



**ALLTUB CENTRAL EUROPE**  
**2024 sustainability report**



31<sup>st</sup> MAY 2025



## ⦿ ESRS 2 General Disclosures

Number of disclosure	Name of disclosure	Name of chapter	Link / Page
BP-1	General basis for preparation of the sustainability statements	About the report	<a href="#">pg 7</a>
BP-2	Disclosures in relation to specific circumstances sustainability statements	About the report	<a href="#">pg 7</a>
GOV-1	The role of the administrative, management and supervisory bodies	Introductory Information / Corporate Governance of Sustainability	<a href="#">pg 8</a>
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Introductory Information / Corporate Governance of Sustainability	<a href="#">pg 8</a>
GOV-3	Integration of sustainability-related performance in incentive schemes	Introductory Information / Corporate Governance of Sustainability / Climate related incentive scheme	<a href="#">pg 9</a>
GOV-4	Statement on sustainability due diligence	ESG DD data availability TBC	n/a
GOV-5	Risk management and internal controls over sustainability reporting	Introductory Information / Corporate Governance of Sustainability / Risks to the reporting proces	<a href="#">pg 9</a>
SBM-1	Market position, strategy, business model(s) and value chain	Introductory Information / Company profile	<a href="#">pg 10</a>
		Introductory Information / Value chain	<a href="#">pg 11</a>
		Introductory Information / Market position	<a href="#">pg 12</a>
		Introductory Information / Corporate strategy	<a href="#">pg 10</a>
SBM-2	Interests and views of stakeholders	Introductory Information / Impacts, Risks, and Opportunities / Stakeholder involvement	<a href="#">pg 13</a>
		Governance / Business Conduct / Corporate Culture and Business Conduct Policies / Human Rights	<a href="#">pg 14</a>
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model(s)	Introductory Information / Impacts, Risks, and Opportunities / Stakeholder involvement / Stakeholder dialogue	<a href="#">pg 15-16</a>
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Introductory Information / Impacts, Risks, and Opportunities / Stakeholder involvement	<a href="#">pg 13</a>
		Introductory Information / Impacts, Risks, and Opportunities / Risk management system	<a href="#">pg 15-16-17</a>
		Social / Own Workforce / Risks and Impacts Assessment	
		Social / Workers in the Value Chain / Risks and Impacts Assessment	
		Social / Consumers and End-Users / Risks and Impacts Assessment	
IRO-2	Disclosure Requirements in ESRS covered by the undertaking's sustainability statements	Introductory Information / Impacts, Risks, and Opportunities / Stakeholder involvement / Stakeholder dialogue	<a href="#">pg 16</a>

# INDEX ESRS

## ☉ E1 Climate change

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E1-1	Transition plan for climate change mitigation	Environmental Mission Statement	<a href="#">pg 19</a>
	Transition plan for climate change mitigation	GreenFuture Strategy	<a href="#">pg 19</a>
	Transition plan for climate change mitigation	Transition plan for climate change and GHG target	<a href="#">pg 19</a>
E1-2	Policies related to climate change mitigation and adaptation	Environment / Climate Change / Policy and Ambitions /	<a href="#">pg 21</a>
E1-3	Actions and resources in relation to climate change policies	Environment / Climate Change / Actions /	<a href="#">pg 19</a>
E1-4	Targets related to climate change mitigation and adaptation	Environment / Climate Change / Policy and Ambitions / Targets	<a href="#">pg 19</a>
E1-5	Energy consumption and mix	Environment / Climate Change / Data and Specific Disclosures	<a href="#">pg 19</a>
E1-6	Gross Scopes 1, 2 and Total GHG emissions	Environment / Climate Change / Data and Specific Disclosures / Gross Scopes 1, 2, 3, and total GHG emissions	<a href="#">pg 18</a>
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	Environment / Climate Change / Policy and Ambitions / Targets	<a href="#">n/a</a>
E1-8	Internal carbon pricing	Internal carbon pricing	<a href="#">n/a</a>
E1-9	Anticipated financial effects from material physical and transition risks and potential climate related opportunities	Financial effects	<a href="#">n/a</a>

## ☉ E2 Pollution

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E2-2	Actions and resources related to pollution	Pollution / Activities	<a href="#">n/a</a>
E2-3	Targets related to pollution	Pollution / Policy and Ambitions	<a href="#">n/a</a>
E2-4	Pollution of air, water, and soil	Pollution / Data and Specific Disclosures, Water - Data and Specific Disclosures	<a href="#">pg 20</a>
E2-5	Substances of concern and substances of very high concern	Substances of very high concern	<a href="#">n/a</a>
E2-6	Anticipated financial effects from pollution related impacts, risks and opportunities		<a href="#">n/a</a>

## ☉ E3 Water and marine resources

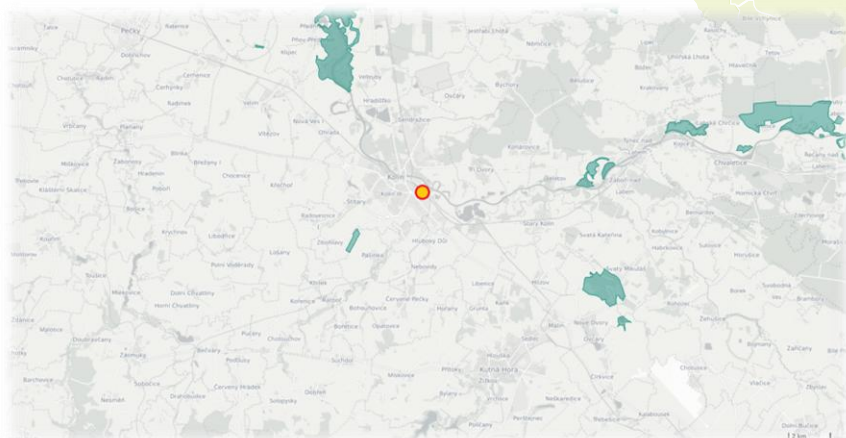
Number of disclosure	Name of disclosure	Name of chapter	Link / Page
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E3-1	Policies related to water and marine resources	Water / Policy and Ambitions	<a href="#">pg 6</a>
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E3-3	Targets related to water and marine resources	Water / Policy and Ambitions	<a href="#">n/a</a>
E3-4	Water consumption	Water / Data and Specific Disclosures, Water - Data and Specific Disclosures	<a href="#">n/a</a>

# INDEX ESRS

## 🕒 E4 Biodiversity and ecosystems

[Czechia | Biodiversity Information System for Europe](#)

Number of disclosure	Name of disclosure	Name of chapter	Link / Page
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IRO-1	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities.	Description of the process to identify material issues	<a href="#">pg 15-16</a>
E4-2	Policies related to biodiversity and ecosystems	Policies	<a href="#">pg 6</a>
E4-3	Actions and resources related to biodiversity and ecosystems	Biodiversity and ecosystems strategy and management of associated IROs	<a href="#">n/a</a>
E4-4	Targets related to biodiversity and ecosystems	Biodiversity and ecosystems strategy and management of associated IROs	<a href="#">n/a</a>
E4-5	Impact metrics related to biodiversity and ecosystems change	Biodiversity and ecosystems strategy and management of associated IROs	<a href="#">n/a</a>
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## 🕒 E5 Resource use and the circular economy

Number of disclosure	Name of disclosure	Name of chapter	Link / Page
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E5-1	Policies related to resource use and circular economy	Policies related to the circular economy	<a href="#">pg 6</a>
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E5-3	Targets related to resource use and circular economy	Waste management and KPI	<a href="#">pg 21</a>
E5-4	Resource inflows	N/A	<a href="#">n/a</a>
E5-5	Resource outflows	Waste management and KPI	<a href="#">pg 21</a>
E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	N/A	<a href="#">n/a</a>



