

SUSTAINABILITY REPORT

2024



CREATING CIRCULAR SUPPLY CHAINS

INDEX

About This Report

1 A Word from Management

2 2024 – At A Glance

3 About US

Our Mission and Purpose.....	5
Our History of Innovation.....	6
Our Markets.....	8

4 We Move for Excellence

Our Circular Supply Chain.....	10
Our Products and Services.....	10
Driving Excellence Through Collaboration and Standards.....	11
EcoVadis Sustainability Recognition 2024.....	12

5 We Move for Sustainability

ESG Risk Analysis.....	14
Double Materiality.....	17
Our ESG Strategy.....	19
Milestones achieved in 2024.....	21
An Ambitious Plan for the Future.....	22
3-Year Overview of Key Initiatives..	24
Aligned to Global Goals and Initiatives.....	25

6 We Move for Good Governance

Our Goals for Good Governance.....	28
Corporate Governance Bodies.....	29
Internal Regulatory Framework.....	31
Actions on Good Governance.....	35
Cyber Security and Digital Resilience.....	37

7 We Move for Our Planet

Our Environmental Goals.....	39
Energy Consumptions and GHG Emissions.....	40
Initiatives to Reduce Our Energy Consumption and GHG Emissions.....	41
Carbon Calculator.....	42
Circularity at The Centre.....	43
Other Environmental Indicators.....	45

8 We Move for Our People

Our Social Goals.....	47
Our People.....	48
Creating Value in Our Communities.....	57

9 We Move for Our Value Chain

We Move for Our Value Chain.....	60
Sustainable Supply Chain Collaboration...	61

10 Annexes

Annex 1 - Topic Definitions.....	64
Annex 2 - GRI Content Table.....	66



About This Report

Goodpack's Sustainability Report 2024 presents key aspects of our Environmental, Social, and Governance (ESG) strategies, initiatives, and performance. This report primarily covers the calendar year from January 1, 2024 to December 31, 2024, which is the basis used for our greenhouse gas (GHG) emissions reporting in accordance with international best practices for climate disclosure. Certain social metrics, particularly those related to our people and workforce, are reported in line with our financial year, April 1, 2024 to March 31, 2025, reflecting the way these data sets are tracked and managed in our internal HR and finance systems. These periods are clearly noted where applicable.

The report has been prepared with reference to the latest Global Reporting Initiative (GRI) Standards. Unless otherwise stated, all data, statistics, and insights relate to Goodpack and its global operations. The information presented is the result of our internal data review and assurance processes, which include controls and verification steps. Where necessary, reasonable estimates and assumptions have been applied. We value your feedback to help us improve future editions of our Sustainability Report. Please direct comments or inquiries to **lakesh.rengarajoo@goodpack.com**

A Word from MANAGEMENT

Sustainability is central to how we run and grow our business. By combining operational discipline, responsible procurement, and a focus on our people with insights from data, we are creating stronger supply chains, empowered teams, and long-term value for all who depend on us.

- Peet Leong Kok, Co-President, Operations

In a rapidly changing world, sustainability is not just a responsibility, it's the foundation of our resilience and remains at the core of what we do - driving responsible growth for our company, creating lasting value for our customers, and safeguard the planet for generations to come. Circular supply chains are our past and our future.

- Camburn Withers, Co-President, Commercial

Goodpack was founded on principles of sustainability: **reusability and circularity**. Today, both continue to be at the very core of our business.

This Sustainability Report compiles in one document our values, goals and the outcome of multiple initiatives we have been working on for the last several years, towards a more sustainable world. It also maps out our ambitions and commitments for the future.

In addition to improving our own sustainability performance, we intend to lead the way in the packaging and logistic industries to improve the sustainability of supply chains all around the world.

We invite stakeholders to collaborate with us in advancing sustainable supply chains.



The Goodpack Management Team

73

COUNTRIES
WITH GOODPACK
OPERATIONS

20

SUBSIDIARIES

OVER

6

CONTINENTS

4.5M+

CONTAINERS

ACROSS
5,000

DELIVERY AND
COLLECTION POINTS
WORLDWIDE

HIGHLY
SUSTAINABLE
CONTAINERS

30+

YEARS
USEFUL LIFE

2024
AT A GLANCE

SIGNATORY OF THE
UN GLOBAL
COMPACT

UP TO
90%

LESS WAREHOUSE
SPACE NEEDED

CARBON
CALCULATOR

HELPING USERS UNDERSTAND THE
IMPACT OF THEIR PACKAGING SOLUTIONS,
AND INSPIRING SUSTAINABLE CHANGE.

DRIVING THE SHIFT
TOWARD CLIMATE CONSCIOUS
PACKAGING SOLUTIONS

GENDER DISTRIBUTION

51%
WOMEN

49%
MEN

BRONZE
MEDAL
RATING IN
ECOVADIS
81st Percentile

74 /100
CUSTOMER NET
PROMOTER SCORE



USD
34K
FOR SOCIAL ACTION
CARRIED OUT GLOBALLY

ABOUT US

OUR MISSION

At Goodpack, we envision a future where supply chains are not only efficient but also sustainable and resilient. We lead in global pooling with a commitment to innovation, offering Intermediate Bulk Container rental packaging solutions that reduce costs and contribute positively to the environment. Our reusable and circular models are at the forefront of building the supply chain of tomorrow.

OUR PURPOSE

WHO WE ARE

We are the world's largest provider of reusable packaging solutions on a pay-per-use basis, for the storage and transportation of payloads globally - by road, rail or sea.



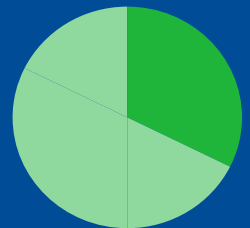
We work with customers to understand their packaging needs and recommend specific container models that meet those needs.



We help companies find innovative and sustainable packaging solutions.



Global network with 20 regional offices and 5,000 delivery and collection sites.



Over 4 million reusable containers moving more than 7 million tons of payload annually.

We Enable CIRCULAR Supply Chains for our Clients

OUR HISTORY OF INNOVATION

*Goodpack has been
innovating in sustainability
since the mid-1980s.*

Goodpack, a leading global supply chain solutions provider, was established in the mid-1980s after a large tire manufacturer introduced a novel packaging requirement for its natural rubber raw material. The solution needed to be free of any fibrous material or wood.

Our founder, David Lam (1952–2020), who was then involved in natural rubber trading, had witnessed firsthand the issue of wooden splinters and other contaminants piercing bales of natural rubber, causing production disruptions. He knew he had a solution.

The intermediate bulk container (IBC) that emerged from this work became a game changer in the rubber industry. Goodpack's first commercial container was launched exclusively for the natural rubber sector in 1990, later expanding into synthetic rubber and eventually the food and beverage industry. In 2011, the Company established a new vertical to serve the global components business, primarily within the automotive sector.

KKR acquired Goodpack in 2014. Since then, Goodpack has offered innovative, technically designed solutions through a range of sustainable container models capable of handling diverse cargo requirements.



OUR HISTORY OF INNOVATION

1990

Launched first commercial Goodpack container: A convenient and safe mode of transporting rubber.

1996

Expanded contamination-free solution to food and beverage industry.

2000

Listed on the Singapore Stock Exchange.

2011

Established vertical, to serve global growth of the Automotive logistics sector.

2020

Our innovation centre introduces a smaller and lighter packaging solution automotive parts and components.

2019

Deployment of Lean Management Principles and opening of the Goodpack Academy.

2018

Creation of TYRECUBE®, alliance for the digitalization and innovation for the tyre industry.

2014

Acquired by KKR to complement commitment to Sustainability.

2021

Goodpack adds its 4th million container into global circulation.

2022

Launching of Digital Customer Engagement Platforms for customers.

2023

Opening of our Research & Development Center, Goodpack Technik in Thailand.

2024

End-to-end supply chain innovation as preferred for many industries.

OUR MARKETS

*We have a truly global presence.
Our products and services connect countries
and continents, providing circularity and
sustainability in global supply chains.*

73

**COUNTRIES
WITH GOODPACK
OPERATIONS**

20

SUBSIDIARIES

6

CONTINENTS

MARKETS WE SERVE

RUBBER



- Synthetic
- Natural
- Compounds

FOOD



- Concentrates
- Pastes and purées
- Products in brine
- Bulk ingredients

AUTOMOTIVE COMPONENTS



- Components
- Assemblies
- Knock-down kits
- EV-batteries

TYRECUBE®



- Inbound and
outbound
solutions for the
tyre industry

CHEMICALS



- Inks and paints
- Resins
- Oleo-chemicals

*...and we have demonstrated that our containers
are versatile and suitable for use across many
other industries and product types.*



**WE MOVE FOR
EXCELLENCE**

Our Circular Supply Chain

RETURNABLE MODEL



As a global pooling leader, we are committed to building the supply chain of the future by delivering innovative, resilient, and sustainable IBC rental packaging solutions. Our goal is to lower costs, reduce the carbon footprint, and promote reusable, circular packaging models.

Our Products & Services

We provide products and services around the following axis:

- **Network@Work:** Optimization of the supply chain through a global network of reusable packaging solutions, based on innovation and durability.
- **Product Innovation:** A variety of container models designed to meet diverse supply chain needs.
- **Digital solutions:** Seamless digital customer experience, powered by data analytics to enhance supply chain optimization.
- **Circularity:** Reusable containers that replace single-use alternatives to reduce carbon dioxide (CO₂) emissions.

VALUES WE PROVIDE

COST-EFFICIENCY

- Pay-per-use model with no CAPEX investment required and reduced total cost of ownership.
- Simple contracts and transparent pricing models for easy planning and budgeting.
- Volume-optimized containers to reduce overall shipping costs.
- Safe and efficient stacking that reduces space consumption and requires no dedicated racking.

SUSTAINABILITY

- Exceptional longevity of each container, with a lifecycle of 30+ years compared to single-use packaging.
- Carbon footprint reduction across the supply chain, supporting your company's ESG goals.
- Safe, secure, and reusable packaging solutions.

RESILIENCE

- Largest global network of reusable containers, delivering what you need, when and where you need it.
- Guaranteed strength and quality to protect payloads and ensure packaging security.
- Wide range of container models tailored to specific needs and markets.
- Embedded RFID for tracking and tracing, plus a data analytics dashboard for full supply chain visibility.

Driving Excellence Through Collaboration and Standards

Goodpack achieved the global standard for quality management, *ISO 9001, in 2008. Our current certification is valid until 20 May 2026. This certification strengthens our Quality Management System (QMS), helping to enhance operational performance and ensure the consistent delivery of products and services that meet customer expectations. The implementation of ISO 9001 underscores our commitment to continuous improvement, operational efficiency, and service excellence.

In addition, our office in China have attained ISO 14001:2015 (Environmental Management) and ISO 45001:2018 (Occupational Health and Safety) certifications, valid until 14 August 2026 and 28 July 2028, respectively. These certifications demonstrate our China entity's commitment to minimizing environmental impact, complying with applicable regulations, and embedding sustainable and safe practices into daily operations.



While currently applicable to our China site, these certifications reflect Goodpack's broader commitment to environmental stewardship, employee well-being, and continuous improvement across our ESG performance.



All Goodpack containers are certified to meet applicable ASTM International standards, including those related to material strength, structural integrity, and performance under dynamic load conditions.

These certifications ensure our containers meet globally recognized benchmarks for safety, durability, and suitability for reuse in complex logistics environments. Aligning with ASTM standards supports our broader commitment to sustainable materials management and long-term container lifecycle performance.



Goodpack became a participant of the United Nations Global Compact in FY2025, formally committing to its Ten Principles on human rights, labor, environment, and anti-corruption. This step reinforces our long-term dedication to responsible business conduct. Our first Communication on Progress (COP) will be submitted in 2026.

At Goodpack, we understand that delivering excellent, sustainable supply chain solutions requires more than strong products: it also requires deep collaboration and rigorous standards. As we expand our global circular model, we continue to build a robust ecosystem of alliances and certifications that strengthen our offerings and accelerate innovation.

Our work with recognized organizations and technical bodies enables us to align with the highest industry standards, enhancing safety, efficiency, and transparency across the value chain. These alliances also expand our reach, unlock access to shared resources and expertise, and leverage complementary strengths to better meet the needs of our customers, whether by co-developing innovative solutions, improving traceability and safety, or advancing sustainability performance.

By collaborating with trusted institutions, we gain access to critical insights and ensure compliance with evolving expectations in quality, sustainability, and human rights. These alliances are essential enablers of our commitment to continuous improvement and operational excellence.

Our Alliances



EcoVadis Sustainability Recognition 2024



In 2024, Goodpack was awarded the **EcoVadis Bronze Medal**, positioning us among **the top 35%** of rated companies in our industry. This recognition is one of the world's most trusted sustainability benchmarks, evaluating more than 100,000 companies globally across 21 sustainability criteria.

This recognition reflects our commitment to responsible business practices in **four key ESG areas**:



Reducing environmental impact through resource efficiency, waste reduction, and emissions control.



Ensuring fair working conditions, diversity, and respect for human rights across our operations.



Upholding the highest standards of integrity, compliance, and transparency in all business dealings.



Partnering with suppliers who share our commitment to responsible sourcing and sustainability.

Our EcoVadis rating reflects our **ongoing commitment to sustainability** and strengthens trust among customers, suppliers, and stakeholders. It validates our efforts to integrate **environmental, social, and governance (ESG)** principles into every part of our operations.



**WE MOVE FOR
SUSTAINABILITY**

ESG Risk Analysis

Sectoral Risks

In 2023, with support from external experts, Goodpack developed a risk analysis using RiskHorizon®, a tool provided by Landmark Information Group*. This tool allowed us to evaluate key sectoral risks based on the Company's activities and geographic footprint, focusing on the Governance, Environmental, and Social (ESG) dimensions. The analysis identified climate change, operational efficiency, and the circular economy as the most relevant environmental issues to address.

The results helped prioritize sustainability focus areas and informed the development of Goodpack's long-term strategy. The table below summarizes the level of risk assigned to each topic.



