occurs under specific meteorological conditions.



MARINE EUTROPHICATION

This refers to the increase in the nutrient content of water bodies, which is usually associated with detrimental consequences for the ecology of water bodies and their usability by humans.



WATER CONSUMPTION

This refers to the amount of water we need directly and indirectly to manufacture our products.



ABIOTIC DEPLETION

This refers to the decay and finite nature of fossil resources.



FOSSIL RESOURCES

This refers to the fossil resources required to transport and manufacture our products.



PARTICULATE MATTER

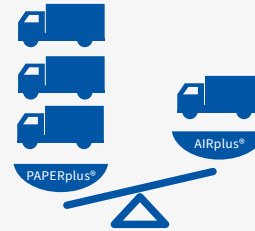
This refers to the particulate matter formed primarily and secondarily and the resulting pollution in the air.

Examples for how the EcoDesign analysis tool is used can be found on the next page.

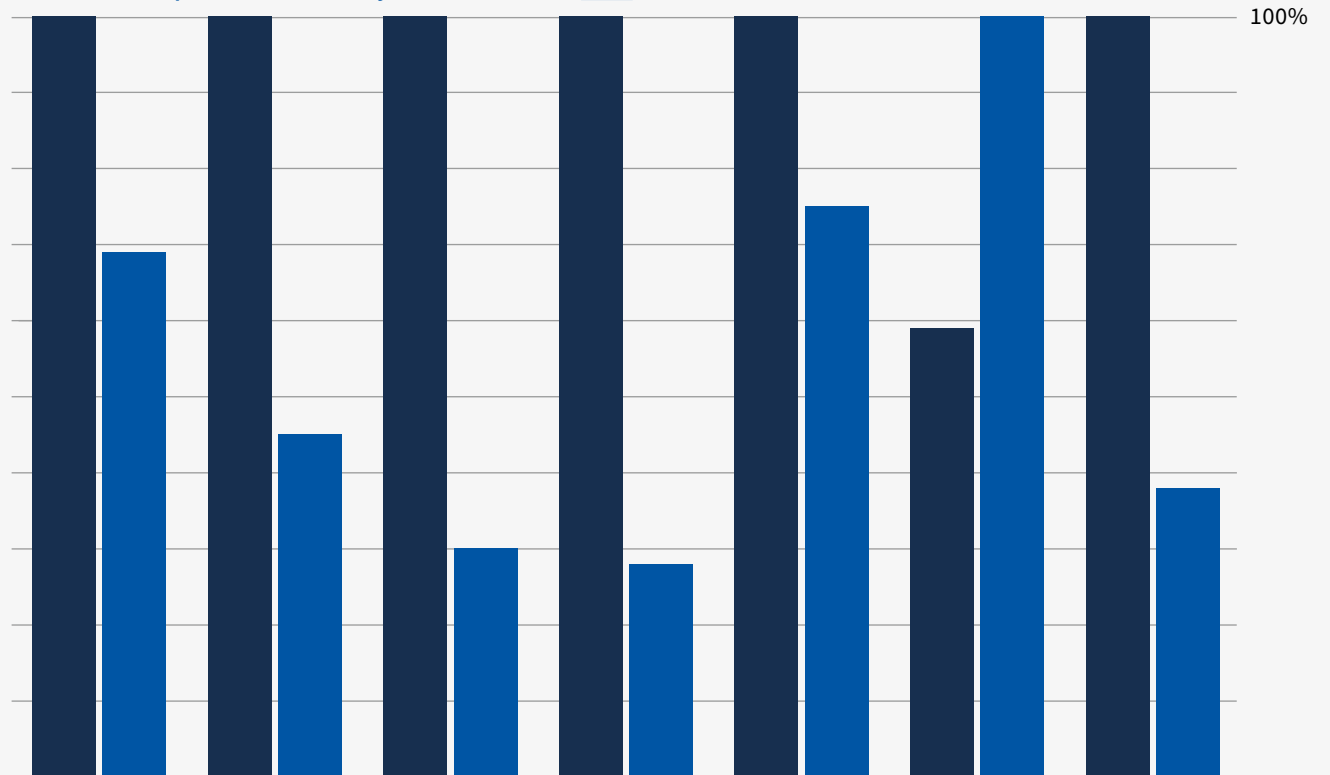


PAPERplus® Papillon vs. AIRplus® 100% Recycled

The graph illustrates the comparison between the use of air cushions and paper cushions in terms of environmental impact and disposal/end-of-life per order. Due to the different characteristics of the two products, three times more paper padding is needed than air cushioning to pack the same amount of boxes. This is because air cushions consist of 99% air and only 1% film. In addition to that, plastic weighs little which saves resources during transport. Overall, the chart makes it clear that the environmental impact of packaging materials depends heavily on the quantity required for an order. A differentiated approach is therefore crucial in order to choose the most environmentally sustainable option according to specific needs. Actually, most of the time our air cushions have a better environmental footprint than paper cushions.