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## ☉ S1 Own Workforce

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ESRS 2 SBM	Material impacts, risks and opportunities and their interaction with strategy and business model	Material IROs in terms of own workforce	<a href="#">pg 15-16</a>
S1-1	Policies related to own workforce	Social and HR policy	<a href="#">pg 6</a>
S1-2	Processes for engaging with own workforce and workers' representatives about impacts	Social and HR policy	<a href="#">pg 6</a>
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	Speak Up channels and protection against discrimination	<a href="#">pg 6</a>
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Social and HR policy and CoC	<a href="#">pg 6</a>
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Social and HR and CoC KPIs and data	<a href="#">pg 23</a>
S1-6	Characteristics of the undertaking's employees	Social and HR and CoC KPIs and data	<a href="#">pg 23</a>
S1-7	Characteristics of non-employees in the undertaking's own workforce	Social and HR and CoC KPIs and data	<a href="#">pg 23</a>
S1-8	Collective bargaining coverage and social dialogue	Social and HR and CoC KPIs and data	<a href="#">pg 23</a>
S1-9	Diversity metrics	Social and Safety KPIs	<a href="#">pg 23</a>
S1-10	Adequate wages	Social and HR policy and CoC	<a href="#">pg 23</a>
S1-11	Social protection	Social and HR policy and CoC	<a href="#">pg 23</a>
S1-12	Persons with disabilities	Social and HR policy and CoC	<a href="#">pg 23</a>
S1-13	Training and skills development metrics	Social and HR policy and CoC	<a href="#">pg 23</a>
S1-14	Health and safety metrics	Social and HR policy and CoC	<a href="#">pg 23</a>
S1-15	Work-life balance metrics	N/A	<a href="#">n/a</a>
S1-16	Remuneration metrics (pay gap and total remuneration)	Social and Safety KPIs	<a href="#">pg 23</a>
S1-17	Incidents, complaints and severe human rights impacts	Social and Safety KPIs	<a href="#">n/a</a>

## ☉ S2 Workers in the value chain

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SBM-2	ESRS 2 SBM-2: Interests and views of stakeholders	Dialogue with our stakeholders Stakeholders materiality	<a href="#">pg 15-16</a>
S2-1	Policies related to value chain workers	Policies related to value chain workers	<a href="#">pg 6</a>
S2-2	Processes for engaging with value chain workers about impacts	Social and HR policy and CoC	<a href="#">pg 6</a>
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns 3	Speak-Up Helpline (Whistleblowing)	<a href="#">pg 6</a>
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	IRO Specific - Policy, Actions, Targets	<a href="#">pg 6</a>
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	IRO Specific - Policy, Actions, Targets	<a href="#">pg 23</a>

## ☉ S3 Affected communities

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S3	Stakeholder analysis	Power vs Impact	<a href="#">pg 13</a>

## ☉ S4 Consumers and end-users

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SBM	Material impacts, risks and opportunities and their interaction with strategy and business model	Dialogue with our stakeholders Stakeholders materiality	<a href="#">pg 15-16</a>

## ☉ G1 Governance


Number of disclosure	Name of disclosure	Name of chapter	Link / Page
SBM	Material impacts, risks and opportunities and their interaction with strategy and business model	Dialogue with our stakeholders Stakeholders materiality	<a href="#">pg 15-16</a>
G1	Corporate sustainability annual report	Corporate sustainability annual report	<a href="#">pg 8</a>

# Policies and Code of Conduct

- ⦿ Social and governance aspects and policy of ALLTUB CENTRAL EUROPE are based on ALLTUB GROUP policies and these are described in HR and Social policy, related procedures as well as ethics and also Code of Conduct and shared via suppliers Code of Conduct procedure.

## 🚀 Social and HR policy

- ⦿ Basic rules and KPIs
- ⦿ 8 pages

	ALLTUB GROUP PROCEDURE	Prepared by: M.Stacina
	SOCIAL and Human Resources policy	Pages: 1/8
Version: 01	AGP 2024 07 01	Date: 1st July 2024

**1. Preamble**

ALLTUB GROUP sees the company's employees as an essential resource for its proper operation. Employees satisfaction as well as health and safety were identified in ALLTUB's materiality matrix as important. To demonstrate its commitment to Human Resources, Alltub Group has defined the values that promote the importance of Human resources in this Policy. The ALLTUB GROUP is committed to respecting fundamental human rights.

Alltub Group has also appointed Human Resources Directors in each business unit as responsible for the definition, implementation, communication, and continuous improvement of its Social Policy.

**2. Range**

This policy applies to the whole ALLTUB GROUP with the plants in France, Italy, Germany, Czech Republic and Mexico. It concerns all of 1272 employees present on January 1, 2024, as well as any new arrivals, on permanent or fixed-term contracts, temporary workers and subcontractors working occasionally on our sites.

**3. Our Commitments**

As part of its ongoing efforts, Alltub Group is focusing on the following initiatives:

1. Employee health and safety
2. Working conditions
3. Social dialogue
4. Career development and training
5. Diversity, equality, and inclusion
6. Child labour, forced labour & human trafficking

**Employee health and safety**


**Commitment:** At Alltub Group, we are convinced that the health and safety of our employees are paramount. We are committed to provide a safe and healthy working environment for all our employees, placing health and safety at the heart of all our decisions and projects.

As part of prevention actions, each of the Alltub business units has established and reviews its Risk Assessment Document at least once a year. This document lists all the physical and psychological risks present on the respective site; it makes it possible to define and prioritize action plans to eradicate these risks.

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## 🚀 Environmental policy

- ⦿ Basic rules and KPIs
- ⦿ 5 pages

	ALLTUB GROUP PROCEDURE	Prepared by: M.Stacina
	Environmental policy	Pages: 1/5
Version: 01	AGP 2024 07 18	Date: 18th July 2024

**1. Preamble**

ALLTUB GROUP sees the company's environment as well as local and global environment as an essential resource not just for company's operation, but as an essential resource for life of next generations. To demonstrate its commitment, ALLTUB GROUP has defined the values promoted in its Environmental Policy and is therefore committed to respect them.

ALLTUB GROUP has also appointed Environmental managers and specialists that are responsible for the definition, implementation, communication, and improvement of its Environmental Policy.

**2. Range**

This policy applies to the whole ALLTUB GROUP with the plants in France, Italy, Germany, Czech Republic and Mexico. It concerns all of 1272 employees present on January 1, 2024, as well as any new arrivals, on permanent or fixed-term contracts, temporary workers and subcontractors working occasionally on our sites.

**3. Our main environmental targets**


As part of continuous effort to preserve and improve environment, these are our main tasks:

1. **Optimize the use of energy** to minimum amount needed for our activities and seek alternative energy sources to reduce our carbon footprint on our energy mix. As far as locations of our plants and space limitations do not always enable installation of our own renewable energy sources, we are committed to selectively purchase green energy from our suppliers. These additional costs paid by us will enable to improve and build renewable energy sources by our local suppliers/native countries.  
**See details in ENGAGEMENTS A below**
2. **Reduce waste** in the environment by replacing plastic tubes with recyclable aluminium tubes in global perspective.  
**See details in ENGAGEMENTS C, D, E below**
3. Implement solutions and work processes to **reduce or even eliminate harmful products**.  
**See details in ENGAGEMENTS C, D, E below**
4. Confirm our alignment to **ISO 14001 principles** wherever possible (as of 2024 3 out of five entities are already certified: ACE, AFR, AIT)  
**See details in ALL ENGAGEMENTS below**

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## 🚀 Code of Conduct & procedure

- ⦿ Basic rules internal
- ⦿ 10 pages

	ALLTUB GROUP PROCEDURE	Prepared by: M.Stacina
	ESG - Code of Conduct procedure	Pages: 1/2
Version: 01	AGP 2024 01 31	Date: 31st Jan 2024

**1. SCOPE**

Code of Conduct (CoC) is essential set of principles and guidance for each and every ALLTUB employee and is available for other external stakeholders, most notably suppliers. Supplier Code of Conduct (SCoC) is a derivative of ALLTUB's CoC and compliance to SCoC is mandatory for long-term partnership for ALLTUB's suppliers.

**CODE OF CONDUCT**

1. PURPOSE OF THE CODE OF CONDUCT .....2

Mission .....2

Vision .....2

Values .....2

2. WHO IS CONCERNED AND WHAT IS IT EXPECTED .....3

3. INTEGRITY IN THE GROUP .....3

Protection of Alltub Group Assets .....3

Privacy and use of information .....4

Accounting books and records .....4

4. CONFLICTS OF INTEREST .....5

5. INTEGRITY IN DEALING WITH OTHERS .....5

With Administration and Politics .....5

With customers and suppliers .....6

With competitors .....7

With our Group Members .....7

6. SUPPORT FOR SUSTAINABLE DEVELOPMENT .....9

7. COMPLIANCE WITH THIS CODE .....9

Principle .....9

Exceptions .....9

Interpretation .....9

Sanctions .....9

8. ENTRY INTO FORCE .....10

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## 🚀 Supplier CoC & procedure

- ⦿ Basic rules towards S/Chain
- ⦿ 4 pages

	ALLTUB GROUP PROCEDURE	Prepared by: M.Stacina
	ESG - Code of Conduct procedure	Pages: 1/2
Version: 01	AGP 2024 01 31	Date: 31st Jan 2024

**SUPPLIER CODE OF CONDUCT**

September 14<sup>th</sup>, 2023

Alltub Group and its subsidiaries ("Alltub") are committed to building a corporate culture of transparency and integrity based on ethical behavior and compliance with law.