**Landmark Information Group, which holds a Sustainability Accounting Standards Board (SASB) license, is part of a growing global movement working to standardize sustainability metrics, adding credibility and alignment to the analysis.*

Governance

Environmental

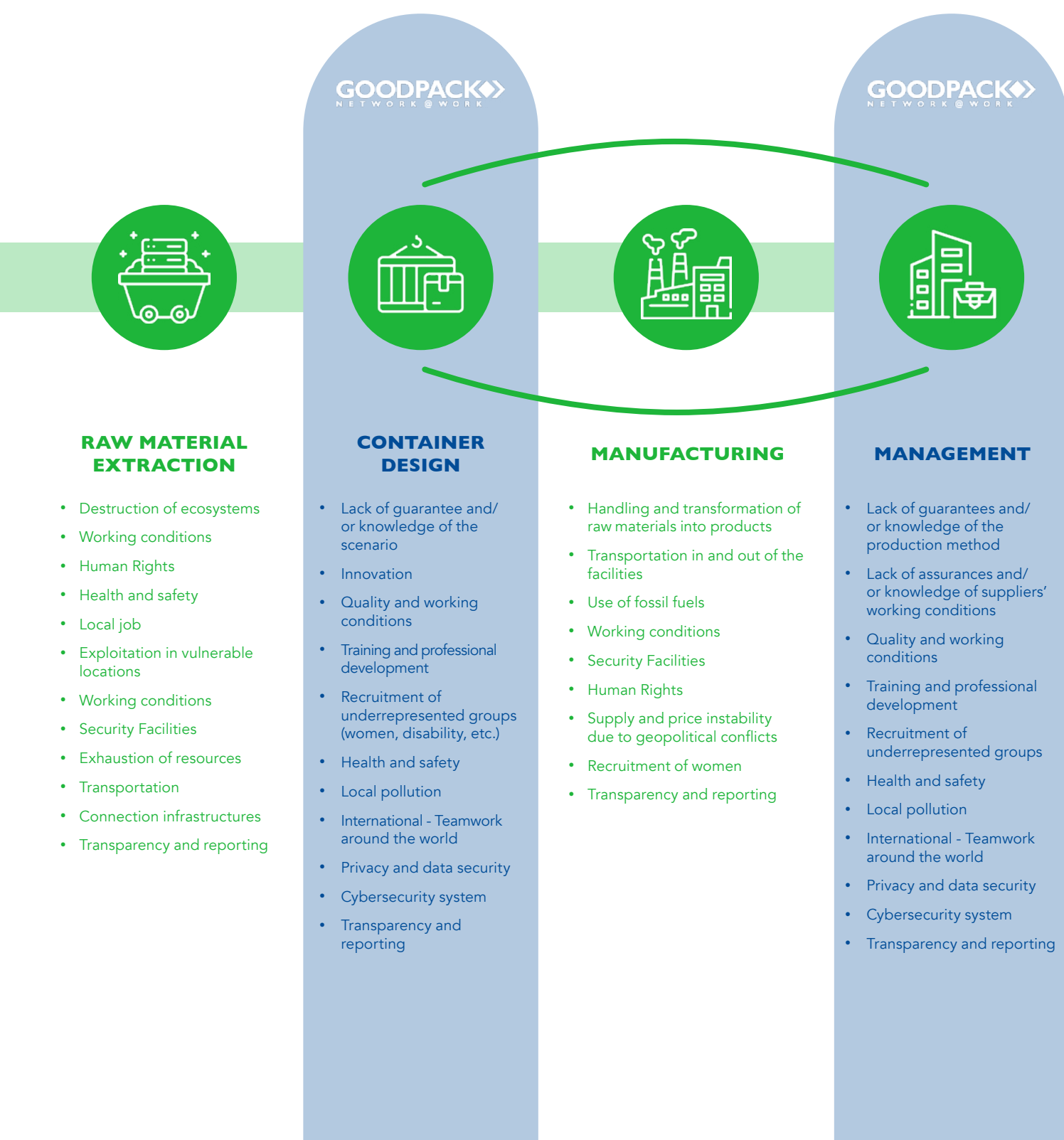
Social

AREA	RISK DETAILS BY RISK HORIZON	FINAL WEIGHTING
Governance	Efficiency in the Supply Chain	Medium Risk
	Sustainable Procurement	Medium Risk
	Corporate Governance	Low Risk
	Ethics, Integrity, and Transparency	Low Risk
	Privacy and Data Security	Low Risk
	Sustainable Growth	Low Risk
Environmental	Operational Eco-Efficiency (materials, energy, water)	High Risk
	Circular Economy	High Risk
	Climate Change	High Risk
	Biodiversity	Medium Risk
Social	Health and Safety	High Risk
	Labor Management & Talent attraction	Medium Risk
	Product Design & Lifecycle Management	Medium Risk
	Safety, Quality and Delivery	Medium Risk
	Human Rights	Low Risk
	Diversity, Equity and Inclusion	Low Risk
	Innovation and Development	Low Risk
	Customer Engagement	Low Risk
	Stakeholders and Community	Low Risk

ESG Risk Analysis

Value Chain Impacts, Risks and Opportunities

Building on the sectoral ESG risk assessment, Goodpack further evaluated how sustainability-related risks and opportunities manifest across its value chain. In line with the European Sustainability Reporting Standards (ESRS), this complementary analysis focuses on actual and potential impacts and dependencies associated with our upstream and downstream activities. Significant risks and opportunities are typically identified through an assessment of severity and likelihood, applying both quantitative and qualitative thresholds.





GOODPACK >>
NETWORK @ WORK



TRANSPORT & DISTRIBUTION

- Product quality control
- International transportation
- Maritime transportation
- Ground transportation
- Product quality on delivery
- Working conditions
- Local labor
- Training and professional development
- Recruitment of underrepresented groups
- Health and safety
- Local pollution
- International - Teamwork around the world
- Privacy and data security
- Cybersecurity system
- Transparency and reporting

GOODPACK >>
NETWORK @ WORK



USAGE

- Quality of service
- Customer communication
- Customer engagement and permanence
- Quality of product
- Customer experience
- End use of the product - no reuse
- Communication - complaints and claims channel
- Transparency and reporting



RECYCLING & TRANSPORT

- Offering pick-up service
- Optimal collection service management
- Material recovery
- Ground transportation
- Product quality control
- Correction of possible state of discomfort
- Innovation
- Transparency and reporting

Double Materiality

Analysis

In 2023, Goodpack conducted a double materiality assessment to prioritize sustainability topics based on both their financial significance and their environmental, social, and governance (ESG) impact. This forms part of the company's ongoing commitment to aligning with evolving sustainability reporting frameworks while reinforcing its long-term strategy.

The assessment was developed in line with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), which require companies to identify and prioritize topics that are material from both a financial and impact perspective. The process took in consideration the guidelines established by the European Financial Reporting Advisory Group (EFRAG) and the Global Reporting Initiative (GRI), ensuring consistency with leading international frameworks.

We adopted a robust and inclusive approach, combining the identification of global and sectoral trends with benchmarking, internal analysis, and stakeholder engagement. Extensive interviews and surveys were conducted with both internal and external stakeholders.

Interviews and focus groups were guided by a structured set of questions aimed at evaluating stakeholders' influence and expectations. These covered perceptions of sustainability, current actions, perceived risks and opportunities, and the relevance of ESG topics to their area of responsibility. Stakeholder feedback played a key role in shaping the prioritization of material issues.

Two focus groups were also organized, one in person and one online, to assess the materiality of topics from an impact perspective.

The analysis also considered risks, impacts, and opportunities across the value chain. Global risks from the World Economic Forum's Global Risks Report 2023 were reviewed, along with internal and supply chain risks. These were assessed using RiskHorizon®, supporting alignment with Goodpack's broader ESG risk methodology.

To identify the sustainability topics most relevant, we followed a structured materiality analysis process. This process guided the prioritization of management efforts and reporting topics. The graphic below summarizes the main sources and steps involved in the analysis.

Identification of Stakeholders

INTERNAL*

- Shareholders and investors (EXCO)
- Goodpack management team

EXTERNAL

- Employees
- Customers (suppliers & end users)
- Partners (sales channels)
- Vendors & Suppliers

**Internal groups are defined as those with the authority to make key business decisions, covering both strategic and financial matters.*

227

SURVEYS

FROM INTERNAL
AND EXTERNAL
STAKEHOLDER
GROUPS

13

INTERVIEWS

WITH INTERNAL
TEAM MEMBERS AND
INVESTORS

2

FOCUS GROUP

ASSESSING
ESG IMPACTS

4

PEERS
BENCHMARK
ANALYSIS

4

RISK ANALYSIS
INCLUDING
RiskHorizon® ON
VALUE CHAIN-
SPECIFIC RISKS

SUSTAINABILITY
STANDARDS AND
REGULATORS

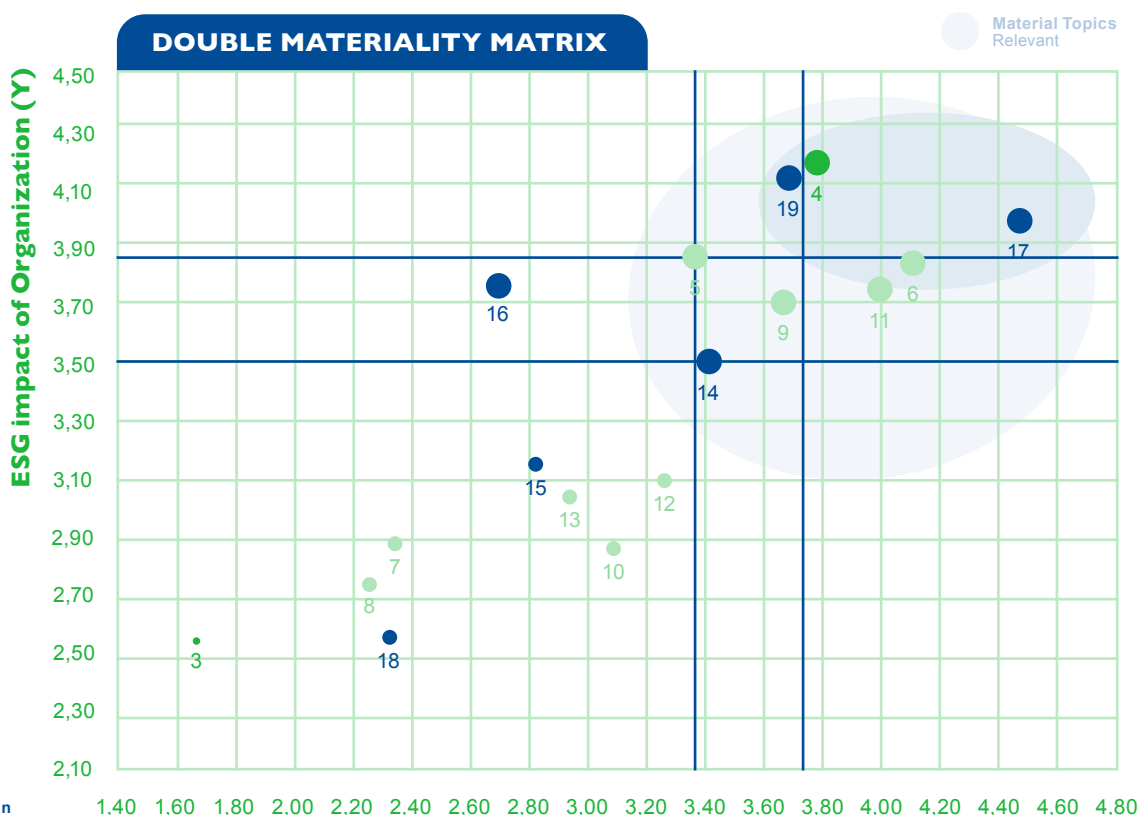
Double Materiality

Matrix

The Double Materiality Matrix presents the classification of relevant sustainability topics according to their significance from both perspectives: financial impact and impact on the environment, society, and governance (ESG).

Topics located in the shaded area of the matrix are considered material. These include topics with high relevance in both dimensions, as well as those with medium–medium, medium–high, or high–medium alignment between financial and ESG relevance. Among these, a distinction is made between “Material Topics – More Relevant” and “Material Topics – Relevant”, where the darker shading indicates topics that stand out due to their stronger combined importance in both financial and ESG terms. Topics falling outside the shaded area are still recognized as important, but not material, and should therefore be monitored and integrated into broader strategic planning.

1. Climate change
2. Operational
Eco-Efficiency
(materials, energy, water)
3. Biodiversity
4. Circular economy
5. Labor, Management
& Talent attraction
6. Health and safety
7. Diversity, Equity
and Inclusion
8. Human rights
9. Customer engagement
10. Stakeholders
and community
11. Safety, Quality
and Delivery
12. Product design
& Lifecycle management
13. Innovation and
development
14. Sustainable growth
15. Sustainable procurement
16. Corporate governance
17. Ethics, integrity
and transparency
18. Privacy and data security
19. Efficiency in the supply chain



The validation of this matrix was the final step in ensuring that the assessment offers a balanced and credible view of Goodpack’s sustainability priorities, reflecting both positive and negative impacts. The final list of material topics was formally validated on September 18, 2023, in a session with Goodpack’s Management Team.

ENVIRONMENTAL

Circular economy (ESRS E5 - GRI 306)
Climate change (ESRS E1 - GRI 305)
Operational eco-efficiency (materials, energy, water) (ESRS E1, E2, E3 - GRI 301, GRI 302, GRI 303)

SOCIAL

Health and safety (ESRS S5 - GRI 403)
Safety, quality and delivery (ESRS S4 - GRI 416)
Customer engagement (NO ESRS - NO GRI)
Labor management and talent attraction (ESRS S1 - GRI 401, GRI 404)

* Definitions in Annex I

GOVERNANCE

Ethics, integrity and transparency (ESRS G1 - GRI 205, GRI 2)
Efficiency in the supply chain (ESRS S2 - GRI 308, GRI 414, GRI 2)
Sustainable growth (NO ESRS - GRI 201, GRI 203)

Our ESG Strategy

In 2023, Goodpack developed its three-year ESG Strategy through a structured, three-phase process. The first phase focused on understanding and diagnosing the company's current sustainability position, identifying strengths, challenges, and areas for improvement. The second phase involved participatory sessions to discuss best practices and explore opportunities to reduce negative impacts and enhance performance across material topics. In the final phase, we defined our ESG strategy by setting clear goals, actions, and key performance indicators (KPIs). The resulting plan is structured around five action pillars, aligned with environmental, social, and governance priorities, and outlines nine strategic development areas for the years ahead.

The Pillars



Overview



Milestones Achieved in 2024

STRATEGIC PILLARS

ENVIRONMENTAL MANAGEMENT

SOCIAL COMMITMENT

GOOD GOVERNANCE

2024 MAIN ACTIONS

- **Updated the Life Cycle Assessment (LCA) and expanded the Carbon Calculator tool** to include additional container SKUs, supporting the sales team in demonstrating environmental performance of our containers compared to competing solutions.
- Approved and implemented a new **Sustainable Procurement Policy**.
- **Implemented a supplier ESG evaluation system** leveraging Dun & Bradstreet's (DNB) assessment platform.
- **Automated GHG** reporting for Scope 1, 2, and 3 emissions.
- **Began transitioning** to 100% wind energy at the Netherlands depot and initiated early efforts toward decarbonization through supplier ESG assessments.
- Approved and implemented new **Career Development and Occupational Health, Safety, and Well-being policies**, aligned with best practices and ESG assessment criteria.
- **Become a participant of UN Global Compact**, reinforcing our commitment to responsible business practices aligned with universal sustainability principles.
- **Awarded the EcoVadis Bronze Medal** for performance across key ESG criteria.
- **Updated and published the Customer Health & Safety Policy** to reinforce our commitment to product responsibility and customer well-being.
- **Implemented cybersecurity upgrades** to strengthen data protection and system resilience.