1 ORDER PAPERplus® Papillon vs. 1 ORDER AIRplus® 100% Recycled



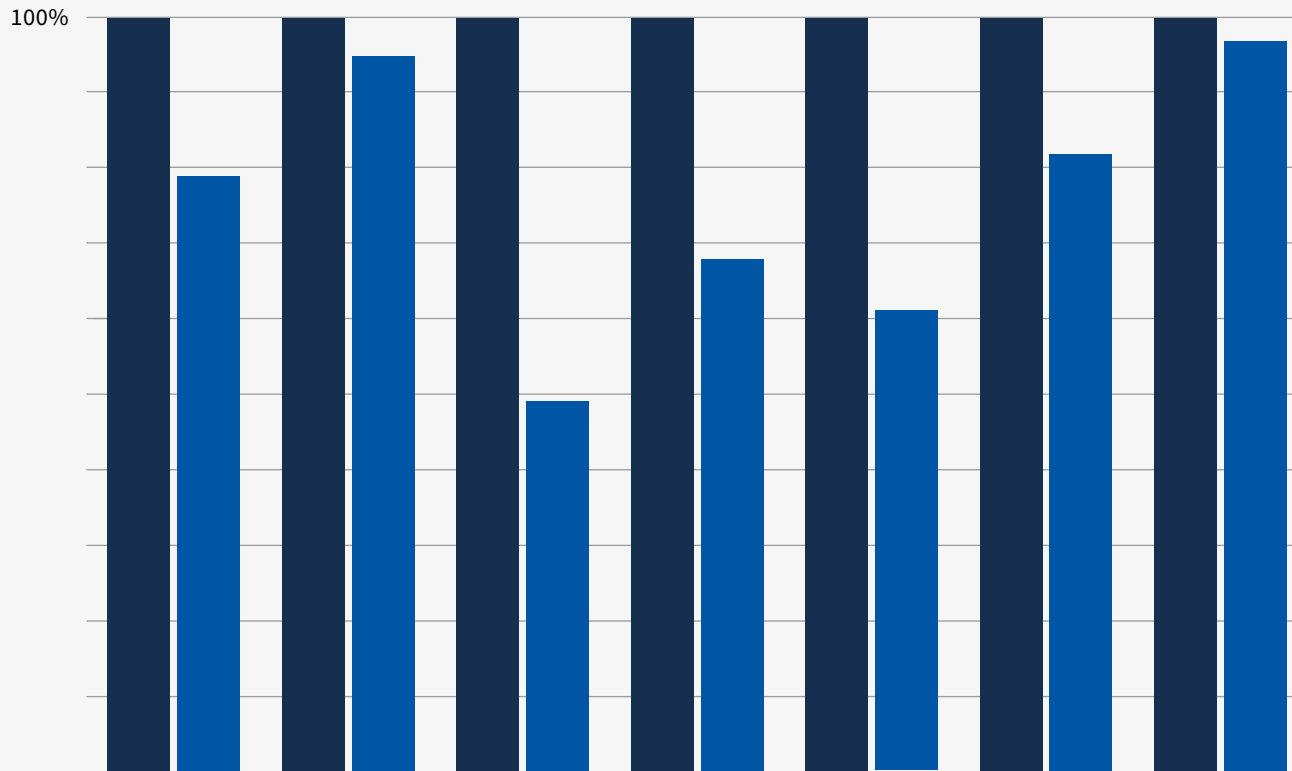
- PAPERplus® Papillon
- AIRplus® 100% Recycled





EPS PRODUCT VS. 100% rEPS PRODUCT

This graph shows the Life Cycle Assessment for an rEPS product compared to an EPS product.



■ EPS Product
■ rEPS Product

RESULT rEPS

reduces
CO₂e by*

21%

the consumption of
fossil resources by

32%

water consumption by

51%

STOROPACK'S PRODUCTS IN LINE WITH REDUCE

AUTO.MINIMIZE

- ▶ Reduces parcel dimensions (height) automatically by measuring the size and filling level of the box and by cutting the edges
- ▶ Cost-saving due to reduced shipping costs thanks to compact boxes that take up less space
- ▶ It enables carriers to ship more boxes per truck and thus reduces carbon emissions which results in a greener transport



REUSE MEANS EXTENDING A PRODUCT'S LIFESPAN AND FUNCTIONALITY.

By "Reuse" we aim to provide smart solutions that can be used multiple times for the same purpose. Reusing packaging material is an environmentally friendly practice that helps reduce waste and conserve resources. This is already common practice in our temperature-controlled packaging solutions. Reusing packaging materials not only helps conserve resources and reduce waste, but can also save money by reducing the need for consumers to purchase new packaging materials.

Many of our products are reusable. Paper pads, for example, can be reused to ship other products or even for storage. We also offer products that are specifically designed for multiple reuse. After all, it would be too resource-intensive and expensive to purchase them each time.

These include the products on the following page.

REUSE

EXAMPLES OF STOROPACK'S REUSABLE PRODUCTS

CL-SYSTEM

- ▶ The CL-System offers reliability in the area of temperature-sensitive medical transportation such as cytostatic chemotherapeutic agents, infusion treatments or medical samples.
- ▶ The robust EPP boxes can typically be used repeatedly, well over 200 times
- ▶ Repeated use reduces costs and conserves resources
- ▶ Keeps the optimal temperature range thanks to PCM accumulators and one pack-out for all seasons
- ▶ The CL-System is qualified based on AFNOR NF S99-700



Reusing packaging material is an environmentally friendly practice that helps reduce waste and conserve resources.

LOOSE FILL

- ▶ Our loose fill fills voids, effectively blocks and braces products inside the carton, and is exceptionally resistant to shocks and heavy pressure
- ▶ Customers can choose between loose fill made from temperature and water-resistance EPS and from fully home and garden compostable plant starch
- ▶ Most of our loose fill products are recyclable, antistatic, pourable, and therefore ideal for automated packaging lines

INSULATING BOXES

- ▶ Ideal for products that need to be stored and transported within a certain temperature range, such as those in the pharmaceutical and food industries
- ▶ We offer thermoboxes made from EPS (Styropor®), EPP, and Neopor®

DUNNAGES FOR THE AUTOMOTIVE INDUSTRY

- ▶ Made from EPP for the automotive industry
- ▶ The EPP components are robust, highly resilient, and lightweight
- ▶ Our wide range of applications includes, for example, fenders, side impact panels and absorbers, headrests, seat inserts, toolboxes for the trunk, and many others



RECYCLING MEANS USING RAW MATERIALS AS EFFICIENTLY AND SUSTAINABLY AS POSSIBLE.

Our goal is to close the recycling loop. We pursue this firstly by constantly increasing the use of recycled raw materials in our products and secondly by ensuring that all products can be recycled after use. In this way, we constantly reduce the proportion of virgin raw materials in our products.

We strive that this can be up to 100% with many of the products in our portfolio.

RECYCLE

EXAMPLES OF STOROPACK'S RECYCLABLE PRODUCTS

FOAMplus® 5504R

- ▶ Packaging foam made in part from polyol, a raw material derived from recycled polyurethane
- ▶ Polyurethane waste and residues from industry or consumers are processed in recycling plants for the production of polyol
- ▶ FOAMplus® 5504R has similar properties to the raw material and can be processed into high-quality protective packaging
- ▶ Weighs only 4.2 kilograms per cubic meter
- ▶ Suitable for lightweight packaged goods and reliably fills cavities



We constantly increase the use of recycled raw materials in our products.