Alltub's Code of Conduct (available at <https://www.alltub.com/wp-content/uploads/2023/05/alltub-code-of-conduct-en-2020.pdf>) reflects such culture and inspires and guides the actions of Alltub's employees at all levels.

Alltub understands that high standards of integrity and transparency can only be achieved by setting common rules among their employees, officers and directors but also among the third parties with which the company interacts during the course of business. Since commitment and compliance of such common rules by Alltub's Suppliers becomes essential for securing Alltub's goals and expectations on ethical, transparent and rightful behavior, Alltub has developed a Code of Conduct for Suppliers which shall be applied by Suppliers and their respective employees, officers, directors or authorized representatives, without exception, in all dealings and transactions involving Alltub.

Diligent and consistent compliance with the provisions of the Code of Conduct for Suppliers will be considered for selection, retention and evaluation of suppliers. Supplier shall be responsible for, which shall apply the principles contemplated in this Code of Conduct for Suppliers even in the relationships with the sub-suppliers they work with to the extent they participate in any way in transactions or dealings with Alltub.

In no case Suppliers shall abide to any order, request or instruction that might imply a breach or an infringement of the provisions of this Code of Conduct for Suppliers.

For this Code of Conduct "Suppliers" shall include any person or entity performing any services or supplying any goods to Alltub or its subsidiaries, whether or not acting on behalf of Alltub or its subsidiaries, including but not limited to vendors or providers of any tier, agents, commercial intermediaries, consultants, distributors, traders or other contractors.

**1. Legal Compliance**

Supplier shall comply with all applicable international, federal, state, local, and industry laws and regulations and normal industry standards of the countries in which they operate.

Alltub has the right to verify compliance with applicable laws and this Code of Conduct. If there is an inconsistency between the law and this Code of Conduct, Supplier shall meet the higher standard that applies to such conduct.

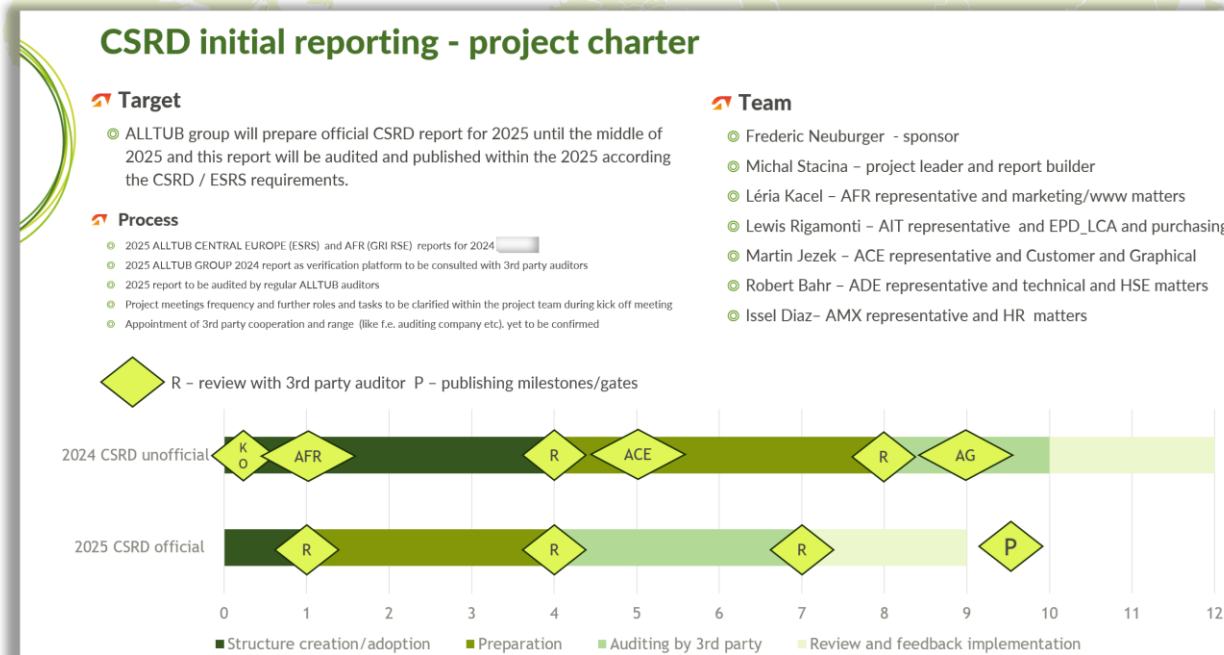
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Note: GHG emissions calculated with european countries EF correct to specific years as of AIB.

Emission factor for Mexico is 431 gCO<sub>2</sub>/kWh for 2022-2026 (same as 2020) as far as last published ([www.climate-transparency.org](http://www.climate-transparency.org)) 300gCO<sub>2</sub>/kWh was for 2021, however previous worse case (2020) was applied for following years calculations due to unpredictable development. No further energy saving programmes were included yet, however individual savings activities are ongoing in our plants

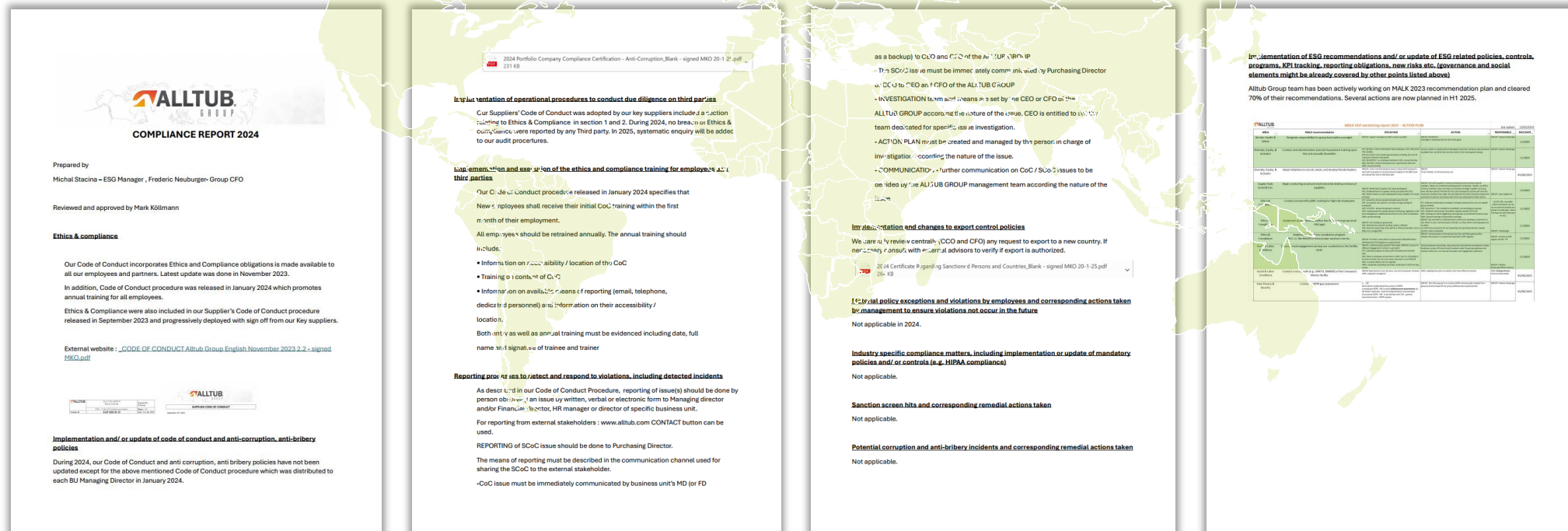
# About this report

- ◎ The Sustainability report is being prepared in alignment with ALLTUB CENTRAL EUROPE's and ALLTUB GROUP Environmental and Social and HR policies.
- ◎ The assesment of the report, materiality analysis and impact, risks and pportunities analysis is based on CSRD and ESRS standards and bearing in mind recent voluntary VSME format due to CSRD Omnibus STOP THE CLOCK Situation.
- ◎ The reported areas align with materiality analysis conducted in 07-09 2023 with internal as well as external stakeholders of ALLTUB CENTRAL EUROPE as well as ALLTUB GROUP and reviewed and updated 21.10.2024
- ◎ The report was assembled using individual Business Unit's data (ALLTUB CENTRAL EUROPE) by wider ALLTUB GROUP ESG CSRD Team