An Ambitious Plan for the Future

Environmental Management

OBJECTIVES	STRATEGIC GOALS	KPIs
1. Champion circular economy principles and mitigate environmental footprint	1a. Repositioning of empty containers reduced year on year	- Number of ocean freight / intercontinental trips for repositioning - Service Transfer and Reuse Solution contracts* - Number of shipments to major repair facility (Thailand)
	1b. Zero waste generated by 2040	% Reduction in waste compared to the previous year
2. Become carbon neutral and a benchmark in its sector, through the following commitments: <i>i. Reduce the organization's carbon footprint</i> <i>ii. Incorporate sustainability as a core value in its culture</i>	2a. Net Zero (scope 1 and 2) by 2040	Scope 1, Scope 2 (GHG protocol)
	2b. Net Zero emissions (scope 1,2 and 3) by 2050	Scope 1, Scope 2, Scope 3 (GHG protocol)
3. Integrate sustainability criteria into supplier relationships and procurement decisions to drive responsible sourcing and support ethical, environmental, and social performance across the supply chain.	3a. 90% of active vendors (>US\$10,000) evaluated with ESG Criteria	% of Suppliers Evaluated with ESG Criteria
	3b. 90% of of active vendors (>US\$10,000) evaluated with ESG Criteria based on total spend	% of Suppliers Evaluated based on total spend
	3c. Average ESG rating of vendors is less than 3	Rating from 1-5 (with 1 being the best) provided by scoring tool

**Reducing shipments of empty containers: our Service Transfer and Reuse solution, known as "STAR", is a sustainable and low-cost service model that enables Goodpack Users to efficiently directly reuse some or all of the Goodpack containers they have received from their suppliers.*

Social Commitment

OBJECTIVES	STRATEGIC GOALS	KPIs
4. Employee well-being - Fostering employee well-being by actively promoting a healthy work-life balance	4. Employee Satisfaction Score (ESS) higher than 4 (upon 5)	- Employee Satisfaction Survey Score - Total attrition rate - Voluntary attrition rate
5. Diversity, Equity and Inclusion (DEI) - Advancing equality, inclusion, and diversity as defining characteristics of Goodpack as a multicultural Group	5. Strive for a balanced representation of men and women across all levels.	Diversity on governance bodies and employees (% of women/men)
6. Health & Safety - safe and supportive environment for all employees and partners	6. Zero accidents rate (industry leaders)	- Lost time injury - Health and product safety incidents - Average number of sick days per employee

Good Governance

OBJECTIVES	STRATEGIC GOALS	KPIs
7. Customer Engagement - Build lasting and transparent relationships with customers - Ensure safety and health, and guaranteeing on-time deliveries	7a. Achieve an NPS of 70+	- NPS score % of deliveries that are successfully completed - on or before the scheduled delivery date - Health and product safety incidents - Deliveries returned (PPM)
	7b. Delivery on time	
	7c. Reduce the number of customer health and product safety incidents to zero	
8. Sustainability management and communications - Integration of sustainability into Goodpack's DNA and business model, operations and relationships - Robust compliance system that reflects Goodpack's commitment to ethics and integrity	8. Strengthen Corporate Integrity and Compliance	Number of registered related serious incidents, complaints and incidents (ethics, corruption, information security)
9. Reporting Improve transparency and reporting of non-financial information and Sustainability issues, conveying the company's commitments and performance both internally and publicly, ensuring that such information is accurate and consistent	9. EcoVadis score higher than 75 by FY2028 (current: 64/100)	EcoVadis Score

3-Year Overview of Key Initiatives

	FY2025	FY2026	FY2027
ENVIRONMENTAL	- Decarbonization strategy in line with SBTi - Sustainable Procurement Strategy implementation - Climate risk assessment	- Decarbonization strategy in line with SBTi - Waste Management - Quantitative environmental targets - Supplier recognition program - Supplier CSR risk analysis / audits - Supplier Audit / Supplier training	- Alternate materials/ Eco design - Energy efficiency assessment and recyclable and renewable - Environmental certifications
SOCIAL	- Well-being policy - Formalization of global health and safety training - Continued learning and development program - Continuation of Mental Health Program and training	DEI strategy and implementation	- DEI implementation - Equality in compensation and benefits review
GOVERNANCE	- Formalization of global health and safety training (extended to customers) - Set up Sustainability committee - Sustainability training for employees - Building transparency through external communication on key policies and developments - Monitoring and review of Sustainability regulations by market	Training for key stakeholders, such as customers	- Environmental certifications - Customer communication channel (global) - Customer collaboration decarbonization - Onsite Sustainability Audits

Aligned to Global Goals and Initiatives

Sustainable Development Goals

The Goodpack sustainability strategy is aligned with our contribution to the Sustainable Development Goals, within the context of the UN 2030 Agenda. We have proceeded to analyze which SDGs are a priority for the Company taking into account our impact or contribution to each, through alignment with our activities and the way we work. Today, Goodpack operations contribute to the achievement of six priority goals.



- **Strategic pillar:** Social commitment
- **Strategic lines:** People wellbeing
- **Program:** Diversity, equality and inclusion



- **Strategic pillar:** Social commitment
- **Strategic lines:** People wellbeing, Health and Safety
- **Programs:** People wellbeing, work-life balance, professional development, human rights and due diligence, occupational health and safety, training in occupational H&S prevention



- **Strategic pillar:** Environmental management
- **Strategic lines:** Circular economy, sustainable logistics, sustainable procurement
- **Programs:** Sustainable containers, waste monitoring, responsible consumption, transport efficiency, sustainable procurement



- **Strategic pillar:** Environmental management
- **Strategic lines:** Sustainable logistics, Environmental Management
- **Programs:** GHG emissions, implementation of an environmental management system, environmental certifications, performance measurement



- **Strategic pillar:** Good governance
- **Strategic lines:** Customer engagement, compliance, ethics and integrity, transparency and reporting
- **Programs:** Partnerships for sustainability and adherence to voluntary initiatives, compliance assessments and auditing, materiality and ESG reporting following EU legislation and international standards, customer H&S, understanding our customer experience, customer channel, improving our customers' ESG performance.

Aligned to Global Goals and Initiatives

United Nations Global Compact

We are officially a participant of the United Nations Global Compact. This milestone marks our public commitment to its ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption.

By aligning our business strategy and operations with these principles, we reinforce our dedication to responsible business practices and sustainable development. Our first Communication on Progress (COP) will be submitted in 2026, reflecting the actions we take to uphold this commitment and advance in our sustainability journey.



The TEN Principles

HUMAN RIGHTS	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.
LABOUR	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labor; Principle 5: the effective abolition of child labor; and Principle 6: the elimination of discrimination in respect of employment and occupation.
ENVIRONMENTAL	Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.
ANTI-CORRUPTION	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



**WE MOVE
FOR GOOD
GOVERNANCE**

Our Goals for Good Governance

As part of our three-year Sustainability Strategy, Goodpack has set the following good governance goals:

GOOD GOVERNANCE

- Build long-lasting and transparent relationships with customers. Achieve a substantial increase in customer trust and satisfaction, as measured by our NPS survey score. Continue to ensure the safety and health of our solutions, guaranteeing on-time deliveries.
- Integrate sustainability management. Ensure the integration of sustainability into every aspect of Goodpack's business model, operations, and stakeholder relationships, through the identification and monitoring of key sustainability metrics. Establish the necessary structure and communication channels to ensure that this commitment is shared transparently, maintaining a competitive edge and exceeding market standards within the Company's available resources.
- Maintain and continuously improve a robust compliance system that reflects Goodpack's commitment to ethics and integrity, while responding to the Company's needs and complying with the regulations of the markets and countries in which it operates.
- Improve transparency and reporting. Clearly communicate the Company's commitments and performance both internally and externally, ensuring that all disclosed information is accurate and consistent.

To Achieve*:

- NPS (Net Promoter Score) of 70+
- Delivery on time
- Reduce the number of customer health and product safety incidents to zero
- EcoVadis score higher than 75



Corporate Governance Bodies

ESG Governance

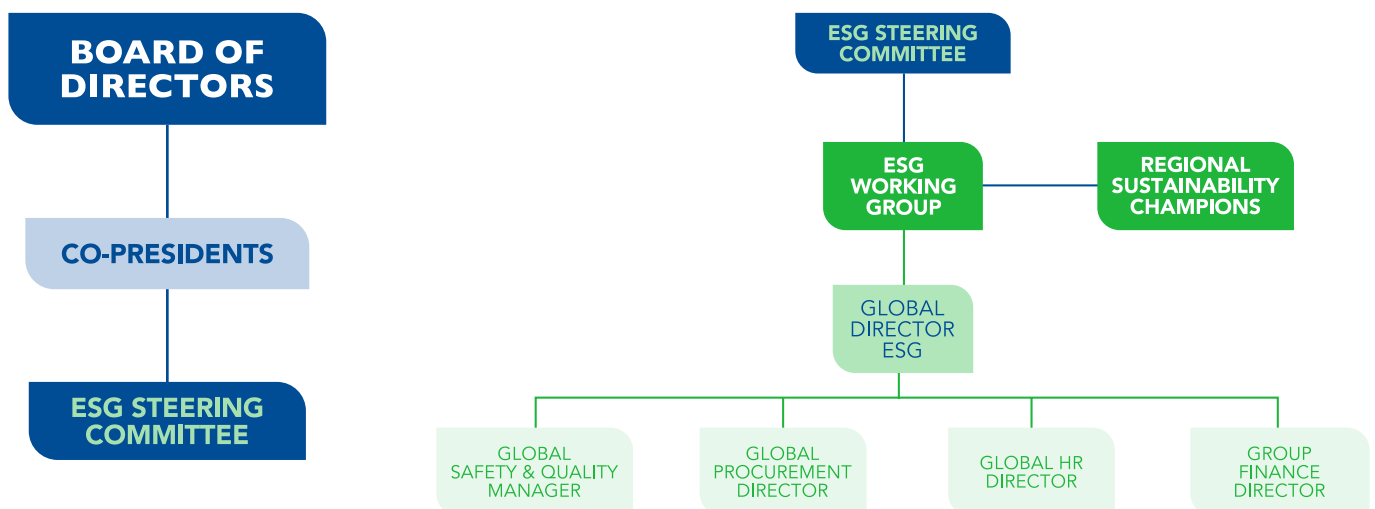
Goodpack has established an Environmental, Social, and Governance (ESG) Committee to reinforce its commitment to environmental stewardship, health and safety, corporate social responsibility, governance, and sustainability.

The ESG Committee consists of two key components:

- **The ESG Steering Committee**, which provides strategic direction, oversight, and high-level decision-making.
- **The ESG Working Group**, which is responsible for coordinating day-to-day ESG initiatives and implementation.

Core responsibilities of the ESG Committee

- Foster a culture of sustainability throughout the organization and encourage open dialogue on ESG topics.
- Support Goodpack's overall ESG strategy by recommending policies, best practices, and disclosures.
- Assess and reduce the company's environmental impact, including efforts to lower GHG emissions.
- Promote sustainable practices in procurement, transportation, and product development.
- Oversee ESG-related communications with stakeholders, including employees, investors, customers, and suppliers.
- Identify and evaluate ESG risks and opportunities, including regulatory changes that may affect the business.
- Maintain systems and metrics to track ESG performance.
- Carry out other ESG-related responsibilities as directed by the Board of Directors.



Structure and Operations

The ESG Working Group meets regularly and reports to the ESG Steering Committee on a quarterly basis.

The Steering Committee provides strategic guidance, resources, and approvals as needed.

Additionally, a Regional Sustainability Champions subcommittee supports local implementation of ESG efforts. This group helps drive progress using tools like the carbon calculator and works closely with local stakeholders to achieve sustainability goals.

Corporate Governance Bodies

The purpose of Goodpack's governance bodies is to establish, maintain, and monitor the company's compliance with all internal and external regulatory requirements. These bodies operate through cross-functional collaboration, supported by the Internal Audit function, to ensure that internal controls are effective.

Our governance model includes the Board of Directors, the Audit Committee (supported by the Internal Audit function), and senior management (C-Suite), which includes legal and compliance leaders. Regional Presidents and Global Business Directors are also key participants. Their leadership is rooted in teamwork, with a focus on continuously refining processes, identifying new business opportunities, and expanding our offering, from being a world leader in sustainable packaging for shipping and storage to serving as a fundamental enabler of a circular supply chain.

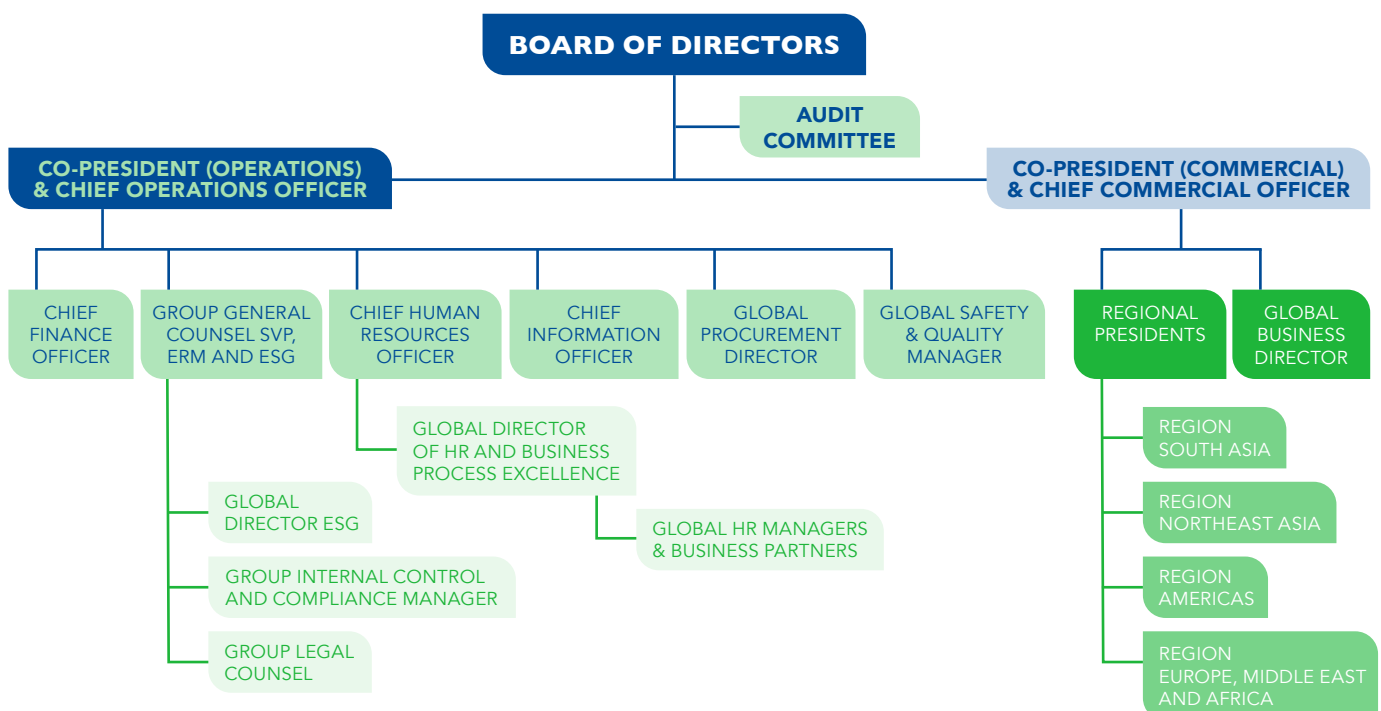
Board of Directors

- The Board of Directors is the Company's most senior representative body and currently consists of 8 members. Its functions are to direct, administer, and represent the company, meeting four times per year. It is also responsible for ratifying the company's strategy, including those related to sustainability.
- In 2024, women represented 25% of the Board. Our goal is to achieve balanced gender representation across all levels, ensuring that no gender group exceeds 65%.

