

Performance Indicators

PRINCIPLES OF GOVERNANCE			
ETHICS AND COMPLIANCE	2023	2024	2025
Percentage of our leadership team received communication on anti-corruption and bribery policies (%)	100	100	100
Number of our colleagues received communication on anticorruption and bribery policies	3,716	3,987	3,803
Percentage of our colleagues received communication on anticorruption and bribery policies (%)	100	100	100
Number of cases of non-compliance with laws and regulations recorded	0	0	0
Number of cases of substantiated complaints received concerning breaches of customer privacy received from outside parties or regulatory bodies	0	0	0
Monetary value of fines paid in the year for instances of non-compliance that occurred in previous reporting periods	0	0	0
Total number of instances for which non-monetary sactions were incurred	0	0	0
Total number of significant instances of non-compliance with laws and regulations	0	0	0
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant	0	0	0
Number of cases of anti-competitive behavior or antitrust violations	0	0	0
Total number of operations assessed for risks related to corruption	0	0	21
Total number of identified leaks, thefts, or losses of customer data	0	0	0
Monetary value of fines paid for instances of non-compliance that occurred in the year* (USD)	0	0	10,000
Total number of instances for which fines were incurred	0	0	1*
*During the reporting period, a regulatory non-compliance related to permitting and inspection requirements was identified at one of FPS's operations. The issue was addressed through corrective actions, and the necessary permits and inspections were successfully completed. The relevant authorities have since confirmed that the site is fully compliant with applicable regulations. The matter was resolved through a formal process, including a financial settlement, and is now closed.			
CYBERSECURITY	2023	2024	2025
Total number of substantiated complaints received concerning breaches of customer privacy received from outside parties and substantiated by the organization	0	0	0
Total number of substantiated complaints received concerning breaches of customer privacy received from regulatory bodies	0	0	0
CERTIFICATION	2023	2024	2025
Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27001 (or other equivalent/similar standard) (%)	20	20	20
Percentage of all operational sites with certified anti-corruption management system (%)	0	0	0
Coverage of ISO 27001-certified sites (%)	37	37	37



PEOPLE			
ETHICS AND COMPLIANCE	2023	2024	2025
Age Verification Compliance: Percentage of colleagues whose age has been verified to ensure they are not underage for work (%)	100	100	100
The number of confirmed cases of child labor, forced labor, or human trafficking	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0
Percentage of employees confirmed that they have read and acknowledged the Business Code of Conduct (%)	*	96	100
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to by employee category - Frontline Managers and/or Supervisors	97	117	105
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to by employee category - Middle Management	99	92	88
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to by employee category - others	3,528	3,755	3,586
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to by employee category - Senior Management	17	23	24
Total number of governance body members (FPS Board)	9	9	9
Total number of governance body members (FPS LT)	6	8	7
Total number and percentage of governance body members (FPS Board) that the organization's anti-corruption policies and procedures have been communicated to	9	9	9
Percentage of governance body members (FPS Board) that the organization's anti-corruption policies and procedures have been communicated to (%)	100	100	100
Total number of governance body members (FPS LT) that the organization's anti-corruption policies and procedures have been communicated to	6	8	7
Percentage of governance body members (FPS LT) that the organization's anti-corruption policies and procedures have been communicated to (%)	100	100	100
* Data was not monitored effectively during the reporting period			
HEALTH& SAFETY	2023	2024	2025
Percentage of all operational sites for which an employee health & safety risk assessment has been conducted (%)	100	100	100
Lost time injury (LTI) frequency rate for direct workforce	0	0	0
((total number of lost time injury events) x 1,000,000 / total hours worked - company-wide)	0.11	0.38	0.49
Lost time injury severity rate for direct workforce	20	20	20
((number of days lost due to injuries) x 1,000 / total hours worked)	0.07	0.03	0.02
LWCR (Lost Workday Case Rate) rate for direct workforce	0.22	0.08	0.10
Number of cases of recordable ill health in employees	0	0	0
Number of cases of recordable ill health in workers	0	0	0
Number of fatalities among employees due to work-related ill health	0	0	0
Number of fatalities among employees due to work-related injury	0	0	0
Number of fatalities among workers due to work-related ill health	0	0	0