AIRplus® Recycled

- ▶ We offer air cushions with 30, 50 or 100% recycled content
- ▶ We were the first manufacturer to produce a bubble film consisting of 100% recycled material, both from post-industrial and post-consumer waste
- ▶ Air cushions made of 100% recycled material offer the same excellent properties as air cushions made of virgin raw material
- ▶ Compared to using virgin materials, throughout the production process AIRplus® 100% Recycled achieves up to a 30% reduction of greenhouse gases emissions and fossil resources are conserved
- ▶ The air pillows are also recyclable and can be added to the recycling loop again and again

PELASPAN®

- ▶ The loose fill is recyclable and reusable
- ▶ Manufactured from 100 % recycled material
- ▶ Highly resistant to temperature fluctuations, germs, and water

PAPERplus® RECYCLING PAPER

- ▶ Consists of 100 percent recycled paper or cardboard
- ▶ Can be fully recycled
- ▶ Reliably protects products thanks to the same packaging properties as virgin kraft paper



EXAMPLES OF STOROPACK'S RECYCLABLE PRODUCTS

Styropor® Cycled™

- ▶ As a long-standing customer of BASF, Storopack was selected to test the new chemically recycled raw material Styropor® Cycled in the production of EPS packaging during a pilot phase of the ChemCycling project.
- ▶ The innovative ChemCycling™ (CCycled) process makes it possible to recycle mixed or contaminated plastics
- ▶ The resulting plastic, Styropor® Cycled™, boasts the same outstanding packaging and insulating properties as conventional EPS
- ▶ Styropor® Cycled™ products are eco-loop certified which is a proof that they contribute to the circular economy by using plastic waste in the production process



rEPS

- ▶ We have a fully integrated solution from collection to bead production which is a unique storopack technology
- ▶ rEPS consists of at least 95% recycled EPS/PS from post-consumer and post-industrial waste
- ▶ new protective packaging can be produced with up to 100% of this material
- ▶ rEPS is an attractive solution for companies that want to ship their goods precisely and securely, while at the same time attaching importance to sustainability
- ▶ rEPS retains the packaging properties of conventional EPS and is therefore ideal as transport packaging for sensitive products that require customized product protection

rEPS - CASE STUDY

CUSTOMER

DAAN TECHNOLOGIES



The first product of Daan Technologies, a company based in France, is Bob - a portable mini dishwasher. In developing Bob, the main focus was on sustainability: the machine saves water and half of it is made of recycled materials. The developers also did not want to compromise on the environmental compatibility of the protective packaging. Previously, when shipping the mini dishwasher to customers, the company had the problem of repeated transport damage. In order to reduce the quality failure rate, Daan Technologies decided to look for an alternative protective packaging to the honeycomb cardboard previously used. The choice of a suitable solution depended on two main criteria: The protective packaging must reliably protect Bobs from a drop height of 1.30 meters and be made of sustainable material. The successful teamwork between Daan Technologies and Storopack finally resulted in an environmentally friendly and robust protective packaging made of our recycled EPS (rEPS for short). With rEPS, a material made from 98% percent recycled material, the innovative company remains true to its values. Since the use of the rEPS protective packaging, there has been no shipping damage whatsoever. This means that the product speaks for itself.

RENEW MEANS USING MATERIALS CREATED BY NATURE.

With "Renew", we are focusing on the use of compostable and renewable raw materials in the manufacture of our protective packaging. Our product development experts are therefore increasingly focusing on more non-petrol-based environmentally friendly and renewable materials for our products. This means that the materials used can be returned to the ecosystem through composting without leaving any residue. Our goal is to use bio-based raw materials where suitable, to conserve resources, while offering our customers the same excellent packaging properties they are used to from products made from conventional raw materials.

RENEW

EXAMPLES OF STOROPACK'S RENEWABLE PRODUCTS

AIRplus® Bio Home Compostable

- ▶ The film is home and garden compostable and certified by TÜV Austria
- ▶ Complete decomposition in private or industrial composting plants to natural, non-toxic resources
- ▶ It is partially made from renewable resources and reduces the amount of plastic waste
- ▶ Significantly shorter life span (one year on compost) compared to plastics made from non-compostable resources
- ▶ Biomass is harmless to plants and worms

PAPERplus® Classic Grass

- ▶ Consists of grass fiber and recycled paper
- ▶ Can be fully composted or recycled
- ▶ Grass is a renewable resource and saves much of the water and energy needed to process wood fibers during standard paper production
- ▶ Features, for certain applications, the same excellent protective properties as other Storopack papers



PAPERplus® and PAPERbubble® PAPER PADS

- ▶ Made from renewable raw materials
- ▶ Storopack does not use coated paper
- ▶ Disposal via existing recycling cycles helps to reduce the use of primary raw materials

PELASPAN® Bio

- ▶ Consists mainly of plant starch
- ▶ Compostable and certified according to DIN EN 13432 (Europe) and ASTM D6400 (USA)
- ▶ Home and garden compostable and certified according to NF T51-800 in Germany, France, Spain, and the UK
- ▶ Water soluble
- ▶ Low dust, antistatic, and abrasion resistant

RENATURE Thermo

- ▶ Made entirely from renewable raw materials
- ▶ The paper wrapper can be easily disposed of as recycled paper
- ▶ The starch filling material can be disposed of via compost or organic waste

PAD LOC® RENATURE®

- ▶ Made from compostable film and plant-based cushioning material
- ▶ Provides optimal blocking and bracing with superior shock absorption
- ▶ The cushioning pads can be reused several times





PAPERplus® Classic Grass - CASE STUDY

CUSTOMER: EATON

Eaton is an energy management company dedicated to improving quality of life and environment by providing energy-efficient solutions. Eaton ships filter units and electrical equipment to customers in more than 175 countries. The company was founded in 1911 and employs nearly 100,000 people.

The company not only aims to help other businesses use energy more efficiently and operate more sustainably but Eaton is also committed to reducing the environmental impact of its own operations. While it previously used our traditional PAPERplus® paper, it now needed a more sustainable packaging material. To fulfill its vision to improve the environment, Eaton switched to PAPERplus® Classic Grass. PAPERplus® Classic Grass is made from both grass fiber and recycled paper and has excellent protective properties as other Storopack paper grades. In addition, grass is a renewable resource and requires less water and energy to produce than wood fiber - making it ideal for Eaton's goals and products.

RENATURE® - CASE STUDY

CUSTOMER: REPLACEMENTS, LTD.