Audit Committee

Delegated Committee of the Board of Directors

- This Committee, reporting directly to the Board of Directors, oversees internal control, regulatory compliance, and the company's financial and sustainability reporting.
- Members are appointed by the Board, and in 2024, the committee met four times, in line with its quarterly meeting schedule.



Internal Regulatory Framework

Goodpack's management framework is embedded in internal policies that reflect the Company's commitments and principles, applying to all activities, processes, and employees across its global operations. These policies also extend to suppliers and service providers, who are expected to uphold the same values and commitments.

CODE OF CONDUCT

The Code of Conduct is a core element of this framework. It defines the ethical standards and behavioral expectations that guide Goodpack's actions worldwide. We are committed to upholding the highest ethical standards and conducting business in full compliance with applicable laws in every country where we operate. Beyond legal compliance, the Code promotes a culture of integrity, responsibility, and respect, ensuring that everyone acting on behalf of the company embodies these values under all circumstances.

The Code outlines the principles that everyone representing Goodpack is expected to uphold, including:

- Acting with integrity
- Prioritizing health and safety
- Promoting diversity, equity, and inclusion
- Avoiding conflicts of interest
- Complying with applicable laws, with a specific focus on:
 - Anti-bribery and corruption
 - Antitrust regulations
 - Customs, tax, and trade compliance
- Protecting intellectual property and maintaining confidentiality
- Ensuring the proper use of company equipment and resources
- Exercising diligence in external communications
- Maintaining accurate bookkeeping, recordkeeping, and contractual documentation
- Reporting violations, cooperating with investigations, and adhering to the non-retaliation policy

Oversight of the Code rests with the Group General Counsel, VP ERM & ESG, in collaboration with Management and the Audit Committee, who review and approve any updates or modifications. Implementation of the Code is the shared responsibility of all business functions and governance bodies.

All reports submitted through Goodpack's internal ethics hotline are thoroughly investigated by the Legal and Compliance team. Confidentiality is maintained to the extent possible, allowing for a proper and fair investigation. When required, local external legal counsel may be engaged to ensure compliance with local legislation, facilitate communication in the local language, and support evidence collection.

The Legal and Compliance team also enforces the non-retaliation policy. Any act of retaliation is treated as a potential violation and is investigated under the same process.

Each case results in a confidential report, which outlines the allegations, the investigation process, gathered evidence, conclusions, and recommended remediation measures. This report is submitted to the Audit Committee for discussion and, when appropriate, to support decision-making on corrective actions.

Internal Regulatory Framework

Internal Policies and Responsible Business Practices

In addition to the Code of Conduct, we have implemented a set of internal policies and procedures that reinforce our commitment to responsible business practices.

Aligned with the EcoVadis assessment framework, these policies are structured around four key pillars: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

This framework reflects our dedication to ethical conduct, social responsibility, environmental stewardship, and responsible supply chain management across our global operations.

ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
Environmental Policy	- Human Rights Policy - Corporate Social Responsibility Policy Occupational Health & Safety and Wellbeing Policy Career Management Policy	- Code of Conduct - Anti-Corruption Policy - Antitrust Policy - Trade Compliance Policy - Gift, Entertainment and Hospitality Policy - Grievance Policy and Procedures - Information and Communication Technology Policy - Data Protection and Privacy Policy	- Vendor Compliance Commitments - Third Party Screening Process Sustainable Procurement Policy

Internal Regulatory Framework

2024 New Policies: Strengthening Our Internal Policy Framework

In 2024, Goodpack took significant steps to enhance its internal policy framework by developing and implementing three new corporate policies.

These additions reinforce our broader sustainability and governance objectives, particularly our commitment to ethics, transparency, and responsible business practices.

POLICY	MAIN COMMITMENT AND GOVERNANCE
CAREER MANAGEMENT POLICY	Goodpack is committed to providing equal opportunities for professional growth and career development to all employees, fostering a culture of continuous learning aligned with our sustainability goals and long-term organizational success. This policy is designed to build a workplace where every individual has the opportunity to plan and progress in their career through a structured, transparent, and fair process—supported by targeted training, internal mobility, and leadership development.

POLICY	MAIN COMMITMENT AND GOVERNANCE
CAREER MANAGEMENT POLICY	The policy is grounded in the following core principles: • Continuous Development: Ongoing support through performance reviews, mentoring, coaching, and tailored functional and leadership training programs. • Internal and Global Mobility: Active promotion of internal job opportunities and international mobility programs to broaden employee experience and strengthen retention. • Transparency and Equity: Career progression and promotion decisions are based on merit, aligned with business needs, and free from discrimination. • Recognition and Well-being Culture: Commitment to maintaining a safe, inclusive, and psychologically secure work environment that fosters collaboration, mutual growth, and employee recognition. • Shared Responsibility: Career development is a shared responsibility across all levels, employees, managers, leaders, and the HR team, aligned with Goodpack's Lean House culture and House Rules. The Leadership Team, Managers, Employees, and the HR Department are collectively responsible for supporting, enabling, and continuously improving the implementation of this policy. Participation in development programs, internal mobility, employee satisfaction, and retention rates are reviewed regularly and monitored as part of Goodpack's corporate reporting and sustainability performance tracking.
OCCUPATIONAL HEALTH, SAFETY & WELL-BEING POLICY	Goodpack is committed to managing health and safety effectively, mitigating risks, and ensuring the well-being of all employees, contractors, visitors, and other stakeholders affected by our operations. Our health and safety goals are: • Transparency and Involvement: Sharing Goodpack's commitment to health, safety, and well-being with all employees, partners, and agents to foster a culture of accountability and awareness. • Safety-First Operations: Demonstrating that the health and safety of our employees and contractors is a global, company-wide priority. • Legal Compliance: Ensuring full compliance with applicable health and safety laws across all countries of operation, and adopting recognized methodologies, standards, and best practices.

OCCUPATIONAL HEALTH, SAFETY & WELL-BEING POLICY

We implement our health and safety (H&S) system through:

- **Standard Operating Procedures, Handbooks, and Policies:** These guide compliance with relevant legislation, safe work practices, risk assessments, accident and near-miss reporting, emergency response, performance monitoring, and worker consultation.
- **Training and Communication:** Ongoing education and dissemination of materials to engage and involve all workers, contractors, and stakeholders in identifying and implementing opportunities for continuous improvement in health, safety, and well-being.

The Group Safety and Quality Manager reports directly to the Co-President (Operations) and collaborates with Senior Operations Directors in each region. In addition, a Safety Officer is designated for each market to promote awareness and ensure the prioritization of health, safety, and well-being across the organization.

SUSTAINABLE PROCUREMENT POLICY

Goodpack is committed to responsible sourcing practices that reflect its core values of environmental stewardship, ethical conduct, and social responsibility throughout its global value chain. This commitment supports our broader sustainability objectives and aligns with stakeholder expectations.

Our responsible sourcing policy ensures that procurement decisions consider not only cost and quality, but also environmental, social, and governance (ESG) criteria. It provides a structured framework for supplier engagement that is transparent, ethical, and aligned with Goodpack's long-term sustainability goals.

The policy is founded on the following core principles:

- **Supplier Engagement:** Encouraging suppliers to adhere to Goodpack's Code of Conduct and ESG standards through clearly communicated expectations and a shared commitment to accountability.
- **Risk-Based Due Diligence:** Proactively identifying and managing risks related to labor rights, environmental impact, and ethical practices across the supply chain.
- **Transparency and Traceability:** Enhancing visibility into sourcing activities to ensure ethical compliance and support continuous improvement.
- **Collaboration and Capacity Building:** Working alongside suppliers to drive innovation, build capabilities, and improve sustainability performance.
- **Monitoring and Evaluation:** Implementing supplier assessment mechanisms to track compliance, identify gaps, and apply corrective actions where needed.

The Procurement and Sustainability teams jointly oversee the implementation and effectiveness of this policy. Regular evaluations are conducted as part of Goodpack's ESG reporting and supplier management processes to ensure alignment with internal standards and global best practices.

Actions on Good Governance

Ethical Conduct and Compliance

— Compliance with the Law: Anti-Bribery and Corruption —

Goodpack has a firm commitment to compliance with all applicable laws, regulations and rules, with a special focus on anti-bribery and corruption, competition law and trade compliance.

Goodpack must comply with various applicable anti-corruption laws, including, Singapore's Prevention of Corruption Act, the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act, among others. Corrupt practices would put Goodpack's reputation and business success in serious jeopardy.

We do not engage in any corrupt practices, whether directly or through our collaborators. We comply with our Anti-Corruption and Gift, Entertainment and Hospitalities Policies.

Goodpack does not make political contributions, and any donation must be approved by the Group General Counsel. We follow the highest standards of ethics when working with regulators or public officials. Finally, we ensure compliance with all laws and regulations regarding anti-bribery, record-keeping and accounting, money laundering and tax evasion.

In calendar year 2024, zero cases of corruption were registered.

Goodpack's commitment to acting with ethics and integrity is a core part of our corporate culture, as outlined in the Code of Conduct.

We operate company-wide based on four simple principles:

- **Follow the law. In doubt, ask.**
- **Lead by example.**
- **Act with integrity, fairness, respect and kindness. Embrace diversity and inclusion.**
- **Speak up if something does not seem right.**

Conflicts of Interest

As part of our commitment to integrity, we expect all our employees and people related to Goodpack's activity to avoid any situation that can be or appear to be a conflict of interest, as set out in our Code of Conduct.

All conflicts of interest must be declared at Col@goodpack.com.

Anyone can report a concern or a violation of the Code of Conduct, other Goodpack policies, or applicable laws. Doing so is both a right and a responsibility.

Reports can be made to managers, the Human Resources team, the Legal team, or even the Board of Directors. Additionally, Goodpack has procedures in place to allow for the anonymous reporting of violations or other compliance concerns. All reports - whether anonymous or not - will be handled with care and respect for the confidentiality of those involved.

In addition to the channels mentioned above, concerns can also be submitted via email or postal mail.

- **By email to:** Ethics.Hotline@goodpack.com
- **By post to:** **Goodpack IBC (Singapore) Pte. Ltd.**
c/o General Counsel – CONFIDENTIAL
3 Changi South Street 1 #03-01
Santa United Building Singapore 486795

We are committed to enforcing a strict No Retaliation Policy and will not tolerate any form of reprisal against an employee who raises or reports a concern in good faith.

In 2024, three cases were reported through the ethics hotline or directly to the HR or Legal teams. Each case was thoroughly investigated and addressed in line with the findings and recommendations of the investigation process.

Personal Data Protection

Goodpack respects the privacy of personal data and comply with all relevant laws. Following our internal rules, personal data should only be used and processed legally, reasonably and in a transparent way for business purposes, being treated as confidential.

Because of the nature and geographic location of our business, we handle personal information of our employees and business partners around the world, acting under various national laws.

The functions responsible for allowing the collection of personal data are the Chief Human Resources Officer, the Chief Commercial Officer and the Chief Operations Officer, together with the Legal Department as required.

Cyber Security and Digital Resilience

As part of our commitment to responsible business practices and operational sustainability, Goodpack undertook a comprehensive cybersecurity maturity assessment in FY2025, aligned with the NIST Cybersecurity Framework (CSF) v2.0. The evaluation covered six core functions: Govern, Identify, Protect, Detect, Respond, and Recover, and was conducted through documentation review, stakeholder interviews, and maturity scoring based on the CMMI model.

Goodpack achieved maturity assessment better than peer industry average. This reflects a structured and proactive approach to managing cybersecurity risks across the organization.

Key highlights include:

Governance A formal cybersecurity strategy is supported by an Enterprise Risk Management (ERM) framework and well-defined policy workflows.	Recovery Disaster recovery plans and daily backups are in place to provide robust data resilience.
Risk Identification Asset inventories and vulnerability management processes are actively maintained.	Protection Multi-factor authentication (MFA), single sign-on (SSO), encryption, and role-based access controls are in place across most systems.
Detection Security monitoring and alerting are enabled through Security Information and Event Management (SIEM) and Managed Detection and Response (MDR) capabilities.	Response Documented incident response plans, root cause analysis (RCA) processes, and incident dashboards ensure effective response and learning from security events.

This assessment reinforces our ongoing efforts to ensure the integrity, confidentiality, and availability of our systems and data, which are critical to the sustainable delivery of our services globally.

In 2024, no cyber security breaches or incidents were registered



**WE MOVE FOR
OUR PLANET**

Our Environmental Goals

In alignment with our 2023–2025 Sustainability Strategy, Goodpack has set the following goals regarding environmental management:

Environmental Management

1. Maintain leadership in the sustainable containers industry by championing circular economy principles and reducing the environmental footprint of global supply chains.
2. Goodpack will become a carbon-neutral company by 2050, setting a benchmark in its sector through the following commitments:
 - Implement actions to reduce the organization's carbon footprint, supporting the Company's net-zero goal and embedding sustainability as a core cultural value.
 - Promote efficiency in resource use, both in our work centers and transportation operations.
3. Ensure sustainability is embedded in procurement decisions by integrating environmental, social, and governance (ESG) criteria into supplier relationships and purchasing processes.
4. Integrate environmental management into the Company's overall strategy and operation.

Goodpack is committed to the safe and secure storage and transportation of raw materials and products essential to today's commerce and economic development.

We are fully invested in protecting our communities, environment, and people in a safe, secure, and sustainable manner. Through our reusable container solutions and accountable practices, we contribute to mitigating the impacts of climate change.

The shipping industry is responsible for a significant portion of global carbon dioxide emissions. Traditional one-way and single-use packaging - such as wooden or plastic pallets, cardboard or wooden crates, and metal drums - not only contribute to these emissions but also offer limited payload protection. This increases the risk of product damage and waste. In contrast, the reusability and durability of Goodpack's solutions help deliver better environmental and operational performance.

To achieve our objectives, we are committed to:

- Reducing the repositioning of empty containers year on year
- Achieving zero waste by 2040
- Becoming net zero for Scope 1 and 2 by 2040, and for Scope 3 by 2050
- Ensuring that 100% of active trade suppliers are evaluated based on sustainability criteria

*Goodpack tracks each of these indicators on a quarterly and annual basis to monitor their progress and ensure they are being met.