# Corporate Governance of Sustainability

- ◎ The ALLTUB CENTRAL EUROPE and ALLTUB GROUP sustainability governance covers all production as well as other support organisations.
- ◎ The sustainability steering committee consists of CEO, COO, CCO, M&A Director, Purchasing Director and ESG manager and meets at least twice a year to set and update sustainability strategy, set define specific sustainability activities and set corresponding targets.
- ◎ The sustainability matters are regularly shared with the board of directors at least quarterly
- ◎ Once a year, the COMPLIANCE REPORT is shared with the board of directors summarizing status and progress of sustainability matters as well as the action plan related to ESG matters





# Corporate Governance of Sustainability - organisation

## ⊙ Supervisory board (GROUP related)

- ⊙ Total number of members: 5
- ⊙ Women: 0
- ⊙ Men: 5
- ⊙ % of independent: 40% (2 out of 5)

## ⊙ ALLTUB GROUP MANAGEMENT (incl. ESG manager and Purchasing Director)

- ⊙ Total number of members: 6 (CEO,CFO,CCO,CBD,PD,ESG)
- ⊙ Women: 0
- ⊙ Men: 5
- ⊙ % of independent: 17% (1 out of 6)

## ⊙ Sustainability related incentive programme description

- ⊙ Executive performance targets are a combination of objectives with focus on value creation and specific key projects (determined on an annual basis) and company's

## ⊙ ALLTUB CENTRAL EUROPE management

- ⊙ Total number of members: 8
- ⊙ Women: 2

25%

- ⊙ Men: 6

## ⊙ ALLTUB CENTRAL EUROPE verall

- ⊙ Total number of employees: 312
- ⊙ Women: 126

40%

- ⊙ Men: 186

# Company profile

## OUR VALUES

### OUR MISSION

- ALLTUB is a pure aluminium packaging specialist, worldwide leader in collapsible tubes and a key player laminate tubes, aerosol cans and cartridges. We provide solutions for our customers in the pharmaceutical, cosmetic, food and industrial markets.

### OUR VISION

- ALLTUB wants to be the best partner in providing added value in pure aluminium packaging solutions both globally and locally, by relying on high quality standards and passionate employees.

### SUSTAINABILITY

- For many years, ALLTUB has been committed to being socially responsible regarding its industrial activities in terms of sustainability (reduction of greenhouse gas emission, waste sorting, recycling...), improvement of its product quality, social inclusion and economic development. The Group is committed to respecting various social, environmental and economic criteria and our commitments are visible in our HR and Social policy as well as EMS policy. ALLTUB has been regularly assessed by Ecovadis, CDP, Eirazeo, Mank as well as individual plants are assessed by Circularity (A/T) and similar programmes.

### Values

- Respect
- Continuous improvement
- Walk the talk and be consistent
- Discipline
- Team-work
- Trust

### History

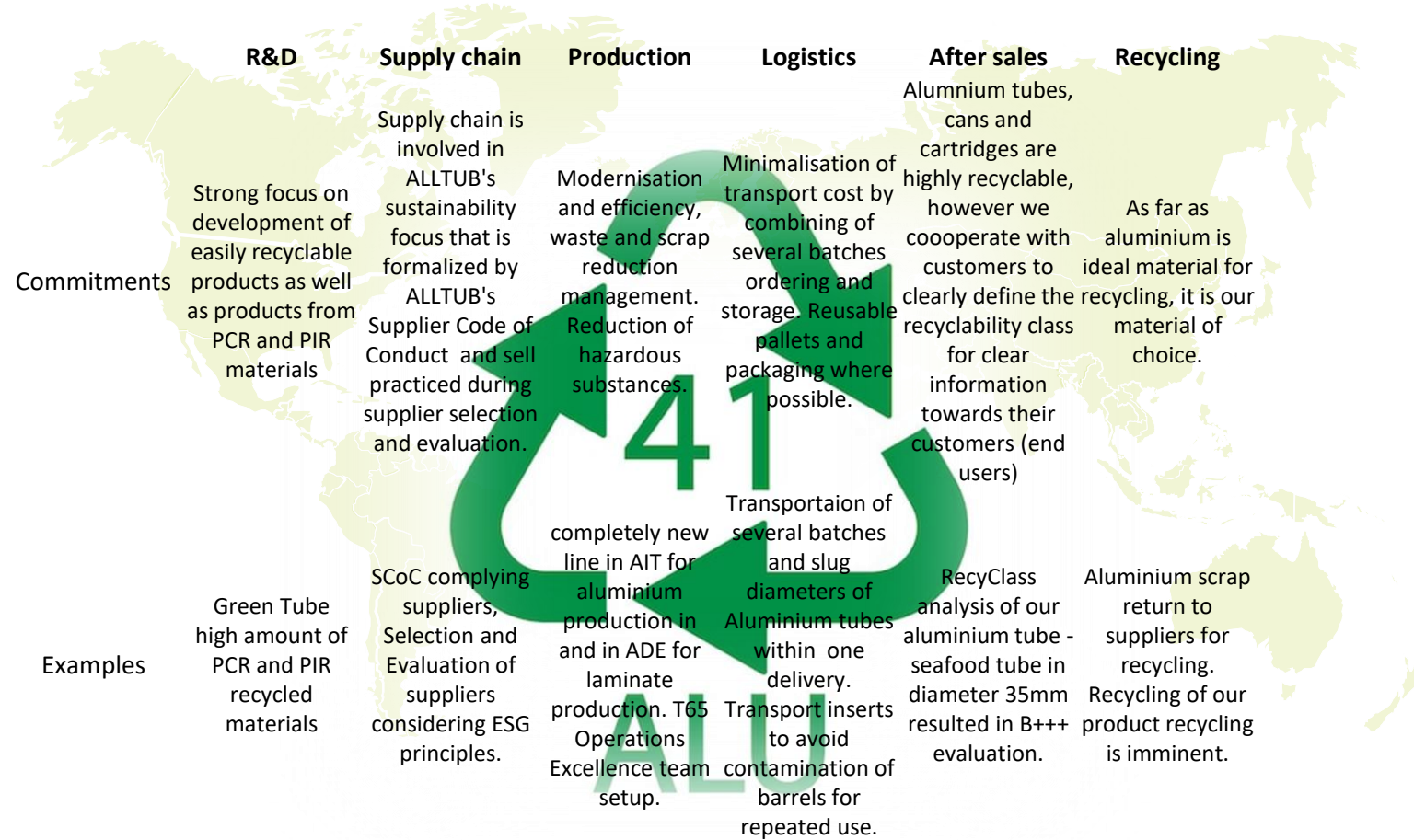
- ALLTUB : though a relatively new name in the packaging market, Alltub has many decades of experience in this industrial market dating back to its original roots as part of the Pechiney, Cebal and Alcan organisations. Throughout its history and evolution, ALLTUB has been proactive, adapting to markets to become a true expert for its prospects and clients. ALLTUB has doubled in size since its creation in 2005.

### Production plants

- With six production plants located around the world (France, Germany, Italy, Czech Republic, Mexico), ALLTUB has more than 75 production lines manufacturing over 1.6 billion units per year (aluminium tubes, laminate tubes, aluminium cartridges and aluminium aerosol cans). ALLTUB employs 1400 people worldwide and generates over €150 million of sales per year.
- All Alltub plants are certified ISO 9001 with additional certifications such as ISO 14001, ISO 15378, ISO 50000 and ISO 22000.

# Value Chain

© The completeness of ALLTUB's value chain has been audited by EPD declaration that includes business units of ALLTUB GROUP.