The US company Replacements, Ltd. specializes in the sale of delicate products – needless to say, they require a reliable protective packaging solution. This is why Replacements uses Storopack's RENATURE® loose fill to protect its packages. It is integrated into the company's logistics via silos and packing stations. The main challenge of this integration was to increase the daily throughput hence increasing the capacities of the packaging logistics activities of Replacements, Ltd..

To reach the goal of improving the capacity the department has been equipped with two additional silos, 12 new dosing containers, and 24 additional drops. The volume of the silos was increased by nearly 13,000 cubic feet, which equals 370 cubic meters.

Replacements also sets great store by biodegradable packaging chips: "Replacements is committed to protecting our environment and sustainability, which is why we would opt for RENATURE® time and time again," says Anthony Caviness. The loose fill is entirely biodegradable and water-soluble, does not leave any residue behind, and guarantees reliable protection for fragile shipping goods – such as Replacements' products.



PAD LOC® Renature® - CASE STUDY

CUSTOMER: HAMMOND'S CANDIES

Hammond's Candies in Denver, Colorado, is known for candy like candy canes. Storopack's Downey location helped them use sustainable protective packaging like PAD LOC® RENATURE® cushioning pads to safely ship their fragile candies.

PAD LOC® RENATURE® cushioning pads are sustainable protective packaging made from compostable film, air and plant-based cushioning material. They conform perfectly to the shape of the candy and prevent movement in the package. A compression system removes the air from cushioning pads which reduces the mobility of candy canes during transportation and significantly minimizes damage. By switching to the compostable solution, Hammond's Candies was not only able to meet their sustainability goals, but also move to a more efficient and cost-effective packaging process. In addition, this measure reduced damage in transit.

SUMMARY AND OUTLOOK

- ▶ EACH OF OUR PROTECTIVE PACKAGING SOLUTIONS ARE DESIGNED ACCORDING TO AT LEAST ONE OF OUR 4RS: REDUCE, REUSE, RECYCLE AND RENEW
- ▶ EVERY PRODUCT THAT IS DAMAGED DURING TRANSPORT CONSUMES RESOURCES UNNECESSARILY – OUR PROTECTIVE PACKAGING HELPS TO CONSERVE RESOURCES
- ▶ IN ADDITION TO CONVENTIONAL MATERIALS, CUSTOMERS CAN ALSO CHOOSE FROM SUSTAINABLE RAW MATERIALS
- ▶ THE PHILOSOPHY OF THE 4RS IS ALSO EMBODIED IN OUR SUSTAINABILITY GOAL FOR 2025: AT LEAST HALF OF OUR PRODUCTS PRODUCED IN-HOUSE WILL BE MADE FROM RECYCLED OR RENEWABLE RAW MATERIALS
- ▶ WE ALREADY OFFER UNIQUE SOLUTIONS THAT ARE MADE FROM 100% RECYCLED MATERIAL.
- ▶ IN ADDITION, WE ARE INCREASINGLY RELYING ON SUITABLE ENVIRONMENTALLY COMPATIBLE AND RENEWABLE MATERIALS

The solutions are successfully used in practice by our customers, as several case studies in this Chapter demonstrate. Our customers are satisfied on the one hand because sustainable solutions are used and on the other hand because transport damage has been minimized and productivity at the packing table has been increased.

In the future, we plan to continuously improve in product development in order to reach our 2025 target. We are already working on new product solutions from renewable raw materials. This involves starch from food that is normally no longer processed because it represents food waste.

Similarly, we are working on a long-term sustainability strategy at corporate level to create a future-proof and sustainable company. To this end, we want to focus on how we can measure and reduce the emissions of our products and support climate projects.



OUR PEOPLE AND OUR ORGANIZATION

We are aware that challenging and supporting our employees is crucial to Storopack's long-term success. We reconcile the two and make them our greatest support, because only satisfied employees are good employees. Those who work at Storopack identify with the company and its goals. Our employees are characterized by their commitment, initiative, and flexibility.



STOROPACK AS AN EMPLOYER

THE BENEFIT OF FAMILY MANAGEMENT

Storopack employees benefit from the strengths of our family-run company which include, in particular, a flat organizational structure, fast decision-making processes, personal contact with decision makers, and a good working atmosphere. Family management spanning several generations has contributed to long-term success and healthy growth at Storopack, and offers secure jobs.

INTERNATIONAL STRENGTH

Our two divisions, Molding and Packaging, are internationally focussed. Global presence provides our employees with varied tasks as well as new and interesting opportunities for making contact with employees at other Storopack locations worldwide.

EXTENSIVE PRODUCT PORTFOLIO

As an innovative company, Storopack is well positioned in the market with its customized and flexible protective packaging and technical molded parts. To build on this, we guarantee variety and thematic diversity with our broad product portfolio. We find the right solution for all needs and thus create added value for our customers. Our aim is to become ever more sustainable and innovative in order to be well positioned for the future.

TRAINING: ATTRACTIVE OPPORTUNITIES

Storopack provides its employees with the tools they need to develop on a personal level, expand their strengths, and attain new knowledge and skills.

FREEDOM TO ORGANIZE YOUR WORKDAY

At Storopack you're given the freedom you require to carry out your work efficiently and with the necessary level of creativity. We make every effort to find the right solution for each employee, for instance with flexible working models for balancing family life and your career wherever possible.

GOOD WORKING ATMOSPHERE

Friendly colleagues, mutual respect and appreciation all contribute to the good working atmosphere at Storopack, which is not only evident in the ongoing teamwork, but can also be seen at employee events held at various company locations.

SOCIAL COMMITMENT

Commitment to social issues and giving back to the community are simply a matter of course for us as an internationally successful family-run company. Therefore, we support social institutions around the world and set great store by providing valuable social benefits for our employees.

LONG-TERM TRAINING & STUDIES AT STOROPACK

We are actively committed to promoting young talent by taking on a large number of trainees and students at various locations in Germany every year. Our commitment to training not only has a positive impact on the individual development of young people, but also makes a significant contribution to counteracting the omnipresent shortage of skilled labor in Germany.

For us, the continuous recruitment of trainees and students is not only an obligation to society, but also a strategic decision to secure our own need for qualified specialists in the long term. Through targeted training, we lay the foundations for a high-quality and future-orientated workforce. Our training programs are designed to teach junior staff not only technical skills, but also social skills. We focus on practical insights into various areas of the company and promote independent action. Through targeted training, we not only contribute to the development of skilled labour in Germany, but also strengthen the competitiveness of our company. The diversity of our locations enables us to take regional characteristics into account and at the same time contribute to the qualification of young people throughout Germany.