PEOPLE			
HEALTH& SAFETY	2023	2024	2025
Number of high-consequence work-related injury	3	0	0
Number of high-consequence work-related injuries (excluding fatalities) in employees	3	0	0
Number of hours worked	7,956,243	7,970,994	8,178,622
Number of recordable work-related injuries (including first aid, medical case, lost work day cases, restricted work day cases)	14	6	16
Number of days lost to work-related injuries, fatalities, and ill health	557	239	184
Percentage of our colleagues covered by an Occupational Health and Safety management system (Employee Health & Safety) (%)	100	100	100
Total number of employees and other workers who are covered by an Occupational Health and Safety management system that has been internally audited	3,678	3,897	3,773
EMPLOYEE SATISFACTION	2023	2024	2025
Employee Satisfaction Score – FPS Trust Index	83	87	88
GPTW Participation Rate (%)	*	96	97
* Data was not monitored effectively during the reporting period			
TRAINING	2023	2024	2025
% of the total workforce across all locations who received career- or skills-related training (please specify)	33	41	25
% of the total workforce across all locations who received training (internally or externally) on environmental issues	27	66	32
% of the total workforce across all locations who received training on human rights, diversity, discrimination and/or harassment	79	60	100
Average hours of training provided per colleague	13.76	16.10	13.61
Average hours of training provided per colleague by category - Junior Management/Staff	18.18	12.70	15.00
Average hours of training provided per colleague by category - Middle Management	23.03	23.50	23.00
Average hours of training provided per colleague by category - Other	13.13	12.70	13.00
Average hours of training provided per colleague by category - Senior Management	9.33	13.30	11.00
Average hours of training provided per colleague by gender-Female	13.46	13.70	13.59
Average hours of training provided per colleague by gender-Male	14.26	12.80	13.63
Average training hours provided to local colleagues	13.8	*	13.61
Cyber security and data privacy training provided for employees, number of participants	*	14661	1618
Cyber security and data privacy training provided for employees, number of sessions, number of participants, and topics covered	*	52	27
Percentage of employees trained on child/forced labor topic	79	60	100
Total Number of employees trained on child/forced labor topic	3,103	2,411	3,773



PEOPLE			
TRAINING	2023	2024	2025
Total number of employees that have received training on anti-corruption, broken down by employee category-Junior Management / staff	986	92	105
Total number of employees that have received training on anti-corruption, broken down by employee category-Middle Management	129	60	88
Total number of employees that have received training on anti-corruption, broken down by employee category-Others	1,960	2,245	3,586
Total number of employees that have received training on anti-corruption, broken down by employee category-Senior Management	28	14	24
Total number of governance body members that have received training on anti-corruption	6	8	8
Percentage of total workforce trained (e.g. through e-learning) on business ethics issues	79	60	100
Percentage of buyers across all locations who have received training on sustainable procurement (%)	0	0	100
Number of colleagues attended OHS trainings	*	3,985	4,069
Number of OHS training hours delivered to colleagues	*	23,913	24,416
Number of OHS training hours delivered to subcontractors	*	574	344
Number of subcontractors attended OHS trainings	*	129	62
* Data was not monitored effectively during the reporting period			
COMMUNITY ENGAGEMENT	2023	2024	2025
Number of schools have been equipped with Watersafe	903	1,513	1,544
% of all operational sites for which social impact assessments, including gender impact assessments, based on participatory processes has been conducted	0	0	0
% of all operational sites that have been subject to human rights reviews or human rights impact assessments (please specify)	*	100	100
% of all operational sites with broad based local community consultation committees and processes that include vulnerable groups	30	46	44
% of all operational sites with stakeholder engagement plans based on stakeholder mapping	53	53	33
% of the total workforce across all locations represented in formal joint management-worker health & safety committees	100	100	100
Number of lives positively impacted with WaterSafe	1,374,840	4,200,000	4,200,000
* Data was not monitored effectively during the reporting period			
CERTIFICATION	2023	2024	2025
Percentage of employees and other workers who are covered by an Occupational Health and Safety management system that has been externally audited or certified by third-party (%)	47	52	51
Percentage of operational facilities that are certified ISO 45001 or against other labor or human rights management standard (%)	38	53	53
Coverage of ISO 45001 certified operational sites	*	*	51%
Total number of employees and other workers who are covered by an Occupational Health and Safety management system that has been externally audited or certified by third-party	1,654	2,047	1,893
* Data was not monitored effectively during the reporting period			