Energy Consumption & GHG Emissions

Goodpack's GHG emissions inventory has been calculated (not verified) in accordance with the GHG Protocol for the fiscal year 2024 (from 1 January to 31 December 2024).

To apply the selected methodology and prepare the GHG emissions inventory, it is necessary to define a series of boundaries that enable the identification of emissions attributable to the organization. These include:

- **Organizational boundaries:** define the operations owned or controlled by the reporting company.
- **Reporting boundaries:** identify the direct emissions associated with operations owned or controlled by the reporting company.

The carbon footprint calculation methodology adopted by Goodpack follows a three-category structure to consolidate GHG emissions from a reporting perspective. Accordingly, we define our operational boundaries as follows:

- **Scope 1:** Direct GHG emissions from operations under Goodpack's control.
- **Scope 2:** Indirect GHG emissions resulting from purchased electricity consumption.
- **Scope 3:** Other indirect GHG emissions occurring throughout the company's value chain.

SCOPE	2023 (tCO ₂ e)	2024 (tCO ₂ e)	% of total carbon footprint	Percentage change 2024 vs 2023
SCOPE 1				
Stationary Combustion	612.35	537.66		-12.20%
Mobile Combustion	522.2	146.64		-71.93%
Fugitive Emissions	412.25	492.83		19.54%
Total Scope 1	1,546.8	1,177.13	0.07%	23.89%
SCOPE 2				
Purchased Electricity	339.93	224.26		-34.02%
Total Scope 2	339.93	224.26	0.01%	-34.02%
SCOPE 3				
Purchased Goods and Services	-	16,445.45		-
Capital Goods	-	34,161.39		-
Fuel and Energy Related Activities	-	108.6		-
Upstream Transportation and Distribution	-	168,873.95		-
Waste Generated in Operations	-	462.45		-
Business Travel	-	349.6		-
Employee Commute	-	315.41		-
Downstream Transportation and Distribution	-	1,410,086.34		-
Total Scope 3	-	1,630,803.19	99.91%	-
Total GHG Emissions	1,481,533.17	1,632,204.58	100%	

Goodpack's GHG emissions from its own sources in Scope 1 and 2 come from Netherlands, Thailand and United States depots, and offices located in: Brazil, China, India, Japan, Korea, Netherlands, Saudi Arabia, Singapore, South Africa, Taiwan, Thailand and United States.

Initiatives to Reduce Our Energy Consumption and GHG Emissions



Our GHG Emissions Management

In 2024, we took a significant step forward in our GHG management journey by adopting **planA as our carbon accounting platform**. This marked an important milestone in our commitment to transparency, accountability, and sustainability. Plan A provides a robust, centralized system for collecting, tracking, and analyzing emissions data across all operations. By streamlining data collection and ensuring accuracy, it enables us to better understand our carbon footprint and identify the key drivers of our emissions.

Throughout the year, we worked closely with internal teams and stakeholders to gather activity data from across our operations, ensuring a comprehensive picture of our Scope 1, Scope 2, and relevant Scope 3 emissions. With this baseline in place, we are now better positioned to transition from measurement to action.

Moving forward, our focus will shift toward targeted decarbonization initiatives, guided by the insights generated through Plan A. These efforts will include exploring energy efficiency measures, increasing the use of renewable energy, optimizing logistics, and collaborating with partners to reduce value chain emissions. While achieving net zero is challenging, this year's progress has strengthened our foundation, enabling us to take more strategic and impactful steps toward a low-carbon future.

Switching to 100% Renewable Power

In line with our commitment to reducing environmental impact, we have taken concrete steps to lower energy consumption across our operations. In 2024, Goodpack Europe B.V. launched **a major initiative to transition to 100% renewable electricity**, marking a significant milestone in our decarbonization journey.

Through a partnership with Eneco HollandseWind®, we secured the supply of approximately 150,000 kWh of certified green electricity generated from wind power. This transition, set for a full implementation by 2025, is expected to **cut our operational CO₂ emissions by an estimated 57,000 kg annually**, equivalent to the amount of carbon absorbed by around 2,280 trees each year.

While this initiative primarily targets emissions from our direct operations rather than from product use, it represents a decisive step toward more sustainable energy sourcing and indirectly contributes to reducing our overall lifecycle energy impacts.

Globally, we are reviewing additional decarbonization measures, particularly those aimed at improving energy efficiency during product use, for incorporation into future phases of our sustainability strategy. These efforts support our broader climate objectives, including achieving net-zero emissions and reducing our overall environmental footprint.

Achieving ISO 14001 in China

In 2023, Goodpack's subsidiary office in China achieved ISO 14001 certification, an internationally recognized standard for environmental management systems. This certification sets rigorous requirements for identifying, managing, and reducing environmental impacts across operations.

This milestone reflects our proactive approach to embedding sustainability into everyday practices, including improving energy and water efficiency, minimizing waste, and strengthening resource management at the local level.

Achieving ISO 14001 at the subsidiary level is a key step in our global sustainability journey. It demonstrates our commitment to continuous improvement and supports our broader goals of reducing the environmental footprint of our worldwide operations, while advancing energy efficiency and decarbonization efforts across the organization.



Carbon Calculator

Measuring the Impact of Packaging Solutions

In 2023, Goodpack launched its Carbon Calculator to provide users with quantitative assessments of Global Warming Potential (GWP) and eight additional environmental impact categories. The initial release focused on the MB5 container—which represents approximately 60% of our global fleet—and included comparisons with industry-standard single-use packaging solutions.

Built on a Life Cycle Impact Assessment (LCIA) aligned with ISO 14040:2006 and ISO 14044:2006, and reviewed independently under ISO 14071:2014, the tool evaluates environmental impact across the full packaging lifecycle—from raw material extraction and manufacturing, through transport and use-phase payload, to end-of-life treatment.

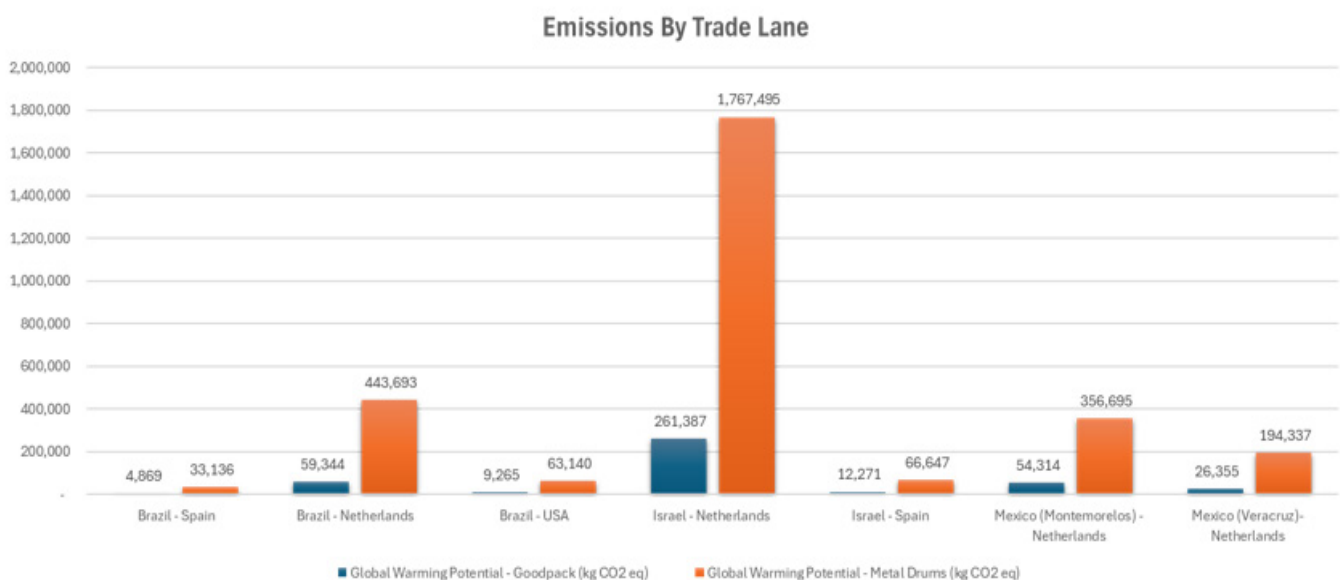
In 2024, the Carbon Calculator reached a key milestone with the launch of its second development phase. This update expanded the tool to cover additional Goodpack SKUs, including MB6, MB9, and MB12M, significantly increasing its applicability across customer use cases.

By offering a more comprehensive and SKU-specific view of environmental impact across the supply chain, the Carbon Calculator empowers users to compare packaging solutions and make more informed, sustainable decisions.

The case study below illustrates how the Goodpack MB6 container outperforms traditional metal drums, delivering a significantly lower Global Warming Potential (GWP) and reductions across several other key environmental impact categories.

Illustration: Goodpack MB6 Solution vs Metal Drums

Trade Lane	SKU	Product Type (Juices)	Metric Tonne	GWP - Goodpack (kg CO2e)	GWP - Metal Drums (kg CO2e)
Brazil - Spain	MB6	Concentrates	124.00	4,868.52	33,135.70
Brazil - Netherlands	MB6	Concentrates	1,652.30	59,344.02	443,692.76
Brazil - USA	MB6	Concentrates	234.05	9,265.00	63,140.15
Israel - Netherlands	MB5	NFC (Not from Concentrate)	5,217.00	261,386.68	1,767,495.03
Israel - Spain	MB5	NFC (Not from Concentrate)	198.00	12,270.64	66,647.14
Mexico (Montemorelos) - Netherlands	MB6	Concentrates	1,374.85	54,314.17	356,694.74
Mexico (Veracruz) - Netherlands	MB6	Concentrates	767.25	26,355.09	194,337.14
Total				427,804.11	2,925,142.67

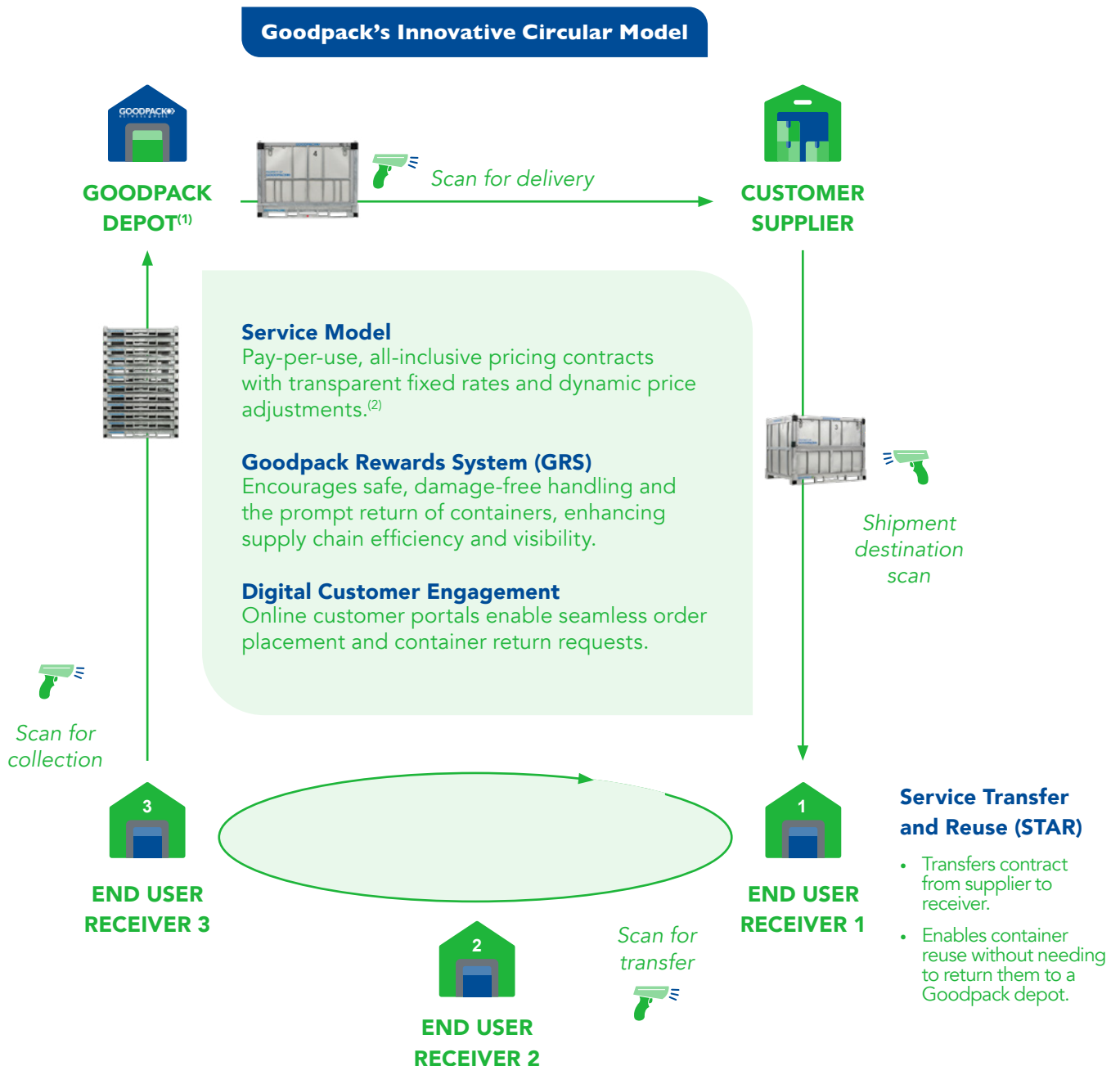


Circularity at The Centre

Circularity is at the heart of our business. Our innovative model is based on three key pillars:

- **Packaging as a Service:** we provide logistic solutions as a pay-per-use service for safe and efficient shipping and storage.
- **Global Reach and Space Optimization:** our reusable metal containers and pallets enable the shipment of payloads around the world by road, rail, or sea.
- **Lower Carbon, Less Labor:** our solutions reduce the total cost of ownership across supply chain operations.

Our containers are durable and reusable for over 35 years, helping reduce both CO₂e emissions and operational cost. Made of high-tensile galvanized steel, they are versatile across multiples types of cargo, allowing for fewer, more sustainable trips and driving CO₂e reductions compared to alternative packaging solutions.