TRAINING

	2021	2022
Long- term* Trainees	17	11
Long- term* Students	7	5

*Duration ranges from two to three years



Storopack's trainees and students at the trainee meeting.

"We want to support our junior staff in making contacts within the company and gaining new experiences."

**SANDRA MANCO,
TEAM LEAD HR RECRUITING
& LABOR LAW,
STOROPACK**

In September 2022, the traditional "trainee meeting" took place again in Metzingen after a break due to the coronavirus. For the 13th time in total, 16 trainees and students from Storopack's German sites came together to get to know each other and the company better. The motto of the two-day event was "Teamwork for sustainable success". The program included presentations of the sites by the participants, a tour of the Metzingen site and content on SCIP (Storopack Continuous Improvement Process). The meeting was rounded off with a workshop on social media. As usual, the trainees organized the event themselves, this time led by an organizational team from Metzingen. "The trainee meeting has become a tradition," says Sandra Manco, Human Resources in Metzingen. "We want to support our junior staff in making contacts within the company and gaining new experiences."

COOPERATIONS

CAREERS IN FAMILY BUSINESSES

Storopack is a partner company of the Entrepreneurs Club's "Careers in Family Business" initiative, which aims to inform specialists and managers about the career environment in the family business category.

The "Karriere im Familienunternehmen" seal is carried and used by the partner companies of "Karriere im Familienunternehmen" in their online and offline communication. These family businesses and their decision-makers are personally known to the initiators, usually from many years of co-operation.

By using the seal, the partner companies contribute to the overarching mission of raising awareness of family businesses as attractive employers among today's and tomorrow's top performers and publicising their specific characteristics as employers. It thus serves as a recognition mark and orientation aid for our target groups.

PROMOTING FAMILY BUSINESSES



SUPPORTING STUDENTS



Currently four academic/vocational degree students work at Storopack in Germany

STOROPACK AS A COOPERATION PARTNER OF THE DHBW

With over 28,000 students and around 9,000 cooperating companies and social institutions nationwide, the Baden-Wuerttemberg Cooperative State University DHBW is now one of the largest universities in the state of Baden-Württemberg (Germany), where Storopack is also headquartered. Storopack has been cooperating with the DHBW since 1982 in the study programs Business Administration-Digital Business Management, Industrial Engineering, and Mechanical Engineering.

As a dual partner, we can work with the DHBW to provide university graduates with qualifications tailored to our requirements in just three years. The dual study system, which has been tried and tested for more than 40 years, combines first-class teaching quality with maximum practical relevance. By integrating theoretical and practical content, students at the DHBW are taught a high level of practical and social skills in addition to specialised and methodological knowledge and are thus optimally prepared for their career entry.

Since the partnership with the DHBW, Storopack has already produced 55 successful graduates.



COOPERATIONS

“WISSENSFABRIK” (KNOWLEDGE FACTORY)

The "Wissensfabrik - Unternehmen für Deutschland e.V." is an initiative of companies and foundations committed to the education of children and young people as well as entrepreneurship in Germany. The nationwide network of German businesses has more than 130 members from all sectors and of all sizes. The aim is to promote exchange between business, educational institutions, and science in order to strengthen Germany's innovative capacity. In around 2,900 educational partnerships, the non-profit association based in Ludwigshafen is committed to knowledge transfer and skills development in science, technology, and economic thinking and action. One focus is on educational projects for kindergartens and elementary school, which are developed together with scientific partners. The Knowledge Factory is a particularly effective organization: it has been awarded the Phineo Wirkt seal of approval for its KiTec technology project.


The Knowledge Factory is a non-profit organization that is primarily financed by donations and sponsorship. As a member, Storopack makes an annual financial contribution and supports by running projects within partnering schools.

Wissensfabrik 
Mehr Wissen. Mehr Können. Mehr Zukunft.



EDUCATING CHILDREN

Storopack has maintained educational partnerships with 40 elementary school around the Metzingen, Mainleus, Vechta, and Wildau sites since 2006. In addition to science projects, technology and business are also passed on to the schools with the Knowledge Factory's lighthouse projects, enabling teachers to make their lessons more interesting and clearer.

 **More information about the Knowledge Factory:**
www.wissensfabrik.de

Kids at the Rulamanschule in Grabenstettem, Germany participated in the "KiTec – Kinder entdecken Technik" project.



The project manager responsible for the Knowledge Factory at Storopack is Olivera Haas. She is exclusively responsible for the organisation and implementation of various projects in connection with the Knowledge Factory.



EMPLOYEES AT STOROPACK

Some of Storopack employees have been with the company for many years with many of them celebrating 30, 40 or even 50 years of employment. With the following examples, we show what makes working at Storopack special and why our employees enjoy coming here every day.

40 YEARS AT STOROPACK:

"THAT SAYS A LOT!"

Andrea Kuder was the first academic/vocational degree student at Storopack in Metzingen in 1982. Even after graduating with a degree in business administration specializing in industry in 1985, she embarked on new paths at Storopack: at her first PC workstation in Metzingen, she was responsible for IT projects, including programming for controlling and raw materials planning. From 1987 onwards, her areas of responsibility were international industrial insurance and raw materials planning, where she was involved in the introduction of SAP in the early 1990s. Today she works in Corporate Services and manages international industrial insurance.

DILIGENCE AND CONSISTENCY

Interest, diligence, discipline, and commitment have always played an important role in Andrea Kuder's career at Storopack: "Because I was the first dual student, the company and I first had to learn together where support was needed. And even in my current role, I have built up my knowledge primarily through practical experience

and self-study." Born in Metzingen, she has now been a permanent part of Storopack for 40 years - and has a positive summary: "I have a good degree and work in a varied job. As a mother of twins, it was important to me that my employer is flexible - and at Storopack, I've always been able to rely on a certain consistency." She adds: "Storopack's situation 40 years ago was completely different to today. The company has grown enormously since I joined. I have witnessed a great deal of development and have also been able to develop further. I've now been with the company for 40 years - that says a lot!"

"Storopack's situation 40 years ago was completely different to today. The company has grown enormously since I joined. I have witnessed a great deal of development and have also been able to develop further."