PEOPLE			
NUMBER OF COLLEAGUES	2023	2024	2025
Total number of part-time colleagues	25	41	46
Number of local full-time employees	3,741	3,946	3,723
Total number of white collar colleagues	566	564	548
Total number of blue collar colleagues	3,175	3,417	3,255
Number of local employees in senior management positions	17	23	20
Turnover rate for all colleagues (%)	22.76	26.64	25.61
NUMBER OF COLLEAGUES BY GENDER	2023	2024	2025
Number of entry level colleagues-Female	*	1,818	212
Number of entry level colleagues-Male	*	2,054	250
Number of full-time colleagues by gender-Female	1,741	1,825	1,775
Number of full-time colleagues by gender-Male	1,975	2,121	1,952
Number of middle management colleagues-Female	*	34	37
Number of middle managemenet colleagues-Male	*	58	63
Number of part-time colleagues by gender-Female	23	34	37
Number of part-time colleagues by gender-Male	2	7	9
Number of permanent colleagues by gender-Female	1,762	1,852	1,819
Number of permanent colleagues by gender-Male	1,975	2,126	1,984
Number of senior managemenet colleagues-Female	*	7	5
Number of senior managemenet colleagues-Male	*	16	19
Number of temporary colleagues by gender-Female	2	7	8
Number of temporary colleagues by gender-Male	2	2	5
Percentage of female leaders (%)	23.52	30.40	26.61
Percentage of individuals within the organization's governance bodies by gender-Female (FPS Board) (%)	11	11	11
Percentage of individuals within the organization's governance bodies by gender-Male (FPS Board) (%)	89	89	89
Percentage of individuals within the organization's governance bodies by gender-Female (FPS LT) (%)	17	13	0
Percentage of individuals within the organization's governance bodies by gender-Male (FPS LT) (%)	83	87	100
Percentage of individuals within the organization's governance bodies by gender-Other/not disclosed (FPS Board) (%)	0	0	0

PEOPLE			
NUMBER OF COLLEAGUES BY GENDER	2023	2024	2025
Percentage of women employed in the whole organization (%)	47	47	48
Percentage of women in top executive positions (excluding boards of directors) (%)	17	13	9
Rate of new colleague hires by gender-Female (%)	37	46	44
Rate of new colleague hires by gender-Male (%)	63	54	56
Percentage of permanent colleagues by gender-Female (%)	45	46	47
Percentage of permanent colleagues by gender-Male (%)	55	54	53
Total number of new colleague hires by gender-Female	218	589	377
Total number of new colleague hires by gender-Male	372	694	477
* Data was not monitored effectively during the reporting period			
PARENTAL LEAVES	2023	2024	2025
Parental leave returners	77	72	65
Total number of colleagues who took parental leave	101	110	102
Total number of employees that were entitled to parental leave, by gender. (female)	45	58	64
Total number of employees that were entitled to parental leave, by gender. (male)	56	52	38
Total number of employees that took parental leave, by gender (Female)	45	58	64
Total number of employees that took parental leave, by gender (male)	56	52	38
Total number of employees that returned to work in the reporting period after parental leave ended, by gender (female)	37	25	28
Total number of employees that returned to work in the reporting period after parental leave ended, by gender (male)	53	47	37
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. (female)	28	16	28
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. (male)	49	21	35
Return to work and retention rates of employees that took parental leave, by gender. (Retention Rate for female) (%)	76	27.59	43.80
Return to work and retention rates of employees that took parental leave, by gender. (Retention Rate for male) (%)	92.45	40.38	92.10
Return to work and retention rates of employees that took parental leave, by gender. (Return Rate for female) (%)	79.55	43.10	43.80
Return to work and retention rates of employees that took parental leave, by gender. (Return Rate for male) (%)	94.65	90.38	97.40
WORKFORCE AGE AND YEARS OF SERVICE	2023	2024	2025
Full-time employee by Years of Service (0-5 years)	*	1,754	1,973
Full-time employee by Years of Service (6-10 years)	*	1,293	873