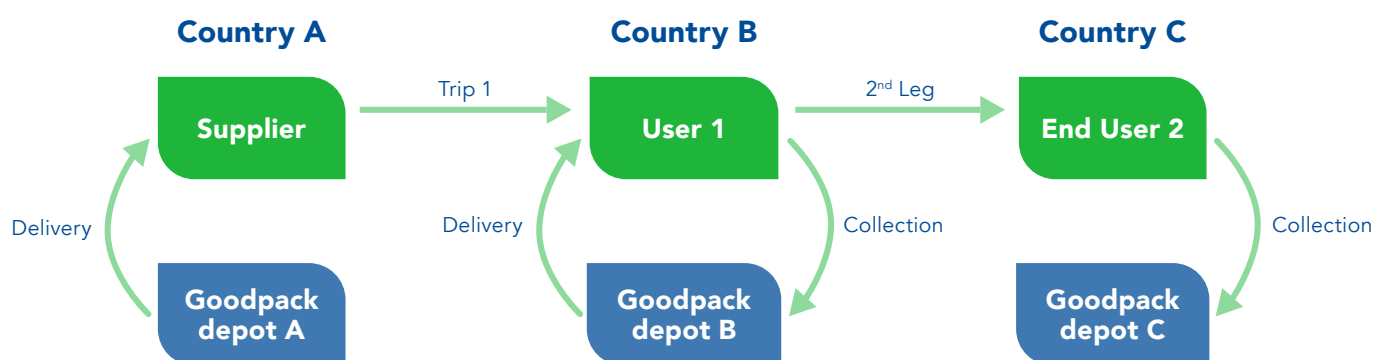
Proven Environmental Impact Reductions

Our reusable containers and service model significantly reduce CO₂e emissions when compared to conventional packaging solutions.

-89%	-81%	-37%
CO ₂ e emissions when compared to one-way metal boxes, which are typically use 5 times at most.	CO ₂ e emissions when compared to metal drums.	less CO ₂ e emissions when compared to corrugated cardboard boxes.

Reducing shipments of empty containers:

Our Service Transfer and Reuse (STAR) solution is a sustainable and cost-efficient service model that allows Goodpack users to reuse some or all of the containers received from their suppliers - either for their own storage or for secondary transportation - without the need to return them to a Goodpack depot.



Goodpack Rewards System (GRS)

The Goodpack Rewards System (GRS) gives end users (recipients of containers) the opportunity to earn rewards for returning Goodpack containers on time and undamaged.

GRS is part of Goodpack's initiative to extend the lifespan of its containers and reduce the need for repair and recycling. In doing so, the program helps lower the carbon footprint of both Goodpack's operations and those of its customers.

Key benefits of the program:

- Encourages careful handling, supporting safer and cleaner warehouse operations with less damage and waste.
- Motivates end users to return containers more quickly, helping to shorten cycle times and reduce inventory costs.
- Enhances supply chain visibility and provides consumption insights (via added data scan points), which optimize resource utilization and reduce waste.

Other Environmental Indicators

Our commitment to sustainability is also reflected in the daily management of essential resources such as water use and waste treatment. By monitoring our various operational centers, we gain a broader view of the organization’s environmental performance. This approach allows us to identify progress, opportunities for improvement, and areas where responsible practices are already an integral part of operations.

Water

Water use across Goodpack’s operations is concentrated in container washing and general facility services, rather than in direct production processes. Nevertheless, we monitor usage closely to ensure responsible management in line with our environmental principles.

In 2024, the Netherlands depot used 2,400 m³ of water, sourced from the public network. This volume was dedicated entirely to basic needs such as sanitary services and the cafeteria. Although water discharge is not measured separately, it is assumed to equal intake, with no significant retention.

At the Thailand depot, total water withdrawal reached 22,000 m³, sourced from surface water in a non-water stressed area. From this amount, 1200 m³ was used for filter backwashing as part of our wastewater treatment process, while 20,800 m³ was allocated exclusively to container washing. Water resources is being managed efficiently by reusing treated water in the production process. The remaining water supported general operational services. Wastewater from these activities is discharged to the wastewater filtration point and treated through a combination of filtration, coagulation, and sedimentation. The treatment process includes the addition of alum, polymer, and caustic soda to support coagulation. Water quality measured a total dissolved solids (TDS) value of 1,565 mg/L, well within the industrial effluent standard limit of 3,000 mg/L.

Altogether, total water use across both locations amounted to 24,400 m³ in 2024.

Waste

Waste management is an integral part of Goodpack’s environmental strategy, with efforts focused on minimizing waste generation and promoting recovery. Most of the waste produced is non-hazardous and originates from day-to-day operations, particularly packaging materials and general office activities.

Materials such as plastic and paper are typically sorted for recycling, while non-recyclable waste is sent to appropriate disposal facilities. Regular monitoring helps quantify waste streams and supports continuous improvement in waste management practices across operational sites.

Depot	Total waste generated	Diverted from disposal	Sent to final disposal
Netherlands	30,000 kg	15,000 kg	15,000 kg
Thailand	10,480 kg	10,480 kg	0 kg

In 2024, **63% of the total waste generated** across Goodpack’s Netherlands and Thailand operations **was recovered** through recycling.



**WE MOVE FOR
OUR PEOPLE**

Our Social Goals

Aligned with our three-year Sustainability Strategy, these are our defined goals related to social commitment:

SOCIAL COMMITMENT

1. Foster employee well-being by actively promoting a healthy life-work balance, aiming to secure **a leadership position in the best workplace rankings** and achieving excellent results in the Employee Satisfaction Survey (ESS), with a focus on overall well-being scores.
2. Advance equality, inclusion, and diversity as defining characteristics of Goodpack as a multicultural Group, while **ensuring balanced representation of men and women across all levels**. We foster a workplace that celebrates and embraces the unique strengths and perspectives of every individual.
3. Ensure comprehensive **health and safety** through a holistic approach that addresses all facets of well-being, creating a secure and supportive environment for all employees.

As part of our ongoing efforts to contribute to society, we are committed to ensuring fair labor practices throughout our supply chain. We have implemented policies and standard operating procedures that include guidelines for good working conditions, human rights protection, and environmental best practices.

Furthermore, we believe in supporting the personal and professional development of our employees by providing various training and education programs, both online and through our very own **Goodpack University**.

Our ambition to the future can be summarized in three points:

**Employee
Satisfaction Score
higher than 4**
(upon 5)

**Strive for a balanced
representation of
men and women**
across all levels

**Achieve zero
accidents**, becoming
an industry leader in
workplace safety

Our People

At the heart of Goodpack's operations is a global community of people whose talent, dedication, and collaboration drive our success every day. Across diverse geographies, cultures, and roles - from depot operations to corporate functions - our people embody the values that define our identity and guide our purpose.

Our People in Numbers

Goodpack's workforce reflects a balanced gender distribution and a broad age range, supporting our goal of fostering diversity and inclusion. Monitoring these metrics annually allows us to track progress and ensure that our policies continue to promote an equitable and inclusive work environment.

Our workforce is composed of both employees and non-employee workers who contribute to our operations worldwide. The following data provides a breakdown of employees by gender and age, as well as insights into the non-employee workforce.

Goodpack Employees by Gender and Age

Gender	FY24	FY25	%2025 vs 2024
Female	181	188	3.8%
Male	172	170	-1.2%
Total	353	358	1.4%

Age	FY25
Under 30	34
30 - 50	240
Over 50	84

Goodpack Workers Who Are Not Employees

In addition to our directly employed personnel, Goodpack also relies on the contributions of individuals who, while not formally employed by the company, play a vital role in supporting our operations. These include workers engaged through third-party agencies, subcontracted personnel, seasonal support staff, and interns participating in learning programs.

These non-employee workers are present at our depots in both the Netherlands and Thailand. Their involvement reflects the dynamic and flexible nature of our workforce, and their contributions are valued as part of our broader commitment to inclusive and responsible labor practices.

Gender	FY25
Female	128
Male	346
Total	474

Country	FY25
Netherlands	16
Thailand	98
Cambodia	15
Laos	1
Myanmar	344
Total	474

Our People

Goodpack Employees by Region

Asia Pacific	Number
Australia	2
Indonesia	13
China	40
India	32
Japan	11
Korea	14
Malaysia	16
New Zealand	1
Philippines	1
Thailand	55
Taiwan	3
Vietnam	3
Singapore	76
Total	267

EMEA	Number
Saudi Arabia	5
South Africa	3
France	1
Germany	3
Netherlands	26
Poland	1
Spain	1
Finland	1
UAE	1
UK	1
Total	43

Americas	Number
Brazil	12
Mexico	7
USA	29
Total	48

Total Employees

358

Our People

New Employee Hires and Employee Turnover

New Hires

Hires by gender	FY25
Female	37
Male	24
Total	61

Hires by age	FY25
Under 30	12
30 - 50	41
Over 50	8
Total	61

Hires by region	FY25
Americas	24
EMEA	3
Asia Pacific	34
Total	61

Employee Turnover

Turnover by gender	FY25
Female	28
Male	28
Total	56

Turnover by age	FY25
Under 30	3
30 - 50	44
Over 50	9
Total	56

Turnover by region	FY25
Americas	24
EMEA	1
Asia Pacific	31
Total	56

Interns are not included in the hiring and turnover data.



Our People

Health & Safety

Goodpack is committed to ensuring that all employees are safe, both physically and psychologically, while at work. We take proactive measures to provide a working environment free from health and safety risks, promoting a culture where well-being is prioritized.

In 2024, we strengthened this commitment by launching and implementing Goodpack's Occupational Health, Safety & Well-being Policy, which outlines our principles, expectations, and responsibilities for ensuring safe, respectful, and responsible operations across the company.

We are also firmly committed to maintaining a violence-free workplace. Any form of abuse, whether verbal or physical, as well as any threats or intimidation, is strictly prohibited.

Responsibility for implementing health and safety measures lies with the Group Safety and Quality Manager, who reports to the Co-President, Operations, and works in close coordination with Senior Operations Directors in each region. In addition, each market has a designated safety officer, responsible for raising awareness and promoting the importance of health, safety, and well-being throughout the organization.

Health & Safety Mechanisms

1. **Standard Operating Procedures, handbooks, and policies**
provide detailed guidance on how to operate safely.
2. **Compliance with health and safety legislation**
is ensured through safe work procedures.
3. **Risk assessment and incident management:**
Risks are assessed at the workplace; incidents and near misses are reported. Emergency situations are addressed, and performance is monitored and measured. Feedback is gathered from both employees and contractors.
4. **Training and communication:**
We provide training and materials to promote health, safety, and well-being, encouraging active participation from everyone to identify opportunities for improvement.
5. **Safe Work Environment:**
We conduct biannual employee surveys to assess risks related to workplace violence, harassment, and discrimination. The results help us develop a series of employee communication workshops and enhance our HR policies.



Our People

Managing Health & Safety Across Our Network

While no serious incidents or fatalities were reported in 2024 among Goodpack employees or contractors, all reported cases of work-related ill health occurred at the vendor level. In response, Goodpack activated its structured and preventive vendor management framework to address the issues effectively.

We engage closely with our vendors to ensure the implementation of robust health and safety practices through the following measures:

- **Clear Expectations and Standards**
Requirements are communicated through Goodpack's Code of Conduct, Sustainable Procurement Policy, and compliance with certified management systems, including ISO 9001.
- **Strict Vendor Selection and Evaluation**
Vendors are assessed based on multiple criteria, including safety performance, quality, delivery reliability, and cost efficiency to ensure alignment with our operational standards.
- **Structured Incident Response Process**
All reported incidents trigger a formal process that includes investigation, root cause analysis, and corrective actions, such as process improvements, targeted retraining, or vendor requalification.

These actions reflect Goodpack's commitment to continuous improvement, risk mitigation, and accountability across its global value chain, helping to ensure that all supply chain partners uphold the same high standards for health, safety, and operational integrity.

Health & Safety Metrics

Metrics	Value
Work-related fatalities	0 cases
Recordables cases of work-related ill health	9 cases
Lost Time Injury Rate (LTI)	0.8
Number of health & product safety incidents	0
Average of number of sick days per employee	0.78

(1) **Frequency index:** Number of work-related accidents with sick leave / number of hours worked × 1,000,000

(2) **Accident seriousness index:** Number of days lost due to work-related accidents / number of hours worked × 1,000

Additional Context and Case Details

In 2024, nine cases of work-related ill health were reported. All involved contractor personnel, with no incidents reported among direct Goodpack employees. Each case was monitored and managed as part of our extended health and safety protocols, which apply across our operations and supply chain.

The most common types of incidents included cuts, muscle sprains, and one case of fainting. By location and gender, four cases involved male workers in the United States, two involved female workers in Singapore and three involved male workers in Europe.

Each incident was addressed through Goodpack's established health and safety procedures. These included thorough investigation, root cause analysis and the implementation of corrective actions to prevent recurrence and uphold consistent safety standards across all work environments.

Our People

Working Conditions

The organization of work is established in accordance with the labor legislation in force in each jurisdiction. Any new employee joining Goodpack shall serve a probationary period of between one to three months. Our compensation policy provides wage bands aligned with the market standards of the regions in which we operate.

Employment within the company is classified into the following broad categories:

- **Regular full-time employees:** Work 40 hours per week (or similar, depending on local legislation) and are entitled to benefits according to their job grade.
- **Regular part-time employees:** Work fewer than 35 hours per week and are entitled to pro-rated statutory benefits only.
- **Temporary/Contract workers:** Hired for specific projects or tasks, with benefits varying based on the nature and duration of the assignment.
- **Trainees and program participants:** We support traineeships and educational programs to develop the next generation of supply chain and business professionals. These opportunities are managed on a case-by-case basis, depending on local requirements.

Flexible Working

Goodpack offers the possibility of flexible working as a privilege, which includes:

- **Self-regulation** of time spent in the office versus working remotely, coordinated with the manager and team members.
- Employees can discuss with their managers to obtain approval for adopting a **flexible working arrangement**.
- Employees may request a **remote flexible working model**; however, everyone is encouraged to spend some days per week in the office to foster collaboration and social interaction.
- Another option is to adopt **flexible working hours**. In such cases, there are no fixed working hours or patterns. The employee discusses and agrees with their manager on a schedule that suits both the role and individual needs.

Leave and General Benefits

Medical leave available to all employees, in line with local market practices, with additional support provided as needed

Prolonged illness policy

Maternity, paternity, and shared parental leave, aligned with local market requirements

Childcare leave applicable to employees in line with local market requirements

Compassionate and marriage leave, in line with local requirements

One day off for birthday, in lieu of a working day, once per calendar year

Personal accident insurance providing a lump sum benefit in the event of accidental death, or total and permanent disability

Medical insurance provided based on regional requirements, ensuring coverage aligns with market needs and costs

Training sponsorship to attend programs related to the job or career development

Performance appraisal conducted officially at least once a year

Variable bonus plan based on both individual and company performance during the preceding year

Long service awards for employees with 5, 10, 15, 20, or 25 years of service with the Company

Available since January 2021, practical information and counseling on a variety of topics have been made available to all employees and their close relations (e.g., a partner or a family member). Support can be provided by phone, email, or post, and counseling is offered at a time and location convenient to the employee.