**ANDREA KUDER,
ADMINISTRATOR
SERVICES & INSURANCE,
STOROPACK**



Andrea Kuder was Storopack's first academic/vocational degree student, that was 40 years ago.

"I SEE STOROPACK AS ONE BIG FAMILY"

Helena Gironès Subirós works in the Research and Development department of our Mollet des Vallès plant (Spain). She develops and checks that new projects are correct and suitable for production. Helena has been working at Storopack for more than 47 years and has always been able to evolve during this time. She started with prototyping and was involved in the introduction of ISO 9002 quality certification and ISO 14000 environmental certification for Storopack. The key factors in her career are flexibility and curiosity. She has taken on many different tasks and has taken every opportunity to further her education. "Since I started working at Storopack, I have felt part of the team. I particularly appreciate the human approach of the management to the employees, who have always given us security and encouragement to keep going, especially in times of crisis. "I see Storopack as a big family."



Helena Gironès Subirós especially appreciates the team effort at Storopack.

50 YEARS

For George Hinson's 50 year anniversary his colleagues put together a lunch for him.

50 YEARS AT AND FOR STOROPACK

George Hinson has worked for Storopack in Downey, California for an incredible 50 years, 1972-2022. Since our company was founded in 1874, there have only been 5 people who have worked for Storopack for 50 or more years. "My family and I are very grateful to George for his dedication and loyalty to our company! We look forward to many more years with George at Storopack!" says Hermann Reichenecker.



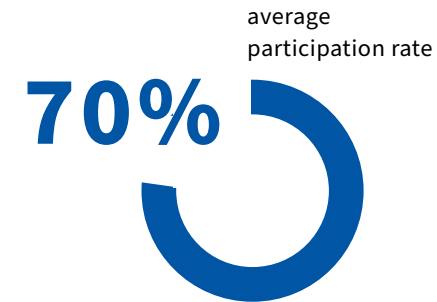
EMPLOYEE SURVEY

In order to maintain and further improve the satisfaction of our employees, we conduct an employee survey every two years. This involves collecting data on general satisfaction, but also on specific topics such as tasks, workplace design, information and communication, training and development opportunities as well as cooperation and leadership at Storopack. In recent years, the average participation rate has been around 70%. The survey is conducted at all Storopack locations worldwide.

85%



of respondents are very satisfied or satisfied with the possibility of being able to discuss ideas, problems or queries openly with their colleagues.



PEOPLE WERE PARTICULARLY SATISFIED WITH THE POSSIBILITY OF CARRYING OUT THEIR JOB AUTONOMOUSLY AND INDEPENDENTLY.

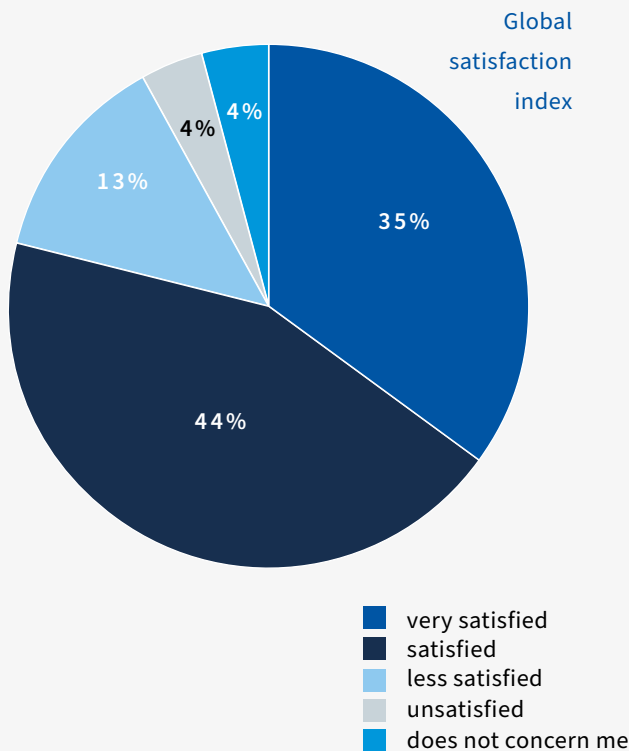
WORKING INDEPENDENTLY AT THE TOP

"We were curious to see what feedback employees would give us in this special year 2020," recalls Nicole Pichler, HR employee at Storopack. "We deliberately decided to ask both an open and a closed question about the coronavirus crisis. This allowed our colleagues to provide us with comprehensive feedback."

The scale ranges from 1 for "very satisfied" to 4 for "dissatisfied". The results show: The global satisfaction index has risen from 2.03 to 1.86 compared to the last employee survey two years ago." Once again, one value in particular stands out positively: the satisfaction of employees in being able to carry out their work independently and on their own responsibility. With an index of 1.57, this value surpasses that of the last survey and thus remains at the top.

WELL SUPPORTED

When comparing the satisfaction indices of the locations, colleagues in the United Kingdom performed best. "Employees in São Paulo received the biggest boost in happiness. In no other location did the satisfaction value increase so much." From a global perspective, the respective branches improved particularly in terms of the further training on offer. When it comes to internal and external training, Storopack employees feel very well supported by their superiors. The various teams are now discussing among themselves which development measures will be tackled next - in workshops or staff appraisals, for example. What is certain is that each individual can get involved and make a difference.





SUMMARY AND OUTLOOK

As a company with more than 2300 employees worldwide, we bear a significant responsibility for the well-being of our workforce and the success of Storopack. We will therefore continue to attach great importance to the satisfaction and health of our employees in the future and also continuously improve this with the help of specific measures.



OUR COMMUNITY

Recognizing and implementing corporate social responsibility is an important step in achieving a positive social and environmental impact. As an international and owner-managed industrial company, we are aware of the responsibility we bear for the community. Corporate social responsibility (CSR) requires a holistic strategy and an integrative approach. Below you can find out what steps we are already taking and what further actions are planned to continuously promote our social responsibility.

COMBATING PLASTIC WASTE

ALLIANCE TO END PLASTIC WASTE

Storopack is part of the global initiative to rid the environment of plastic waste. Plastic waste in the environment, especially in oceans, is a major challenge worldwide. Together with around 40 companies, we have set ourselves the goal of preventing plastic waste from entering the environment and removing the plastic already present in the environment.