PEOPLE			
WORKFORCE AGE AND YEARS OF SERVICE	2023	2024	2025
Full-time employee by Years of Service (>10 years)	*	899	881
Rate of new colleague hires by age group			
(Age group under 30 years old)	16	29	28.45
Rate of new colleague hires by age group			
(Age group 30–50 years old)	72	61	61.83
Rate of new colleague hires by age group			
(Age group above 50 years old)	12	10	9.72
Total number of new colleague hires by age group			
(Age group 30–50 years old)	426	780	528
Total number of new colleague hires by age group			
(Age group 50 above years old)	73	132	83
Total number of new colleague hires by age group			
(Age group under 30 years old)	91	371	243
Percentage of leaders under 30 (%)	0	0	0.40
* Data was not monitored effectively during the reporting period			
WORKFORCE COVERAGE	2023	2024	2025
Percentage of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (%)	67	65	64
Percentage of total employees covered by collective bargaining agreements (%)	67	65	64
Percentage of the total workforce across all locations who are covered by formally-elected employee representatives (%)	67	65	64
Percentage of the total white color workforce across all locations who received regular performance and career development review (%)	100	100	100
Average unadjusted gender pay gap (%)	*	28	35
Percentage of average wage gap from employees paid below living wage against a living wage benchmark (%)	*	10	19
Percentage of internal employees and contract workers paid below living wage	*	10	10
Percentage of internal employees and contract workers covered by living wage benchmarking analysis	*	100	100
Percentage of internal employees covered by living wage benchmarking analysis	100	100	100
Percentage of internal employees paid below living wage	*	10	10
Percentage of employees from minority and/or vulnerable groups in the whole organization (%)	2	2	2

PEOPLE			
WORKFORCE COVERAGE	2023	2024	2025
Percentage of employees from minority and/or vulnerable groups in top executive positions (excluding boards of directors)	0	0	0
Number of workers who are not employees and whose work is controlled by FPS	108	110	109
Number of countries from which we have colleagues	19	18	18
NUMBER OF FULL-TIME COLLEAGUES BY COUNTRY	2023	2024	2025
Belgium	6	8	7
Chile	3	6	8
China	611	655	609
France	45	48	49
Germany	49	47	47
Hungary	1	1	0
India	3	3	3
Ireland	4	4	4
Mexico	210	231	273
Netherlands	32	34	30
Poland	4	4	3
Romania	637	699	668
Spain	2	2	2
Türkiye	1,473	1,498	1,358
Ukraine	365	434	390
United Kingdom	54	55	53
USA	19	19	17
Vietnam	198	198	206
NUMBER OF PART-TIME COLLEAGUES BY COUNTRY	2023	2024	2025
Belgium	0	0	0
Chile	0	0	0
China	0	22	20
France	1	1	2

PEOPLE			
NUMBER OF PART-TIME COLLEAGUES BY COUNTRY	2023	2024	2025
Germany	16	12	14
Hungary	1	0	1
India	0	0	0
Ireland	0	0	0
Netherlands	0	0	0
Poland	0	0	0
Romania	0	0	0
Spain	0	0	0
Turkiye	0	0	0
Ukraine	0	0	1
United Kingdom	0	0	0
USA	7	6	8
Vietnam	0	0	0
NUMBER OF PERMANENT COLLEAGUES BY COUNTRY	2023	2024	2025
Belgium	6	8	7
Chile	3	5	8
China	611	677	629
France	46	49	53
Germany	65	59	61
Hungary	2	1	1
India	3	3	3
Ireland	4	4	4
Mexico	210	231	274
Netherlands	30	28	30
Poland	3	3	3
Romania	637	699	668
Spain	2	2	2