Examples of topics covered by the support program:

Improving relationships	Parenting	Support for couples	Managing stress
Managing life changes	Career success	Coping with the loss of a loved one	Managing workplace pressure
Improving esteem and confidence	Referrals to local legal or financial resources	Pursuing personal interests	Maintaining physical health

Key Benefits

- **No cost to employees.** The service is fully funded by Goodpack.
- **Available 24/7, 365 days a year.** Employees can speak with a professional at any time - day or night, on weekends, and during holidays.
- **Access to 6 counseling sessions per issue/employee each year.**
- **Confidential.** While Goodpack receives overall usage statistics (e.g., number of users, general topics), no personal or identifying information is ever shared. No one at Goodpack will know who used the service unless the employee chooses to disclose it.
- **Independent and impartial support.** The Employee Assistance Program is entirely independent and does not represent any organization, including Goodpack.



Training and Development

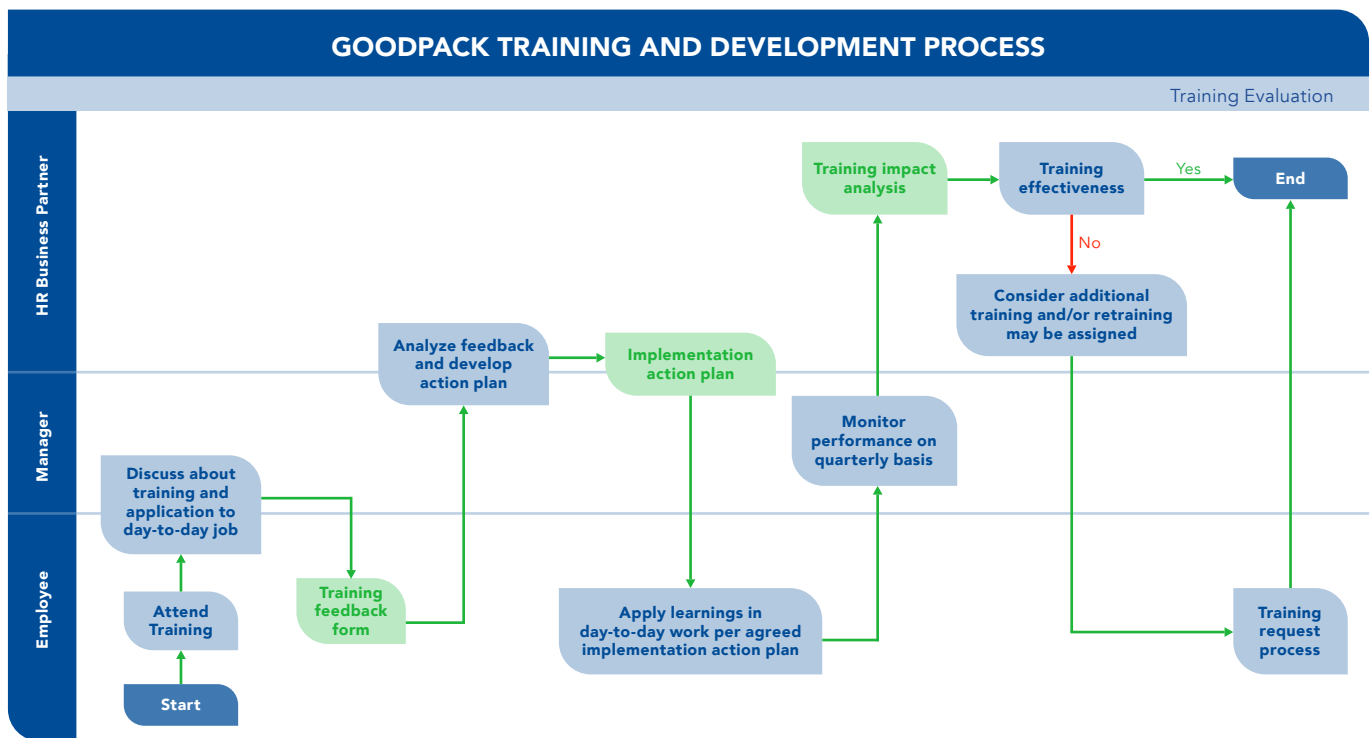
At Goodpack, we believe that continuous learning is key to driving innovation, operational excellence, and long-term success.

In 2024, we approved and implemented the Career Management Policy, ensuring equal opportunities for all employees through structured development programs, internal mobility, and merit-based advancement.

This policy complements our established Training and Development Standard Operating Procedure (SOP), which provides a consistent framework for managing training activities across the company. It ensures that all employees - including temporary and short-term contract workers - are equipped with the skills and competencies needed to meet Goodpack's strategic and operational goals.

As part of this framework, 100% of our employees participate in regular development evaluations, ensuring that progress is monitored and supported through feedback, training, and career planning.

Our learning platform also offers Diversity, Equity & Inclusion (DEI) modules alongside other ESG-related training, reinforcing our focus on building a capable, inclusive, and future-ready workforce.



All employees undergo mandatory onboarding training and subsequently receive refresher courses covering the following modules:

- Ethics / Code of Conduct
- Information Security and Data Protection
- Anti-bribery & Corruption
- Customs and Trade

For personal development, our Company supports employees in attending external training and development programs to help them grow into their respective roles and beyond.

Since December 2023, **we have partnered with Goodhabitiz** to provide all employees with access to a wide range of online training materials available at any time.

Training Hours for FY2025	Hours
Average Training hours/employee	14.6
Total training hours	5,220
Total training hours for female employees	2,064.8
Total training hours for male employees	3,155.2

Employee Satisfaction and Retention in 2024

In 2024, Goodpack continued to advance its employee engagement efforts by conducting its annual Employee Satisfaction Survey, which was distributed to all employees (100%) and achieved a response rate of 93%. Alongside this initiative, we actively monitored key indicators of employee well-being and retention.

The Employee Satisfaction Score (ESS) for 2024 was 3.92 out of 5, reflecting a solid level of satisfaction across the workforce. At the same time, total attrition and voluntary attrition rates were tracked quarterly. While both indicators peaked in Q3, with total attrition reaching 6.13% and voluntary attrition 5.01%, they showed a marked improvement in Q4, declining to 2.51% and 1.67% respectively. This downward trend suggests a positive shift in employee morale and organizational stability in the second half of the year.

The main results of the survey are as follows:

Employee Promoter Score	2024
"I am satisfied to work for Goodpack"	73%
"I am motivated to work for Goodpack"	72%

Global Results on Main Themes	2024	% Variation 23-24
Business continuity plan	3.91	-10%
Work environment, culture and values	4.06	-3%
External orientation and innovation	3.87	-9%
Responsibilities, accountability and performance management	3.93	-7%
Execution focus and control department	4.01	-2%
Capabilities department	3.84	-5%
Organizational goals and leadership	3.85	-8%

All Equal and Diverse

The international presence of Goodpack means that our team is extraordinarily diverse, one of our greatest strengths. We are committed to diversity, equity, and inclusion both internally and in our interactions with external partners.

Diversity contributes to the richness of our Company. We are committed to recruiting, hiring, and promoting employees from diverse backgrounds and to creating opportunities for underrepresented groups. We are also committed to providing equal access to opportunities, resources, and support for all members of our community. We continuously reinforce our goal of building a truly inclusive environment, where diverse perspectives and ideas are respected and valued.

We have zero tolerance for:

- Bullying, aggressive, or intimidating behavior
- Any form of verbal abuse
- Inappropriate touching, gestures, or comments
- Any attempt to sabotage other people's work

Any violation of these principles must be reported to a manager, the Human Resources or Legal Department teams, or via the Ethics Hotline.

Creating Value in Our Communities

We work with communities worldwide to advance sustainability through ecosystem restoration, biodiversity conservation, and environmental education, supporting the UN Sustainable Development Goals.



CHINA

Environmental Awareness and Tree Planting

Hosting an expert lecture on global environmental challenges, China's carbon neutrality policies, and sustainable logistics, followed by a tree planting activity in Shanghai Blooming Garden where 34 swamp cypress trees were planted to enhance biodiversity, absorb CO₂, and support local ecosystems.

SOUTH KOREA

Recycling and Upcycling CSR Day

Learning practical ways to integrate sustainability into daily life through a guest lecture and creating reusable hot packs from recycled rubber to donate to a local community in need.

THAILAND

CSR Day at Tawanron Beach

Learning about waste management and blue crab conservation, releasing baby crabs into the ocean, and participating in a beach clean-up to support marine life and environmental protection.

USA

Day of Conservation at the Houston Arboretum

Volunteering to support the Arboretum's conservation efforts, planting several hundred native plants to restore and preserve the green space, and fostering community engagement in environmental protection.

TAIWAN

Beach Cleanup at Cijin Island

Cleaning the beach and promoting environmental care, inspiring participants to take individual action towards a healthier planet.

MALAYSIA

Tree Planting at Taman Botani Shah Alam

Planting 200 small trees and attending workshops on the importance of trees and sustainable practices, fostering teamwork and environmental stewardship.

MÉXICO

Reforestation Campaign

Engaging volunteers in hands-on activities including tree planting and educational talks on sustainable practices at Finca Skála, promoting ecosystem restoration, sustainability, and environmental awareness.

INDIA

Tree Plantation with iNaturewatch

Planting 35 saplings, one for each team member, with protective fencing to ensure their growth, in partnership with an NGO committed to nurturing the trees for a year.

JAPAN

Environmental CSR Day at Kanto Depot

Planting rosemary shrubs to promote a greener and more sustainable depot, raising environmental awareness, and celebrating the site's anniversary with community engagement.

BRAZIL

Volunteering Clean-Up Drive

Collecting and disposing of waste in urban and natural areas, partnering with recycling cooperatives, and raising environmental awareness. A total of 13.8 kg of waste was collected, including plastic, paper, glass, and metal.

SINGAPORE

Visit to Hay Dairies Goat Farm

Learning sessions on sustainable farming practices, waste management, and home food waste reduction through composting.

INDONESIA

Mangrove Restoration at Angke Kapuk Nature Tourism Park

Participating in the restoration of mangrove ecosystems to improve biodiversity, coastal protection, and air quality, supporting habitat recovery for migratory birds and other wildlife.

Creating Value in Our Communities

Thanks to the efforts of the entire Goodpack team, we have achieved:

SDGs CONTRIBUTION



**USD 34k invested in
global community and
environmental initiatives**

**Nearly 300 volunteers
engaged globally**





**WE MOVE
FOR OUR
VALUE CHAIN**

We Move for Our Value Chain

At Goodpack, we recognize that the strength of our impact lies in the strength of our relationships. Our customers, suppliers, and commercial partners all play a key role in building a supply chain that is ethical, efficient, and circular.

Together, we are redefining value beyond transactions. We support our customers in achieving their environmental and operational goals through smart, reusable logistics solutions, while working closely with our suppliers to embed ESG principles, ensure compliance, and drive continuous improvement.

This integrated, data-driven approach enables us to create shared value, reduce risk, and innovate responsibly, turning every link in our value chain into a lever for sustainable transformation.

We Move for Our Value Chain - together, toward a more transparent, resilient, and sustainable future.

Our Relationship with Customers

At Goodpack, we work closely with our customers, including end users and packers, to design smarter, greener, and more resilient supply chains. Our value proposition is built on three core pillars: cost efficiency, sustainability, and resilience.

Leveraging our global network of over 4.5 million reusable IBC containers and more than 5,000 delivery and collection points, we enable customers in the rubber, chemical, automotive, and food sectors to achieve tangible, measurable outcomes.

FY2025 Customer Performance Highlights

- Net Promoter Score (NPS): 74, exceeding our target of 70
- On-Time Delivery Rate: 99.6% as of Q3 FY2025
- Customer Safety Incidents: One isolated case, addressed through prompt corrective action

To further enhance logistics performance and customer satisfaction, we launched the STAR Program (Service, Tracking, and Return), aimed at improving container traceability, reducing cycle times, and increasing utilization. As of the end of FY2024, 32,144 containers were enrolled in STAR contracts, up from 31,539 in Q3, reflecting steady growth and a customer shift toward integrated, data-driven, circular packaging solutions.

Looking Ahead: Customer Health and Safety

Beginning in 2025, Goodpack will implement a Customer Health and Safety Policy to strengthen the framework protecting our customers and supply chain partners. This policy will:

- Reinforce compliance with applicable legal and industry standards
- Promote continuous improvement in safety practices
- Foster a culture of shared responsibility, to prevent incidents and safeguard well-being throughout the supply chain

This next phase in our customer engagement strategy reflects our ongoing commitment to building safer, more efficient, and more sustainable logistics ecosystems in close collaboration with our customers.

Goodpack's solutions help clients transform their operations by:

- **Becoming responsible businesses:** Our reusable containers minimize waste and support circular economy models. Lifecycle assessments show CO₂ equivalent reductions of up to 89% vs. single-use packaging, 81% vs. metal drums, and 37% vs. cardboard boxes.
- **Gaining operational efficiency:** Our stackable and collapsible IBCs reduce warehouse space usage by up to 65% when laden and 90% when collapsed. The cubic design optimizes transportation, handling time, and loading consistency.
- **Improving profitability without CAPEX:** Our leasing model helps clients avoid capital investments while reducing maintenance and logistics costs, aligning efficiency with ESG commitments.

Sustainable Supply Chain Collaboration

Goodpack is steadily progressing on its sustainability journey, having integrated environmental and social considerations into core business practices and committed to decarbonizing its operations and supply chain. Concrete progress has been made through initiatives such as the Vendor Compliance Commitment and the phased integration of sustainability criteria into key spend categories, including ocean freight.

Recognizing that procurement practices have a significant impact on sustainability, both directly and indirectly, Goodpack has further strengthened its approach through 2024. Sustainable sourcing is considered material to achieving our decarbonization targets and mitigating social and ethical risks across our value chain.

In June 2024, we launched the Sustainable Procurement Policy, which establishes clear ESG expectations for all suppliers. The policy is aligned with key international frameworks, including the UN Guiding Principles on Business and Human Rights (UNGPs), ILO Core Conventions, and the OECD Due Diligence Guidelines. It outlines minimum requirements across four pillars:

**Environmental
Performance**

**Labor Conditions
and Human Rights**

**Ethical Business
Conduct**

**Commitment
to Continuous
Improvement**

To ensure the policy translates into measurable outcomes, Goodpack also developed a tailored sustainable procurement strategy. This strategy includes defined KPIs, a structured implementation plan, and a phased rollout that began in the second half of 2024 and will continue into 2025.