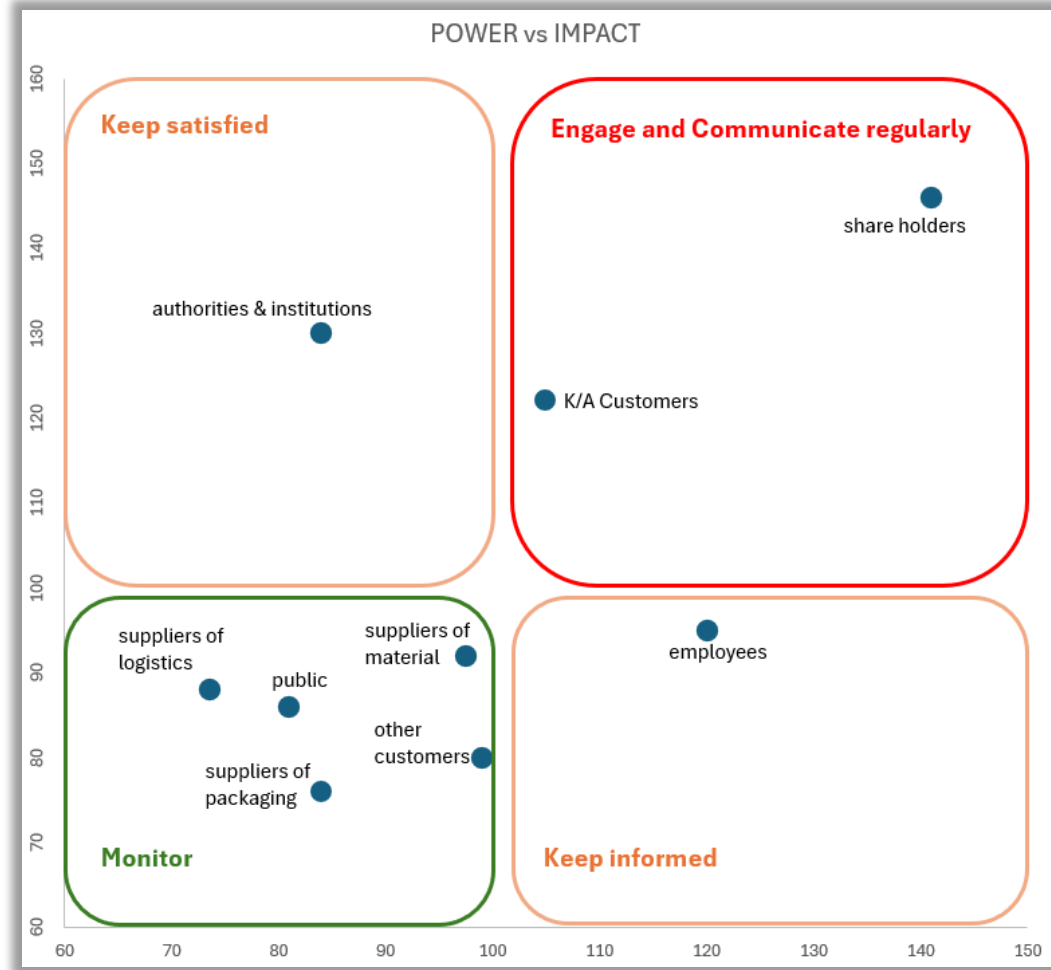


# Market position

- ◎ ALLTUB offers many technical solutions dedicated to various markets specialized in pharmaceuticals, cosmetics, foods and industrial packaging. Over the years, ALLTUB has developed true expertise and has provided many customers specialized in various sectors with high-quality, fast-changing products.
- ◎ PHARMACEUTICAL TUBES MARKET:
  - ◎ ALLTUB is the world's largest producer of tubes for the pharmaceutical industry with more than 500 million tubes produced each year, representing more than 30% of our entire production. Three of ALLTUB's plants are certified ISO 15378 and with ISO 8 cleanroom production being offered. Several ALLTUB plants have a DMF (Drug Master File) with the US FDA (Food and Drug Administration) and with Health Canada.
  - ◎ Producing tubes while respecting Good Manufacturing Practices (GMP) is part of ALLTUB's daily work. In that respect, ALLTUB also provides back-up and production support solutions unrivalled in the marketplace. This is why major global pharmaceutical laboratories have placed their trust in ALLTUB aluminium and laminate tube packaging for so long.
- ◎ COSMETIC TUBES MARKET:
  - ◎ The cosmetics market represents an important and strategic market for the ALLTUB Group. In particular this market includes hair dye, skin cream, hand cleansing gel and deodorant products. ALLTUB is a trusted supplier recognised for many years by large multinational groups in the beauty industry as well as numerous local clients.
- ◎ ALUMINIUM FOOD TUBE MARKET:
  - ◎ ALLTUB is Europe's leading producer of aluminium tubes for the food industry, supplying more than 200 million tubes per year for this market. Many mass-consumption products are packed in aluminium tubes such as tomato purée, tomato concentrate, mustard, mayonnaise, meat pâté, fish pâté and other high-quality foods. Many famous name food brands have trusted ALLTUB for many years.
- ◎ INDUSTRIAL TUBE and CARTRIDGE MARKET
  - ◎ ALLTUB Group is one of the leading global producers of aluminium cartridges. In addition, ALLTUB also supplies specific aluminium tubes to some industrial, strategically powerful markets such as the super glue market for which tubes must be completely airtight.
  - ◎ With a global, annual production of more than 150 million units, tubes and cartridges used for industrial applications fit nicely within the ALLTUB product portfolio.



# Interests and views of stakeholders



## STAKEHOLDERS QUESTIONNAIRE

- 24 out of 34 responses throughout ESG community of ALLTUB
- 2 questionnaires conducted in order to receive correct data

Severity (based on 1,3,5,7 scale)	(our) IMPACT	(their) POWER
Key-Account Customers	105	122
Other Customers	99	80
employees	120	95
Shareholder/investor/board members	141	146
Suppliers of logistics and services	73,5	88
Suppliers of material and components	97,5	92
Suppliers of packaging	84	76
Public	81	86
Other stakeholders (authorities, institution)	84	130

## STAKEHOLDERS ACTIVITIES DONE

- Share holders & Key accounts – regular and active reporting and involvement (MALK, PARTNERS GROUP etc.)
- Authorities and institutions – esp. HR, H&S, audit AP's fulfilment, IPPC reports/BAT
- Employees involvement - esp. regular meetings incl. ESG information, magazines, boards
- Other suppliers – policy sharing, auditing

# Human rights and governance

- ◎ Alltub group places the highest value on the integrity of the Group and each of its subsidiaries' or affiliated companies' ("Alltub Group", "Alltub" or the "Group") employees, officers or directors (together the "Group Members"). The rules and policies in this code (the "Code" or the "Code of Conduct") apply in all businesses and all countries in which the Group operates.
- ◎ Alltub Group acknowledges that each country where it operates has its own laws, regulations and practices that shall be complied with. Therefore, this Code of Conduct will only go into effect insofar as it is compatible with local law. It is the responsibility of each and every one to observe the provisions in force in each country.
- ◎ In addition to the international conventions, law as the FCPA Act in the USA, or the UK bribery act, internal rules and ethical standards, our conduct is derived from Group Mission, Vision and Values.

## ◎ Mission

The mission of Alltub Group is an aluminium packaging specialist, worldwide leader in aluminium collapsible tubes, with a niche in laminate tubes and a key player in aerosol cans and cartridges. We provide solutions for our customers in the pharmaceutical, cosmetic, food and industrial markets.

## ◎ Vision

Alltub Group wants to be the best partner in providing added value in aluminium based packaging solutions both globally and locally, by relying on high quality standards and passionate Group Members.

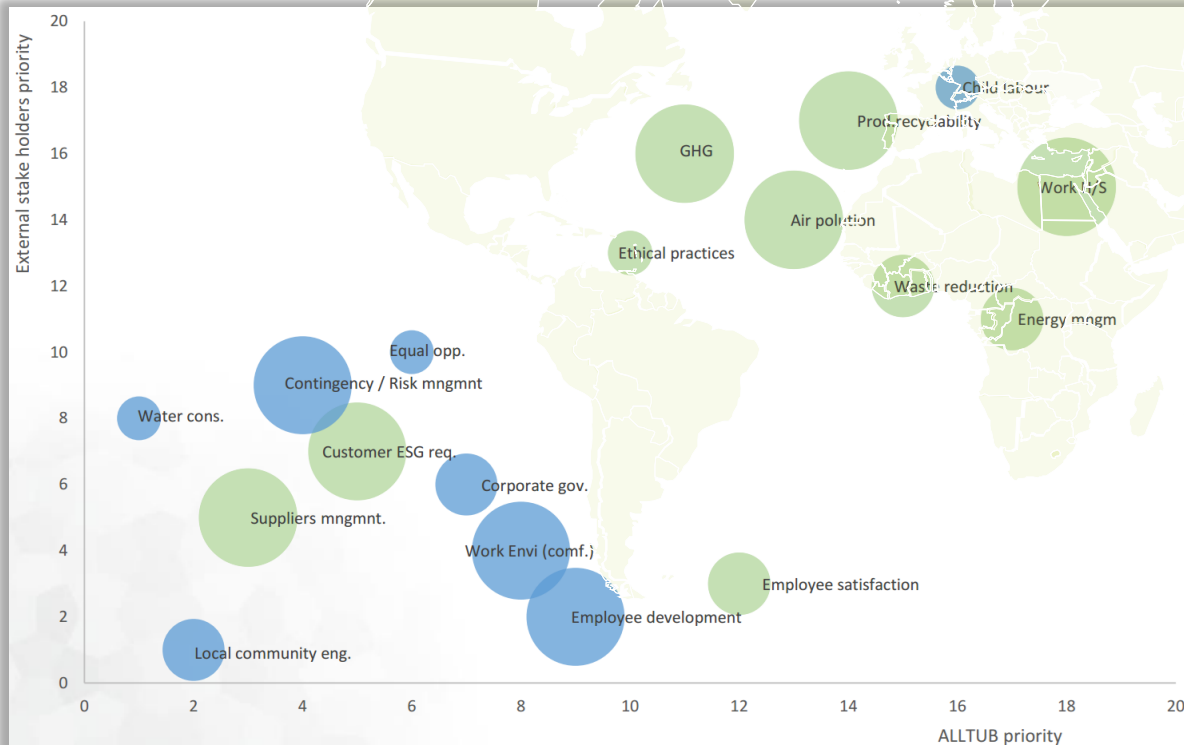
## ◎ Values

„Respect, Trust, Discipline, Continuous improvement, Teamwork, Walk the talk and be consistent “