PEOPLE			
NUMBER OF PERMANENT COLLEAGUES BY COUNTRY	2023	2024	2025
Turkiye	1,473	1,498	1,359
Ukraine	365	434	417
United Kingdom	60	61	61
USA	19	19	17
Vietnam	198	197	206
NUMBER OF TEMPORARY COLLEAGUES BY COUNTRY	2023	2024	2025
Belgium	0	0	0
Chile	0	1	0
China	0	0	0
France	0	0	3
Germany	0	0	0
Hungary	0	0	0
India	0	0	0
Ireland	0	0	0
Mexico	0	0	0
Netherlands	2	6	5
Poland	1	1	1
Romania	0	0	0
Spain	0	0	0
Turkiye	0	0	1
Ukraine	0	0	0
United Kingdom	1	0	2
USA	0	0	0
Vietnam	0	1	1
Number of New Hires by Country	2023	2024	2025
Belgium	2	2	0
Chile	3	7	2

PEOPLE			
NUMBER OF NEW HIRES BY COUNTRY	2023	2024	2025
China	155	395	221
France	6	9	16
Germany	1	2	5
Hungary	0	0	0
India	0	0	0
Ireland	0	0	0
Mexico	1	84	126
Netherlands	6	8	7
Poland	0	0	0
Romania	75	146	87
Spain	1	0	0
Turkiye	289	438	253
Ukraine	36	137	61
United Kingdom	4	3	9
USA	3	0	0
Vietnam	8	52	67
RATE OF NEW HIRES BY COUNTRY (%)	2023	2024	2025
Belgium	0	0	0
Chile	1	1	0
China	26	31	26
France	1	1	2
Germany	0	0	1
Hungary	0	0	0
India	0	0	0
Ireland	0	0	0
Mexico	0	7	15
Netherlands	1	1	1

PEOPLE			
RATE OF NEW HIRES BY COUNTRY (%)	2023	2024	2025
Poland	0	0	0
Romania	13	11	10
Spain	0	0	0
Türkiye	49	34	30
Ukraine	6	11	7
United Kingdom	1	0	1
USA	1	0	0
Vietnam	1	4	8
PLANET			
EMISSIONS (METRIC TONS CO ₂ e)	2023	2024	2025
Scope 1 GHG emissions	1,809	1,693	1,533
Scope 2 GHG emissions (market based)	23,727	24,199	26,595
Scope 2 GHG emissions (location based)	24,279	24,300	27,628
Scope 3 GHG emissions	256,153	339,648	405,700
Total emissions (Scope 1,2,3)	281,691	365,641	434,861
Biogenic CO ₂ emissions	104	2.92	6
Emissions (metric tons CO ₂ e)	2023	2024	2025
Category 1 Purchased Goods and Services	212,690	303,484	359,758
Category 2 Capital Goods	5,896	248	1,192
Category 3 Fuel and Energy Related Activities	6,634	4,472	4,722
Category 4 Upstream Transportation and Distribution	27,332	8,229	31,228
Category 5 Waste Disposal	195	154	278
Category 6 Business Travels	592	753	462
Category 7 Employee Commuting	1,205	3,312	1,284
Category 9 Downstream Transportation and Distribution	248	18,367	6,249
Category 12 End of Life of Sold Products	1,356	624	488
Emissions from other Sources	6,634	22.75	31