International companies along the entire plastic value chain are participating in the non-profit global initiative Alliance to End Plastic Waste. The participating companies have already pledged funds amounting to around one billion US dollars. Over the next five years, a total of at least 1.5 billion dollars is to be made available for various projects and measures.

We participate not only monetarily and through developments that contribute to the establishment of a circular economy, but also through active participation in projects, working groups and committees of the Alliance to End Plastic Waste, in Asia, North America, and Europe.

 **More information about Alliance to End Plastic Waste:**

www.endplasticwaste.org



ACTIVE FOR THE ENVIRONMENT

Storopack took part in the Alliance to End Plastic Waste organization's global cleanup campaign in 2021. Between September 18 and October 10, 2021, teams from Storopack locations around the world set out to free the environment from waste. Additional incentive for the employees were prizes for the most successful team and the weekly winners. There were also T-shirts and caps specially designed for the occasion. Several full bags testified to the achievement of the all-around successful campaign.

Priorities against plastic waste:

1. INFRASTRUCTURE DEVELOPMENT

Infrastructure development for cities and regions that are particularly affected by plastic waste.

Objective: waste collection, waste management and increasing recycling

2. INNOVATION

Investment in new technologies for recycling processes and the recovery of plastics.

Objective: innovative solutions for packaging recycling and enabling a circular economy

3. EDUCATIONAL WORK

Educating consumers and the affected population about recycling processes.

Objective: create awareness and increase recycling

4. CLEAN-UP

Removal of the plastic that has already accumulated in oceans and rivers, as there is a particularly high need for action here.

Objective: removal of plastic already present in the environment

**ALLIANCE
TO END
PLASTIC
WASTE** 

FOR CLEAN BEACHES

BIG BLUE OCEAN CLEAN UP

Storopack is the exclusive sponsor of the coastal cleanup program of "Big Blue Ocean Cleanup", one of the world's leading non-profit ocean cleanup organizations.

We have been supporting the non-profit, international foundation "Big Blue Ocean Cleanup" since 2018. As the exclusive sponsor of the coastal cleanup program, we have committed to a long-term partnership. Big Blue Ocean Cleanup actively seeks to raise awareness of the state of the world's oceans and is committed to the protection of marine life and the sustainability of clean oceans and coasts. This includes initiatives such as beach cleanups, marine plastic removal, education, and outreach to partners and the public.


ACTIVE SUPPORT

We not only support Big Blue Ocean Cleanup financially, but also actively on the ground in Europe. Among other things, beach cleaning campaigns are held in the UK, Germany, France, Italy, Spain, and Benelux, in which our employees take part on a voluntary basis. This involves removing



microplastics and small pieces of plastic from the beaches. Big Blue Ocean Cleanup's coastal cleanup program itself covers the whole world.

Big Blue Ocean Cleanup's commitment is also in line with our own goals: Developing the circular economy, increasing the use of recycled plastics, and responsible recycling.

 **More information about Big Blue Ocean Cleanup:**
www.bigblueoceancleanup.org

"The Big Blue Ocean Cleanup program is just great. You do something good together with your family, friends, and colleagues."

**BRIGITTE VANHOORNE,
BUSINESS UNIT MANAGER,
STOROPACK**

DOING GOOD CONNECTS - BIG BLUE OCEAN CLEANUP

After a two-year break, Storopack's UK and Benelux sites took part in the Big Blue Ocean Cleanup. At the end of September and October, employees and their families came together to clean up the beaches in West Wittering (UK) and Domburg (NL). The volunteers focused on microplastics and small plastic waste. "In the UK alone, the teams managed to collect 35 kilograms of plastic waste," says Marketing Executive Ann-Marie Boulter.



FOR CLEAR WATER



More information about "Null Granulatverlust":

kunststoffverpackungen.de/en/topics/protecting-the-oceans/

SUPPORTING CIRCULAR ECONOMY



More information about CEFLEX:

www.ceflex.eu

OPERATION CLEAN SWEEP

By participating in the "Operation Clean Sweep" initiative, Storopack is making an important contribution to protecting the environment from plastic pollution. We are committed to the objectives of Operation Clean Sweep and have set ourselves the goal of ensuring that no plastic particles from our production plants enter the environment via water. In doing so, we are making an important contribution to preventing the loss of granulate in the plastics value chain and thus minimizing the environmental impact of plastics production. In order to achieve this goal, the necessary technical and organizational

requirements were created to prevent granulate spillage and to ensure that any spilled granulate is not released into the environment. For example, plants have been equipped with special water filters. In addition, our employees are trained to avoid spilled plastic granulate and, if necessary, to remove it effectively.

CEFLEX

Storopack is committed to improving the circular economy of flexible protective packaging through its involvement with CEFLEX.

Flexible packaging is an important part of our modern world. CEFLEX is a European cooperation initiative of over 130 companies representing the entire value chain of flexible packaging. Together, the complex technical and economic challenges for a functioning circular economy are to be overcome. CEFLEX members have set themselves the goal of creating a sustainable collection, sorting, and recycling infrastructure for flexible post-consumer packaging throughout

Europe. In recent years, our product range of protective packaging made from recycled raw materials has increased significantly. We will significantly increase this proportion in the coming years. The importance of a functioning recycling cycle, to which we can make a relevant contribution through our involvement with CEFLEX, will be all the more important.

RECYQUALIPSO

Storopack is committed to promoting circular economies worldwide in order to significantly increase the recycling rate. As a way to promote this objective, we have joined the Recyqualipso initiative in France to find a way to recycle

polystyrene yogurt pots into rEPS. Recyqualipso was launched in 2019 by Valorplast and Syndifrais with the financial and technical support of CITEO.

CLOSING THE RECYCLING LOOP

rEPS

In 2020, we delivered the first protective packaging made from 100% rEPS (recycled expanded polystyrene) to our customers. The material consists entirely of post-consumer EPS waste.

The excellent properties of Storopack's rEPS make it possible to use it without secondary packaging (such as cardboard or glue). We are also the first producer with fully integrated rEPS production. Both the recycling and the production of rEPS beads take place exclusively in our own plants. It all started at our plant in Saint Sébastien sur Loire, France. This is where we developed and tested the production process. Today, rEPS accounts for more than 30% of production there. The process has now also been adapted to plants in Germany and Spain.