- ◎ Our business is built on quality products, competitive prices and quality service. Alltub is also world leader in its market and require trust of all stakeholders. Because the success is so closely related to the reputation, it is up to all Group Members concerned of Alltub to protect that reputation.
- ◎ Alltub Group provides the Code of Conduct to its Group Members for their guidance in recognizing and resolving properly the ethical and legal issues they may encounter in conducting the Group's business. Our values make us act with integrity avoiding legal issues. This means acting honestly and treating each other and our customers, partners and suppliers fairly, and with dignity.

# Materiality common for all ALLTUB units incl. ALLTUB CENTRAL EUROPE

- Materiality analysis organized by ALLTUB ESG manager is based on:
  - Internal questionnaire
  - Internal questionnaire on behalf of external stake holders - reporting on behalf of our external stakeholders was offered to all internal responders. Half of internal respondents opted to report also on behalf of internal representatives, presumably those from internal departments that are frequently in touch with suppliers, customers and local authorities. (14 responses/ out of 30 called-up)
  - External Stake Holders questionnaire (13 customer contacts/13 companies, 23 supplier contacts/15 companies and 6 individuals (shareholders, investors, authorities))
- After review of raw data from internal and external questionnaires and further individual interviews with 30 internal employees (ESG community) there was the IN/OUT analysis done during the strategy call on 27th July 2023 where additional modifications were done in order to include Employee satisfaction, Supplier management and Customer requirements into the scope of ALLTUB GROUP materiality. Materiality matrix was reviewed as part of ESG Due Dilligence process in October 2024



# Materiality

## ALLTUB ESG materiality assesment

ALLTUB employees - please fill in the first part (internal) of the questionnaire as mandatory (all points) !

Please feel free to fill in the second part (external point of view) on behalf of external stakeholders only if you feel that you understand external requirements well (suppliers, customers, authorities etc.). The second part of questionnaire will be separately submitted to chosen external stakeholders later on.

### 1. ALLTUB INTERNAL POINT OF VIEW (ALLTUB business unit and/or ALLTUB GROUP)

	Not important at all	Not very important	Important	Very Important	Extremely important
Work health and safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste reduction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water consumption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suppliers ESG cooperation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Customer ESG requirements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethical business practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Product recyclability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equal opportunities and diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work Environment (comfort)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Greenhouse gas reduction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contingency planning / risk mgmnt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local Community engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corporate governance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Two parts questionnaire was sent out and received throughout August 2023:

- Internal stakeholders questionnaire
  - Internal POV (26 responses / out of 30 requested) – 86% return rate
  - External stakeholders POV (14 responses / out of 30 requested) – 46% return rate
- External questionnaire (16 responses / out of 42 requested) – 38% return rate

### 2. EXTERNAL POINT OF VIEW (customers, suppliers, authorities, city hall, public, neighbours, EU administration etc.)

	Not important at all	Not very important	Important	Very Important	Extremely important
Work health and safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste reduction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water consumption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suppliers ESG cooperation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Customers ESG requirements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethical business practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Product recyclability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equal opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work Environment (comfort)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Greenhouse gas reduction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contingency planning / risk mgmnt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local Community engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corporate governance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



# Risk management and Company Governance

- Company SWOT analysis and risk and opportunities evaluation is being performed on business unit level during annual management review within the scope of existing management systems as well as on the group level during annual strategy meetings with participation of all business units.
- The group level SWOT analysis is done in a team joint approach and for highest risks and opportunities there is a dedicated task force team assigned.
- One of examples of such RISK and OPPORTUNITIES output is a green team setup in 2021 which led to several Environmentally positive activities (i.e. recycling materials usage like e.g. Green Tube etc.)

Strengths		Weaknesses	
	SCORE		SCORE
Product (f.e. recyclability, resources demand etc.)	18	Diversity	9
Environmental management	15	Social responsibility matters	8
Know-How (ESG related)	8	Supply chain relations (ESG areas)	4
Organisation / Governance	4	Organisation / Governance	4
Social responsibility matters	4	Inclusion	4
Supply chain relations (ESG areas)	3	Other	3
Dynamic Approach (innovations)	3	Too conservative approach (towards ESG requirements)	2
Conservative approach (towards ESG requirements)	2	Know-How (ESG related)	2
Equity	1	Product (f.e. recyclability, resources demand etc.)	2
Diversity	0	Equity	2
Inclusion	0	Environmental management	0
Opportunities		Threats	
	SCORE		SCORE
Product improvement	3	Not optimal organisation	6
Processes improvement/investments	3	Absence of green product development	2
Organisation improvement	3	Poor portfolio diversification	2
Marketing and presentation of our ESG performance	3	Green material shortage	1
Supply chain cooperation and improvement	2	Market loss due to slow ESG	1
Investment into green technologies	2	Legislation and regulations	1
Consumption reductions	1	Workers know-how loss	1
Improve H&S	1	Very outdated production equipment.	1

# Environmental Risks and Impact Assessment – ALLTUB CENTRAL EUROPE

- Energy management was highly scored by internal materiality matrix respondents as well as GHG emissions area was highly ranked by the external stakeholders, that's why ALLTUB GROUP set a workgroup across the group to actively look for energy and green house gas emissions reduction. Apparently, energy consumption reduction is at the core of GHG reduction and there are several paths that leads to energy consumption/GHG emissions reduction.
- The first and most rewarding way considering the overall energy demanding (esp. aluminium) tubes production is definitely the production efficiency improvement. That is why there is a specific OPERATIONS EXCELLENCE work group set in 2022 lead by newly established OPERATIONS EXCELLENCE MANAGER that incl. external experts.
- Another way to reduce energy consumption is by technological improvements and reduction of waste and scrap programmes introduced by individual business units. In ACE f.e. compressor exchange to more efficient type was done in 2023/2024

## Specific Disclosures & Data - ACE

TOTAL Electricity MWh  
Non-Renewable Electricity MWh  
Renewable Electricity MWh  
Products sold  
Renewable Electricity %

2021	2022	2023	2024
67027	65029	61890	61331
59246	58170	50003	38534
7781	6859	11887	22797
1495	1459	1412	1375
12%	11%	19%	37%

NG consumption MWh

2021	2022	2023	2024
44392	42227	41483	42875

### Scope 1

	2021	2022	2023	2024
ADE	1593	1671	1671	1511
AIT	4142	4050	3931	4231
AFR	1446	1132	1014	1050
ACE	990	931	1029	1101
AMX	59	77	87	78
AG Scope 1	8230	7861	7732	7971

### NG consumption

Year	2021	2022	2023	2024
ADE	8681	9107	9078	8226
AIT	22649	22128	21493	23139
AFR	7843	6093	5462	5663
ACE	5219	4899	5450	5847
AMX	0	0	0	0
NG cons TOTAL	44392	42227	41483	42875

### Scope 2

	2021	2022	2023	2024
ADE	4135	4907	2549	2495
AIT	5538	5930	3278	3365
AFR	729	1604	468	467
ACE	10060	12026	10500	5221
AMX	4471	6378	6172	5880
AG Scope 2	24933	30845	22967	17428

### EE consumption

Year	2021	2022	2023	2024
ADE	6693	7174	7035	6932
AIT	12129	12972	13097	13444
AFR	15011	12837	11494	11455
ACE	18292	17249	15944	15857
AMX	14903	14797	14320	13643
EE cons TOTAL	67027	65029	61890	61331