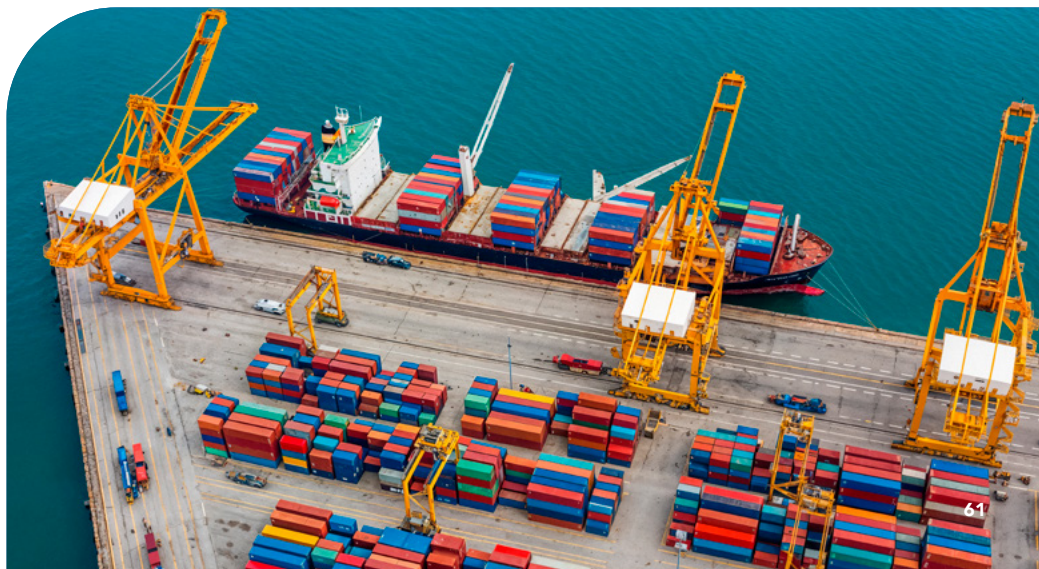
Key Elements of Supplier ESG Integration

- **Vendor Compliance Commitments** signed by all suppliers
- **ESG requirements** embedded in tenders, contracts, and performance evaluations
- **Capacity-building initiatives** to strengthen supplier ESG maturity and long-term compliance

As part of our evolving supplier evaluation framework (deployment initiated in FY2025), Goodpack has set the following targets to be achieved over the next three years:

- **90% of active vendors** (with annual spend > USD \$10,000) evaluated using ESG criteria
- **90% of total vendor spend** linked to ESG performance data
- **Average ESG rating below 3** on Dun & Bradstreet's 1–5 scale (1 = best)

This structured, risk-based approach enhances accountability, supports supply chain decarbonization, and builds resilience, all in alignment with Goodpack's long-term sustainability strategy.



Supplier Evaluation and Engagement

Goodpack combines clear compliance expectations with structured assessments to ensure environmental, social, and governance (ESG) integration across its global supplier base. Our approach is grounded in data, transparency, and continuous improvement, and includes the following components:

ESG profiling by country, sector and spend level

Supplier scoring, audits, and corrective action plans

Dun & Bradstreet's ESG Rankings, covering 31 ESG themes across environmental, social, and governance categories

Ongoing performance monitoring and capability-building reviews

While detailed data for FY2025 are still being consolidated, the ESG evaluation framework is fully operational and undergoing phased deployment starting in Q3 FY2026.

This structured, risk-based approach enables Goodpack to promote supplier improvement while mitigating legal, reputational, and environmental risks across the value chain. It reflects our long-term commitment to building a resilient, responsible, and sustainable supply network.

Collaboration with Commercial Partners (Sales Channels)

Goodpack works alongside its commercial partners and sales channels to expand access to circular logistics solutions across global markets. These partners support outreach, local expertise, and solution delivery, serving as key enablers in our mission to accelerate sustainable packaging adoption.

We collaborate with sales partners through structured programs that prioritize customer satisfaction, market-specific insights, and continuous knowledge sharing. As ambassadors of our brand and solutions, they help us scale impact, adapt locally, and build long-term relationships with new and existing clients.

Co-Creation and Innovation with Partners

Goodpack continues to drive sustainable innovation by working closely with supply chain partners and customers across industries. In 2024, several key strategic alliances were launched, each reinforcing our commitment to circular logistics and shared environmental responsibility.

BM ENC (South Korea): Introduced automation for container handling in synthetic rubber facilities, enhancing safety and efficiency.

BENTELER China: Optimized automotive logistics using reusable packaging, reducing waste and improving cycle time.

CEVA Logistics & Klean Industries: Launched an end-of-life tire circularity initiative in Oceania using reverse logistics, reusable IBCs, and blockchain tracking via **Klean Loop™**.

These cases show how Goodpack's partnerships go beyond logistics, driving innovation that delivers measurable environmental and business value.

Transparency and Shared Values

We uphold relationships based on integrity, transparency, and mutual respect. Our procurement and compliance framework includes:

- Strong anti-bribery, conflict of interest, and anti-discrimination rule
- Commitment to zero tolerance for child labor, forced labor, and unsafe working conditions
- Accessible whistleblowing mechanisms and protection for those raising concerns in good faith

In response to growing regulatory requirements, such as the CSRD, Germany's Supply Chain Act, and SEC climate disclosures, we are enhancing data readiness and supplier engagement to ensure transparency and compliance across all tiers of our value chain.



ANNEXES

Annex 1

Topic Definitions

Relevant Topics ESRS		Definitions
ENVIRONMENTAL	Operational Eco-Efficiency (materials, energy, water)	Promoting sustainable resource consumption, implementing efficient energy and water and wastewater management practice, and striving for fuel efficiency.
	Biodiversity	Implementing environmental management practices, including pollution and ecological impact control, waste management, and sustainable resource use.
	Climate change	Measuring and reducing the carbon footprint, conducting GHG emissions inventories, managing climate risks and air quality impacts, establishing a climate strategy, and promoting sustainable transport are all essential aspects of Goodpack's commitment to optimizing and enhancing supply chain efficiency while contributing to more sustainable and resilient transportation solutions.
	Circular economy	Promoting sustainable packaging and containers, the promotion of reusable alternatives, recycling, and proper waste management, including hazardous waste.
GOVERNANCE: Ethics and Economic	Sustainable growth	Integrating Environmental, Social, and Governance (ESG) criteria into financial decisions and business models. This integration ensures responsible practices by considering environmental, social and governance factors.
	Corporate governance	Integrating Environmental, Social, and Governance (ESG) criteria into governance management, identifying and managing risks (including ESG-related risks), promoting ethical business conduct, and encouraging gender participation on governance bodies.
	Sustainable procurement	Acquiring goods, services, and works in a manner that promotes environmental, social, and economical sustainability. It involves ensuring vendor compliance with applicable laws and regulations, adherence to a Code of Conduct, mapping and traceability of suppliers, and incorporating ESG considerations in supplier selection.
	Ethics, integrity and transportation	Establishing a legal and regulatory compliance system, maintaining high ethical standards, preventing corruption and money laundering, implementing internal controls and audits, promoting transparency in ESG reporting, avoiding anti-competitive practices, and ensuring effective complaint management.
	Privacy and data security	Implementing measures to safeguard sensitive data, respecting individuals' privacy rights, complying with privacy laws, and ensuring cybersecurity measures are in place to prevent unauthorized access or breaches.
	Efficiency in the supply chain	Optimizing processes and resources to achieve productivity, cost-effectiveness, and sustainability. It encompasses responsible supply chain management, risk assessment, automation and digitalization, and measures to reduce costs, inventory, waste, damages, environmental footprint, and capital expenditure.

Relevant Topics ESRS		Definitions
SOCIAL: Labor, Customer and Communities	Labor management and Talent attraction	Establishing responsible working relationships and labor practices, providing good working conditions, promoting internal communication, work-life balance, and labor rights, identifying training needs, and retaining and developing talent.
	Health and safety	Adhering to occupational health and safety standards, identifying and managing risks, promoting employee well-being (physical & mental), and encouraging good habits.
	Diversity, equity, and inclusion	Encouraging and maintaining a diverse workforce while providing equal opportunities for career growth and advancement. It also includes the inclusion of disadvantaged groups and individuals with different abilities.
	Human rights	Managing and promoting compliance with basic rights and freedoms, identifying risks, and manage complaints through appropriate channels.
	Product design & lifecycle management	Includes the search and implementation of sustainable solutions, practicing product stewardship, and utilizing tools like Product Design and Lifecycle Assessment (LCA).
	Safety, quality and delivery	Ensuring customer well-being, reliable products and services, and efficient logistics implementing responsible transport and logistic practices, ensure high product and service quality, strive for on-time delivery, and maintain standardized processes.
	Innovation and development	Promoting technological transformation, identifying digital service opportunities, managing innovation initiatives, and fostering process and product innovation.
	Stakeholders and community	Engaging with stakeholders, building relationships, and considering their perspectives are important. Community relations involve being a responsible neighbor and supporting local initiatives.
	Customer engagement	Proactive and ongoing interaction between Goodpack's and its customers to ensure their welfare, satisfaction, and build strong relationships. It involves prioritizing customer needs, effective communication and responsiveness.

Annex 2

GRI Content Index

Goodpack has reported the information cited in this GRI content index for the period from January 1st to December 31st 2024 with reference to the GRI Standards.

GRI Standard	GRI Disclosure	Chapter	Comments
GRI 2: The organization and its reporting practices	2-1 Organizational details	3. About Us 2024 at a Glance	
	2-2 Entities included in the organization's sustainability reporting	About this Report 3. About us	
	2-3 Reporting period, frequency and contact point	About this Report	
	2-4 Restatements of information		No reformulation of the information has been carried out.
	2-5 External assurance	About this report	
GRI 2: Activities and workers	2-6 Activities, value chain and other business relationships	4. We move for excellence – Our Supply Chain	
	2-7 Employees	8. We move for our people – Our People	
	2-8 Workers who are not employees		
GRI 2: Governance	2-9 Governance structure and composition	6. We move for good governance – Corporate Governance Bodies	
	2-11 Chair of the highest governance body		
	2-14 Role of the highest governance body in sustainability reporting		
	2-15 Conflicts of Interest	6. We move for good governance – Actions on Good Governance	
	2-16 Communication of critical concerns	6. We move for good governance – Internal Regulatory Framework / Actions on Good Governance	
	2-17 Collective knowledge of the highest governing body	6. We move for good governance – Corporate Governance Bodies	

GRI Standard	GRI Disclosure	Chapter	Comments
GRI 2: Governance	2-21 Annual total compensation ratio		Not calculated or disclosed due to the unique structure of our workforce and lean operating model, where many managerial employees perform cross-functional roles, making internal job grade benchmarking not meaningful. Compensation is externally benchmarked to ensure fairness and competitiveness; practices under review to align with evolving standards.
GRI 2: Strategy, policies and practices	2-22 Statement on sustainable development strategy	About this report 5. We move for Sustainability – Our ESG Strategy	
	2-23 Policy commitments	5. We move for sustainability - Our ESG strategy / An ambitious plan for the future / Alignment to global goals and initiatives	
	2-24 Embedding policy commitments	6. We move for good governance - Our goals for good governance 7. We move for our planet - Our environmental goals 8. We move for our people - Our social goals	
	2-25 Processes to remediate negative impacts	6. We move for good governance - Internal Regulatory Framework / Actions on Good Governance	
	2-26 Mechanisms for seeking advice and raising concerns		
	2-27 Compliance with laws and regulations		
	2-28 Membership associations	4. We move for excellence – Driving excellence through collaboration and standards	

GRI Standard	GRI Disclosure	Chapter	Comments
GRI 2: Stakeholder engagement	2-29 Approach to stakeholder engagement	5. We move for sustainability – Double Materiality 8. We move for our people 9. We move for our value chain	
	2-30 Collective bargaining agreements		As of 2024, collective bargaining agreements are only active within our operations in Brazil. In this region, employee representation and negotiations are conducted in accordance with local labor laws, covering all eligible employees either fully or partially. No other regions currently have active collective bargaining agreements in place.
GRI 3: Material Topics	3-1 Process to determine material topics	5. We move for sustainability – Double Materiality	
	3-2 List of material topics		
	3-3 Management of material topics	5. We move for sustainability – Our ESG Strategy / An ambitious plan for the future 6. We move for good Governance 7. We move for our planet 8. We move for our people 9. We move for our value chain	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	5. We move for Sustainability – ESG Risk Analysis	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	4. We move for excellence – Our Products and Services 8. We move for our people – Creating value in our communities	

GRI Standard	GRI Disclosure	Chapter	Comments
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	5. We move for Sustainability – ESG Risk Analysis 6. We move for good governance - Actions on Good Governance	
	205-2 Communication and training about anti-corruption policies and procedures	6. We move for good governance - Actions on Good Governance 8. We move for our people – Our people	
	205-3 Confirmed incidents of corruption and actions taken	6. We move for good governance - Actions on Good Governance	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	7. We move for our planet - Energy Consumption and GHG Emissions	
	302-4 Reduction of energy consumption	7. We move for our planet – Our environmental goals / Energy Consumption and GHG Emissions	
	302-5 Reductions in energy requirements of products and services	7. We move for our planet – Circularity at the center	
GRI 303: Water and Effluents 2016	303-3 Water withdrawal	7. We move for our planet – Other environmental indicators	
	303-4 Water discharge		
	303-5 Water consumption		
GRI 305: Emissions	305-1 Direct (Scope1) GHG emissions	7. We move for our planet – Energy Consumption and GHG Emissions	
	305-2 Energy indirect (Scope2) GHG emissions		
	305-3 Energy indirect (Scope3) GHG emissions		
	305-5 Reduction of GHG emissions		

GRI Standard	GRI Disclosure	Chapter	Comments
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	7. We move for our planet – Other environmental indicators	
	306-2 Management of significant waste-related impacts		
	306-3 Waste generated		
	306-4 Waste diverted from disposal		
	306-5 Waste directed to disposal		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	9. We move for our value chain - Sustainable Supply Chain Collaboration	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	8. We move for our people – Our people	
	401-3 Parental leave		

GRI Standard	GRI Disclosure	Chapter	Comments
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	8. We move for our people – Our people – Health & Safety	
	403-2 Hazard identification, risk assessment, and incident investigation	We move for excellence – ESG Risk Analysis	
	403-3 Occupational health services	8. We move for our people – Our people – Health & Safety	
	403-5 Worker training on occupational health and safety		
	403-6 Promotion of worker health		
	403-8 Workers covered by an occupational health and safety management system		
	403-9 Work-related injuries		
	403-10 Work-related ill health		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	8. We move for our people – Our people – Training & Development	
	404-2 Programs for upgrading employee skills and transition assistance programs		
	404-3 Percentage of employees receiving regular performance and career development reviews		100% of employees receive regular performance and career development reviews
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	6. We move for good governance – Corporate Governance Bodies 8. We move for our people – Our people	

GRI Standard	GRI Disclosure	Chapter	Comments
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men		Not calculated or disclosed due to the unique structure of our workforce and lean operating model, where many managerial employees perform cross-functional roles, making gender-based internal benchmarking not meaningful. Salaries are externally benchmarked to ensure fairness and competitiveness; practices under review to align with evolving standards.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	6. We move for good governance – Actions on Good Governance	
GRI 407 - Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	8. We move for our people – Our people	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	6. We move for good governance – Internal Regulatory Framework	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	9. We move for our value chain - Sustainable Supply Chain Collaboration	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	9. We move for our value chain - Sustainable Supply Chain Collaboration	
	414-2 Negative social impacts in the supply chain and actions taken		

GRI Standard	GRI Disclosure	Chapter	Comments
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	9. We move for our value chain – Our relationship with customers	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	6. We move for good governance – Actions on Good Governance	

END