EPS FROM THE YELLOW BAG IS RECYCLED INTO NEW PACKAGING

In Germany, the "Yellow Bag" is part of the dual system for packaging recycling. This system was introduced to organize the collection, sorting and recycling of packaging waste. They are intended for packaging made of plastic, metal or composite materials, but not for packaging made of glass or cardboard.

In a project under the umbrella of the IK Industrievereinigung Kunststoffverpackungen e.V., together with other German EPS packaging manufacturers, we were able to prove that sorting and recycling polystyrene seems to make ecological and economic sense. The EPS collected in the yellow bag is sorted out and delivered to Storopack, among others, where it is processed into recycled EPS (recycled expanded polystyrene; rEPS for short). In this way, we close the packaging loop for post-consumer waste as well and show how holistic circularity can be put into practice.

This pilot project is currently being further modified and optimized. The results will then be made available to other interested dual systems and plant operators for lightweight packaging. German EPS packaging manufacturers are confident that they will be able to offer their customers packaging made from rEPS in the future that also contains recycled material from the Yellow Bag.

CREASTYR PROJECT - A SUCCESSFUL INITIATIVE FOR THE RECYCLING OF POLYSTYRENE: EPS AND XPS

The CréaStyr project aims to organize the recycling of household, industrial and commercial packaging made of EPS and XPS.

It is an important initiative of the manufacturers for the following actions:

1. developing efficient collection and sorting of packaging made from EPS and XPS;
2. increasing the recycling rate and ensuring the sustainability of the sector;

3. to support distributors of packaging in their decisions and to inform users of packaging about the possibilities of collecting and recycling EPS and XPS packaging through measurement, awareness-raising, and communication. As a member of Elipso, we also support this project with our product rEPS.

ANNUAL FUNDRAISING CAMPAIGN

Storopack donates approximately €50,000 annually to charitable organizations. The amount is donated in equal parts to four different organizations. Our focus is on making donations to organisations that benefit children, senior citizens, people with disabilities, or sick people.

One part goes to the Diakonie in Metzingen each year, as Storopack is closely connected to the town and the respective institutions through its headquarters here. The other three parts of the donations go in equal amounts to be decided by one Storopack location in Germany and two locations abroad. The locations then decide for themselves which organization the donation should go to.

2022

- Diakonie-Sozialstation, Metzingen, Germany
- Arche Kinderstiftung, Berlin, Germany
- Alzheimer Nederland, Amersfoort, The Netherlands
- Hope's Closet, West Chester, Ohio, USA

Diakonie-Sozialstation, Metzingen



Ronald McDonald House Charities, Thornleigh

2021

- Diakonie-Sozialstation, Metzingen, Germany
- Geschwister-Gummi-Stiftung, Kulmbach, Germany
- Ronald McDonald House Charities, Thornleigh, Australia
- SickKids Foundation, Toronto, Canada

GIFT CAMPAIGN FOR CHILDREN'S HOMES IN GERMANY

It has become a tradition for our employees to donate numerous gifts to children's homes every Christmas. The employees can choose which child they want to buy a gift for. The children can also indicate their wishes, which the employees can use as a guide. The campaign was originally launched at the company headquarters in Metzingen. However, other German locations have since joined in.

Examples of children's homes to which donations have been made in recent years:

- ▶ THERESIEN KINDER- UND JUGENDHILFEZENTRUM OFFENBACH
- ▶ ST. JOSEPHSHAUS OFFENBACH
- ▶ INTERNATIONALER BUND E.V. (KINDER- UND JUGENDWOHNGRUPPE BÜCHEN)
- ▶ FREIE JUGENDHILFE E.V. (HAUS KIPEPEO UND HAUS TOMTEBO MÖLLN)
- ▶ OBERLIN E.V. JUGENDHILFEEINRICHTUNG ULM
- ▶ KINDER- UND JUGENDSCHUTZHEIM STUTTGART
- ▶ KINDER- UND JUGENDHAUS MIT KINDER- UND JUGENDNOTDIENST KÖNIGS WUSTERHAUSEN



“We would like to say a big thank you to all our colleagues who helped us put a smile on children’s faces this Christmas. We are delighted that our Storopack Christmas campaign has now become a wonderful tradition.”

**NICOLE PICHLER,
HR EMPLOYER BRANDING
EXPERT, STOROPACK**

It has become a tradition for our employees to donate numerous gifts to children's homes every Christmas.

SUPPLY CHAIN

The Storopack Vision & Guidelines are the foundation of how we interact internally and externally as a company. Having good and trustworthy suppliers is crucial to our core business. Our suppliers are therefore strategic partners: we want long-term and reliable business relationships with them. We expect quality, punctuality, and reliability. Innovations and developments that benefit both sides would not be possible without good relationships with our suppliers. The price-performance ratio of our suppliers must meet our requirements for quality and long-term service.

SUSTAINABILITY IN THE SUPPLY CHAIN

A sustainable supply chain refers to the environmentally friendly and socially responsible design and management of all processes required for the manufacture and provision of products or services. Our aim is to minimize the environmental and social impact along the entire supply chain. We therefore pay attention to environmentally friendly and ethically responsible materials and processes when selecting our suppliers.

DATA SECURITY

Data security refers to the protection of data from unauthorized access, loss, theft or unauthorized use. In an increasingly networked world in which data plays a central role, the security of information is of crucial importance. Overall, data security is a continuous process that requires a holistic approach to ensure the integrity, confidentiality, and availability of data.

At Storopack, we are aware of the great responsibility we have, not only towards ourselves, to ensure that we protect ourselves against external attacks in the best possible way.

It is even more important to us to protect the confidential data of third parties. To this end, we work hard every day with our service providers to ensure maximum security for everyone involved.

BUSINESS ETHICS

	2021	2022
Number of confirmed information security incidents	0	0



External attacks are commonplace for companies of our size these days and are difficult to prevent in the long term. Storopack has a well-developed emergency concept for this eventuality. This is also being continuously developed.



SUMMARY AND OUTLOOK

It is important to us that our efforts are not just superficial, but are integrated into our corporate culture. The integration of environmental protection projects, recycling initiatives and charitable measures is just as crucial and self-evident for us as sustainable procurement. We will continue to invest in these measures on an ongoing basis and further strengthen our position as a responsible player in society.



If you would like to obtain additional information or speak to us directly, please feel free to get in touch with us. At Storopack we are happy to help.

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