Matter	Sub Topic	Type of IRO	Value Chain Location	Time frame	IRO description	SCALE 1-4	SCOPE 1-4	IRREMEDIABILITY 1-4	LIKELYHO OD (for potential impacts) 1-4	IMPACT MATERIAL >100	FINANCIAL IMPACT / BENEFIT 1-4	LIKELYHO OD 1-4	R/O MATERIAL >5
Climate Change adaptation	Climate Change adaptation	RISK	UPSTREAM OWN OPS DOWNSTREAM	MEDIUM TERM	Regulatory risks as well as financial risks to adopt to climate change. Specific risks to ALLTUB are indirect, related to increased prices of energy and commodities.						3	3	9
	Climate Change adaptation	RISK	OWN OPS	SHORT TERM	Increasing temperatures can affect workspace temperatures in our locations and overheating and mitigation by A/C would increase energy consumption and generation of GHG						2	2	4
Climate Change mitigation	GHG emissions	IMPACT NEGATIVE	UPSTREAM OWN OPS DOWNSTREAM	SHORT TERM	ALLTUB's Scope 1,2,3 emissions are impacting climate change. Scope 1 and esp. Scope 2 emissions actively reduced, hence Scope 3 emissions are the highest (upstream product and services related Scope 3 emissions are calculated)	3	4	4	4	192			
	GHG emissions	OPPORTUNITY	DOWNSTREAM	SHORT TERM	ALLTUB's core product - Aluminium Tubes, Cartridges and Cans produced from recycled Aluminium and green/clean energy are alternative to other packaging products produced from virgin materials that require more energy and therefore our Green Tube can mitigate Climate Change.						2	3	6
	Climate change mitigation	RISK	UPSTREAM OWN OPS DOWNSTREAM	MEDIUM TERM	ALLTUB may face regulatory and financial risks in case of insufficient reduction of GHG.						3	2	6
	Climate change mitigation	RISK	DOWNSTREAM	SHORT TERM	ALLTUB may face marketing issues and departure of key customers in case of not fulfilling GHG reduction according existing or desired targets.						2	2	4
Energy	Energy	RISK	UPSTREAM OWN OPS DOWNSTREAM	MEDIUM TERM	Financial risks related to increased demand for renewable energy.						3	3	9
	Energy	RISK	UPSTREAM OWN OPS DOWNSTREAM	MEDIUM TERM	Worse GHG properties of NG and potential ban would make NG unavailable and would cause some of the technologies obsolete.						3	1	3

- Overall direct emissions in ACE are reduced Scope 1+2
- Scope 1 (NG gas related) has slightly increased to avoid efficiency loss of changeovers (more efficient startups) and overall energy consumption, however this was compensated by even higher consumption of Electric energy and...
- Scope 2 essential reduction by planned Renewable Energy Purchase

## Transitional plan / GHG target (GROUP p.o.v., ALLTUB CENTRAL EUROPE on previous page)

- There are several projects identified by our business units in order to reduce energy consumption and GHG emissions. Some are linked to efficiency improvement like new high speed production lines in our plants in Italy and Germany (2022 initiatives) or technological improvements like new more efficient air compressors instalation in Czech plant (2022/2023 initiative) and energy leaks detection programe in ALLTUB FRANCE and MEXICO.
- Since 2023 we are intensively looking for the ways to improve ratio of renewable energy which has increased to 37% in 2024 in comparison to 12% in 2021 and is a key driver of Scope 2 reduction also for next years.
- Natural gas consumption is essential for Aluminium tubes production as well as electricity and usage of Natural Gas except of Electricity in certain production steps reduces energy waste as well as it is essential driver to reduce air pollution when used by incinerators. However overall negative effect of Natural Gas consumption on Global Warming drives our NG reduction initiatives just like electrification of certain machines and preference of electric vs. Natural Gas industrial ovens.

**ALLTUB GROUP carbon emissions target\* is to reduce Scope 1&2 emissions, i.e. ALLTUB's own emissions, by 30% by 2030\*\*.**

\* Related to sales qtyy

\*\* Base year reference 2019

### RENEWABLE ELECTRICITY CONTENT

	2019	2020	2021	2022	2023	2024	2025 EST	2026 EST
TOTAL Electricity MWh	65381	64317	67027	65029	61890	61331	61890	61890
Non-Renewable Electricity MWh	54387	49501	59246	58170	50003	38534	31011	29252
Renewable Electricity MWh	10994	14815	7781	6859	11887	22797	30879	32638
Products sold	1459	1427	1495	1459	1412	1375	1412	1412
NREE / MU	37	35	40	40	35	28	22	21
TOT EE / MU	45	45	45	45	44	45	44	44
NREE CONTENT RATIO	83%	77%	88%	89%	81%	63%	50%	47%
Renewable Electricity %	17%	23%	12%	11%	19%	37%	50%	
NREE / Munits vs. 2019	100%	93%	106%	107%	95%	75%	59%	56%
NREE 2026 vs 2019 reduction	0%	6,9%	-6,3%	-7,0%	5,0%	24,8%	41,1%	44,4%

### GHG SCOPE 1&2 REDUCTION

	2019	2020	2021	2022	2023	2024	2025 EST	2026 EST
Scope 1	8636	8134	8230	7861	7725	7975	7725	7725
Scope 2	27337	25383	24933	30845,17	22967,12	17428,35	16047,07	14780,91
Scope 1&2	35972,74	33516,55	33162,5	38706,17	30692,12	25403,35	23772,07	22505,91
PRODUCTS Mu	1459	1427	1495	1459	1412	1375	1412	1412
Scope 1 per Mu		5,70007	5,505017	5,387937	5,470963	5,8	5,470963	5,470963
Scope 2 per Mu		17,78735	16,67726	21,14131	16,26566	12,67517	11,36478	10,46807
Scope 1 & 2 per Mu produced	24,65575	23,48742	22,18228	26,52925	21,73663	18,47517	16,83575	15,93903
Scope 1&2 / Mu vs 2019	100%	95%	90%	108%	88%	75%	68%	65%
GHG 2026 vs 2019	0%	4,7%	10,0%	-7,6%	11,8%	25,1%	31,7%	35,4%

Note: GHG emissions calculated with european countries EF correct to specific years as of AIB.

Emission factor for Mexico is 431 gCO<sub>2</sub>/kWh for 2022-2026 (same as 2020) as far as last published ([www.climate-transparency.org](http://www.climate-transparency.org)) 300gCO<sub>2</sub>/kWh was for 2021, however previous worse case (2020) was applied for following years calculations due to unpredictable development . No further energy saving programmes were included yet, however individual savings activities are ongoing in our plants

# Environmental Risks and Impact Assessment

Matter	Sub Topic	Type of IRO	Value Chain Location	Time frame	IRO description	SCALE 1-4	SCOPE 1-4	IRREMEDIABILITY 1-4	LIKELIHOOD (for potential impacts) 1-4	IMPACT MATERIAL >100	FINANCIAL IMPACT / BENEFIT	LIKELIHOOD	R/O MATERIAL >5
Pollution of Air	Pollution of Air	IMPACT NEGATIVE	UPSTREAM OWN OPS DOWNSTREAM	SHORT TERM	The impact of (residual i.e. not burnt by incinerator) emissions generated by heat treatment operations (annealing (dust), curing/polymerisation of varnishes (VOC))	3	2	4	3	72			
	Pollution of Air	IMPACT NEGATIVE	OWN OPS	SHORT TERM	The impact of fugitive emissions not collected by exhaust system and incinerators may affect workplace air quality and cause breathing difficulties.	3	2	3	3	54			
Pollution of Water	Pollution of Water	IMPACT NEGATIVE	UPSTREAM OWN OPS	SHORT TERM	Discharged water for industrial usage -Water is not used for industrial purposes in most ALLTUB plants, except of plants in Italy where water is used for washing away of extruded aluminium cans. Impact of ALLTUB's water discharge may cause presence of contamination. This could affect water quality and impact aquatic life.	2	2	3	3	36			
	Pollution of Water	IMPACT NEGATIVE	UPSTREAM OWN OPS	SHORT TERM	Cleaning water discharge or spills may cause presence of ground contamination. This could affect water quality and impact aquatic life.	2	2	3	3	36			
Pollution of Soil	Pollution of Soil	RISK	OWN OPS	MEDIUM TERM	Potential impact of previous land owners activity may result in needed assanations of previously contaminated soil in recent ALLTUB premises						2	1	2
	Pollution of Soil	IMPACT NEGATIVE	UPSTREAM OWN OPS DOWNSTREAM	MEDIUM TERM	The impact of ALLTUB's potential soil contamination by leaks of oils or fuel into the soil may cause pollution.	3	1	3	3	27			
Matter	Sub Topic	Type of IRO	Value Chain Location	Time frame	IRO description	SCALE 1-4	SCOPE 1-4	IRREMEDIABILITY 1-4	LIKELIHOOD (for potential impacts) 1-4	IMPACT MATERIAL >100	FINANCIAL IMPACT / BENEFIT	LIKELIHOOD	R/O MATERIAL >5