PLANET			
ENERGY	2023	2024	2025
Total energy consumption (kWh)	64,591,950	68,756,684	63,926,838
Total electricity consumption (kWh)	64,591,950	65,396,005	64,013,546
Total renewable energy consumption (kWh)	2,762,852	2,756,840	2,819,053
Quantity of electricity generation from on-site renewables (kWh)	2,753,146	2,327,653	2,262,388
Percentage of renewable energy out of total energy mix (%)	4.28	4.22	4.40
ENERGY AND EMISSION INTENSITY	2023	2024	2025
Energy intensity ratio (kWh/unit produced)	1.15	1.09	1.07
GHG emissions intensity (unit of measure)	12.19	15.33	18.88
WASTE	2023	2024	2025
Total amount of waste recycled (Metric tons)	4,816	4,005	4,560
Total waste reused (Metric tons)	231	309	241
Total weight of hazardous waste in tons (Metric tons)	29	28	27
Total weight of non-hazardous waste in tons (Metric tons)	8,900	8,581	9,109
Hazardous waste reduction (2022 baseline) (%)	95	95	95
Waste to Landfill (Metric tons)	194	173.95	177.6
Waste to Landfill (%)	2.64	2.54	2.40
Number of plants achieved to zero waste to landfill	9	11	11
WATER	2023	2024	2025
Total water consumption (m3)	80,842	91,237	92,960
Certification and Coverage	2023	2024	2025
Percentage of operational facilities certified ISO 14001, EMAS or against other environmental management standard (%)	46	60	60
Coverage of ISO 14001 certified operational sites (%)	*	*	65
Percentage of all operational sites for which an environmental risk assessment has been conducted (%)	46	60	60
Percentage of all operational sites with public disclosure of results of environmental impact assessments (%)	0	0	0
* Data was not monitored effectively during the reporting period			

PRODUCT			
CIRCULAR ECONOMY	2023	2024	2025
Total weight of recycled input materials (kg)	3,035,319	4,153,031	4,205,009
Total weight of recycled input materials (PCR)	*	884,449	867,823
Total weight of recycled input materials (PIR)	3,035,319	3,268,582	3,337,186
Percentage of recycled input materials (%)	7	9	9
Total amount of raw materials consumed (kg)	44,789,536	45,730,261	47,193,812
Recovered plastic from the market for recycling (kg)	*	1,800	1,913
Number of bags reconditioned	*	80,000	243,780
Number of 1-L FlexiGreens produced	*	10,000,000	10,000,000
Number of 4-L FlexiGreens produced	*	280,000	665,599
Total number of FlexiGreens produced	*	10,280,000	10,665,599
* Data was not monitored effectively during the reporting period			
CUSTOMER EXPERIENCE	2023	2024	2025
Customer Satisfaction Score (%)	96	96	96
Total number of customer complaints	114	99	109
Total number of customer complaints resolved	114	99	109
Total number of incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Total number of incidents of non-compliance with regulations resulting in a warning	0	0	0
Total number of incidents of non-compliance with voluntary codes	0	0	0
SUPPLY CHAIN	2023	2024	2025 ¹
Percentage of new suppliers that were screened using environmental criteria (%)	*	52	37
Percentage of new suppliers that were screened using social criteria** (%)	*	52	37
Number of suppliers assessed for environmental impacts**	25	29	186
Percentage of SME suppliers out of all suppliers (%)	*	36	62
Percentage of targeted suppliers that have gone through a CSR assessment (e.g., questionnaire) (%)	100	100	100
Percentage of targeted suppliers that have gone through a CSR on-site audit (%)	83	71	71
Percentage of targeted suppliers that have signed the supplier code of conduct (%)	76	83	83
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements (%)	8	8	8

PRODUCT			
SUPPLY CHAIN	2023	2024	2025 ¹
Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (%)	78	88	59
Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (%)	0	0	19
The number of audits or assessments conducted in the supply chain to detect and address child labor, forced labor, or human trafficking	25	29	29
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0
The number of confirmed cases of child labor, forced labor or human trafficking	0	0	0
Total number of suppliers / contractors ***	*	1,699	1,060
¹ Data includes Vietnam, Ukraine, China, Romania, Türkiye, France, and 3rd party operations.			
* Data was not monitored effectively during the reporting period			
** The significant increase in 2025 is mainly due to an expansion in scope and improvements in the supplier assessment methodology. In 2025, FPS enhanced its data collection processes, increased coverage across regions and supplier categories, and applied more comprehensive screening criteria, resulting in a higher number of suppliers assessed and screened compared to previous years.			

*** The decrease in 2025 reflects improvements in supplier data management and consolidation efforts across FPS operations. During the year, duplicate and inactive suppliers were removed, and supplier records were streamlined to improve data accuracy and reporting consistency.