See ESRS E2 for pollution and E1 for GHG related effects on Marine and Water resources – Marine and water area non material for ALLTUB CENTRAL EUROPE

## Specific Disclosures & Data – ALLTUB CENTRAL EUROPE:

		2022	2023	2024			2022	2023	2024
Pollutants and other substances	Data	Data	Data		Water Consumption				
					Water consumed	Cubic meters	2 833	2 777,000	2 719,0
Inorganic pollutants emissions	Tonnes	0,72	8,78	3,9100	Water recycled or reused	Cubic meters	0	0,000	0
Air pollutants emissions	Tonnes	23,88	21,50	19,599					
Ozone-depleting substances emissions	Tonnes	0,00	0,00	0,00					



# Environmental / WASTE and circular economy

Alltub won the Tube of the Year prize in 2020 for its Green Tube\* innovation, made from >95% Post-Consumer Recycled aluminium, from the European Tubes Manufacturers Association and has subsequently announced **"WORLDSTAR WINNER 2021"** by the World Packaging Organisation (WPO) with the following motivation:

*"The use of PCR in no way detracts from the tube's positive properties and outstanding performance: it retains all the benefits associated with product protection and meets all other consumer requirements and expectations perfectly, regardless of the product in question. This is because the closures, internal varnishes and combinations of different printing options that are used for virgin aluminium tubes can also be used for the Green tube. A water-based transparent base lacquer was used for the Green tube prototypes to emphasise the aluminium's natural appearance. This further underlines the green orientation of the tube. A green landscape nature print complements and rounds off this design concept and, as far as the design and layout are concerned, sums up the tube's philosophy in a visually appealing manner"*

*The Green tube, in its various customized versions and produced in all of Alltub's business units, was launched on the market at the end of 2020 in partnership with our customers. In 2022, Alltub supplied over 125 million green tubes with a total weight of over 1,000 tonnes.*

Aluminium is recognised for its exceptional qualities allowing the development of numerous applications used by consumers across the world. **Aluminium tubes, aerosol cans and cartridges** are a combination of cutting-edge technologies 100%... natural! Ten points to convince you:

- **Recyclable:** Aluminium products can be recycled easily and require little energy to provide the material with a new lease of life. The general qualities of aluminium are long lasting.
- **Lightweight:** Compared to other materials, the content-weight ratio is more favorable. A 7g tube can hold up to 100ml of product.
- **Accurate dosage:** Because aluminium tubes are both flexible and airtight, end-users can easily dispense the quantity of product. The dosage is accurate, optimized with a high restitution rate and wastage is avoided.
- **Resistant:** Aluminium provides a natural air-tight barrier and is corrosion-resistant while completely eliminating any air transfer and "suck-back" effects. Aluminium barrier properties protect the entire packaging from any external, harmful element.
- **Adapted:** Unlike other packaging, aluminum packaging can contain products with strong active ingredients. They are also perfectly adapted to any other type of application with milder ingredients.
- **Abundant:** Bauxite, the raw material required to produce aluminium and is the third most abundant resource on earth in almost unlimited quantities.
- **Aesthetic and rewarding:** Whether "raw" or printed, aluminium's naturally glossy surface provides the tube undisputed aesthetic qualities. No wonder why so many other materials try to imitate it.
- **Source of creativity & modern:** Just like a work of art, designers are inspired by aluminium as a base material or as a finished product. For decades, aluminium has proved its high performance properties. Aluminium remains a very modern, trendy and stylish material giving real added value to its use in packaging.
- **Innovative potential:** Aluminium's surface provides an excellent platform for innovation.
- **Low energy consumption:** Aluminium recycling is easy and efficient: The lightweight nature of aluminium limits greenhouse gas emissions during transport. Energy consumption during recycling requires only 5% of the energy necessary to produce primary aluminium.

## A SUSTAINABLE MATERIAL

The focus on **sustainable packaging** is ever increasing and aluminium tubes represent an important and exciting solution on this journey. It is already widely known that aluminium tubes have the **great advantage** of being **both recycled and recyclable**. The Alltub group is pleased to bolster this positive image of aluminium tubes by publishing its first Environmental Product Declarations (EPDs) for the cosmetic & food markets. Verified & certified by a third-party, these EPDs are in accordance with ISO standards.

## Specific Disclosures & Data – ALLTUB CENTRAL EUROPE:



Waste generation		2022	2023	2024
Hazardous waste	Tonnes	244	201,000	201,93
Radioactive waste	Tonnes	0	0,000	0,00
Other waste	Tonnes	662	571,000	581,91
Total		906,00	772,00	783,83
Waste recycling		2022	2023	2024
Recycled waste	Tonnes, #	718	635,400	637
Non-recycled waste	Tonnes, #	188	136,400	147,0



# Social and governance aspects

## Specific Disclosures & Data - HR

B/U	Location	WORKFORCE			TRAININGS				ABSENTISM			HIRING vs DEPARTURES				EMPLOYEE TURN OVER		
		FTE EoY	TOTAL WORK FORCE	C-level directly reporting to CEO	MANDATORY TRAINING HOURS [hours]	MANDATORY TRAINING COST [kEUR]	OTHER TRAINING HOURS [hours]	OTHER TRAINING COST [kEUR]	TARGET acc. AG POLICY	ACE target	actual [%]	INDEFINITE CONTRACT employees qty	NEW HIRES	VOLUNT. DEPART	TOTAL DEPART	TARGET acc. AG POLICY	ACE target	actual [%]
Langenfeld/	Germany	54			98	2,00	333	8,00	9%	n/a	3,4%	100,0%	4	5	6	10%	n/a	11,1%
Kibo	Germany	153			445	11,00	802	20,00	9%	n/a	8,2%	87,3%	29	13	17	10%	n/a	11,1%
ADE	GERMANY TOTAL	207	225	1	543	13,00	1 135	28,00	9%	n/a	7,0%	90,7%	33	18	23	10%	n/a	11,1%
AIT	Italy	283	308	1	2230	22,00	3661	28,00	9%	n/a	4,6%	85,0%	41	9	21	10%	n/a	7,4%
AFR	France	214	216	1	798	22	1171	52	9%	n/a	11,2%	98,1%	48	26	46	10%	n/a	21,5%
ACE	Czech Rep.	312	312	1	2039	1,70	1470	21,56	9%	10%	10,1%	84,6%	88	47	75	10%	15%	24,0%
AMX	Mexico	283	277	1	10646	18	NA	NA	9%	n/a	0,3%	93,0%	98	70	98	10%	n/a	34,7%

## Specific Disclosures & Data - DEI

Location	Country	WOMEN TOTAL	WOMEN TOT %	MANAGEMENT TOTAL	WOMEN in MNGMNT	WOMEN MNG %	M/W paygap
Langenfeld/	Germany	18	31%	5	0	0%	22%
Kibo	Germany	66	43%	2	0	0%	25%
ADE	GERMANY TOTAL	84	39%	7	0	0%	20%
AIT	Italy	140	49%	18	0	0%	19%
AFR	France	76	35%	8	3	38%	15%
ACE	Czech Rep.	126	40%	8	2	25%	43%
AMX	Mexico	132	47%	8	4	50%	38%

## Specific Disclosures & Data – H&S

Location	Country	ANY INCIDENTS TARGET acc POLICY	FATALITY INCIDENTS (causing death)	LTA	All recordable incidents	LTA lost time (HOURS)	lost days due to injuries	TYP. WORKDAY for lost day calculation	WORK HOURS	TRIR
Langenfeld/	Germany	0	0	2	n/a	22,5	3	7,5	83910	4,76701228
Kibo	Germany	0	0	6	n/a	420,0	53	7,5	229779	5,22240936
ADE	GERMANY TOTAL	0	0	8	n/a	442,5	56	7,5	313689	5,10059326
AIT	Italy	0	0	6	n/a	1496	199,5	7,5	425766	2,81844957
AFR	France	0	0	8		3169	452,7	7	303078	5,27916906
ACE	Czech Rep.	0	0	5	38	1199,38	118,0	10	517616	1,9319341
AMX	Mexico	0	0	9	N/A	3516	293,0	12	556000	3,23741007

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