



TRUVANT

SUSTAINABILITY REPORT 2023

Truvant Europe Sp. z o.o.



Table of Contents

Letter from CEO ₃

Truvant Europe

4

Who We Are and What We Do	5
Truvant Europe on the Timeline	7
Truvant on a global scale	8
Truvant Europe Value Creation Model	10
Business Strategy and Values of Truvant	12
Sustainable Development Ambitions	14

Impact on the environment

16

Our Approach and Actions	17
Results	20
Examples of innovations and solutions in cooperation with customers	25

Social Impact

27

Truvant Europe Employees	28
Culture of Diversity	29
Recruitment and Benefits	32
Development of the Organization and Employees	33
Safety Priorities	37
By Caring About Quality, We Care For Our Customers	39
Continuous Improvement with Customers in Mind	41
Social Engagement	42

Governance and ethics

43

Organizational Structure and Key Roles in ESG Management	44
Truvant Europe's Ambitions in the ESG Policy	46
Truvant Europe Stakeholders	48
ESG Risk Identification	49
Ethics and Counteracting Irregularities	50
Responsible Supply Chain	53
Cybersecurity	55
Approach to Reporting	56

Letter from CEO

GRI 2-22, GRI 2-23, GRI 3-3



Our Truvant vision is to be the best packaging solutions partner for consumer brands. We partner with our customers to ensure we deliver high quality products in the most efficient and sustainable way, every day. We fully recognize that consumers make daily choices about the products they select to care for themselves and their families. Consumers have more choice than ever before, and they are most likely to choose the brands they trust the most. Trust comes with delivering performance and this includes confidence in corporate reputation, caring for people, and protecting our environment.

Truvant people care. We care for our customers, employees, stakeholders, and the planet. Our integrated strategy focuses on four integrated imperatives – partnering with customers to create consumer relevant solutions, driving operational excellence and productivity, innovating sustainable materials and services, and creating a dynamic, inclusive culture of One Truvant.

We have identified three key ESG areas to focus our attention: **Planet, People and Packaging.**

Our attention is on the sustainable development of our business, which considers the needs and expectations of our surroundings and communities. As an entity that provides employment for several thousand individuals and serves as a crucial component of the supply chains of major global brands, we seek to develop our operations in a manner that maximizes our positive impact, while simultaneously minimizing the negative. Our first step in this direction was the **TruGreen** initiative. Employees from all locations and various departments participated in its creation. Thanks to their commitment, ideas, and analyses, we have succeeded in defining our mission and the main pillars of our engagement in all areas of sustainable development.

In our business, doing things “the way we’ve always done them” simply is not an option. Continuous improvements in quality, safety, and environmental and social responsibility are absolute

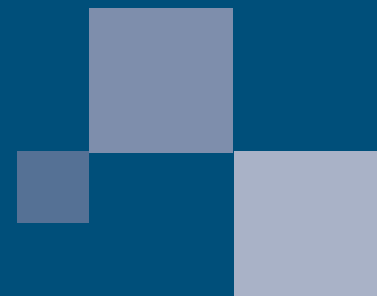
expectations. Truvant people care. We are taking a proactive, intentional approach to ensuring sustainable progress and growth is part of our DNA, how we think, and how we lead. We will be as conscious of these traits as the most demanding customers and consumers we serve.

As you read the pages of our report, you will discover examples that highlight our promise as both responsible and actionable. You will also see the progress we have made as well as our plans to continue challenging ourselves to achieve more. That is why I am excited to renew Truvant’s commitment to our goals and our pledge of ongoing leadership in this vital area for our Planet, People, and superior Packaging. Individually and together, we can all make a major difference, and we will.

Stewart Atkinson
Chief Executive Officer,
Chairman of the Board



Truvant Europe



Who We Are and What We Do

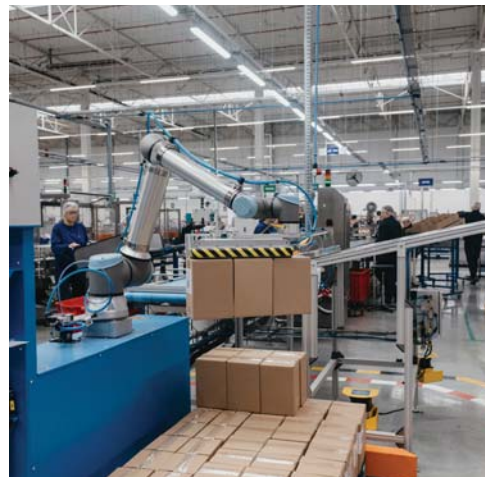
GRI 2-1, GRI 2-6, GRI 2-22, GRI 2-23, GRI 3-3

Truvant Europe Sp. z o.o. provides a full range of services in the field of contract packaging. We are part of the global Truvant organization, based in the United States.

Truvant is a global leader in contract manufacturing and contract packaging, providing its services to numerous global FMCG sector brands. Since 2019, Truvant has been part of the portfolio of The Halifax Group, a private equity firm based in Washington.

Complexity and flexibility – these are the keywords that allow us to define our company. We have the capabilities and experience that enable us to provide the highest quality services in the field of:

- packaging design;
- acquiring and optimizing packaging materials, which involves optimizing the entire supply chain;
- co-packaging;
- storage;
- distribution.



The customer's needs are our top priority. We are always in search of unique, tailor-made solutions. We listen, understand and suggest in such a way as to not only flexibly adapt to the expectations of our customers, but also to show them solutions and possibilities that fit within their budgets and strategies.

EXPERIENCE

On the Polish market since
2004

COMMITMENT

Around **2,500**
employees in Poland

POSSIBILITIES

3 locations serving
customers from around
the world: Stryków, Łódź
and Wrocław

A total of

185

packaging lines

13

global brands serviced
in 2023

669
THOUSAND

pallets of finished products
delivered to the market
in 2023

1.099
BILLION

products packaged in 2023

The ability to understand the needs of the customer and to tailor optimal solutions to them – that is our competitive edge. Evidence of this is the trust that the biggest global brands have placed in us, for years. We collaborate with companies from the FMCG sector, serving segments, such as:



Beautycare



Shavecare



Homecare



Babycare



Medical devices



Oralcare



Adhesives



Batteries



Toys



Healthcare

5 FACTS ABOUT TRUVANT

We are one of the largest global providers in the packaging services market. We guarantee the most modern solutions, a wide range of options, the highest quality and flexibility of solutions.

1



2

We support our customers in developing their business by taking charge of their packaging process management and enabling them to focus their efforts on improving the product and its manufacturing process.

3



4

We are committed to sustainable development. We support our customers in designing packaging and the most efficient supply chain, which contributes to the reduction of material and finished goods flow, optimizes palletization and, as a result, reduces CO₂ emissions.

5



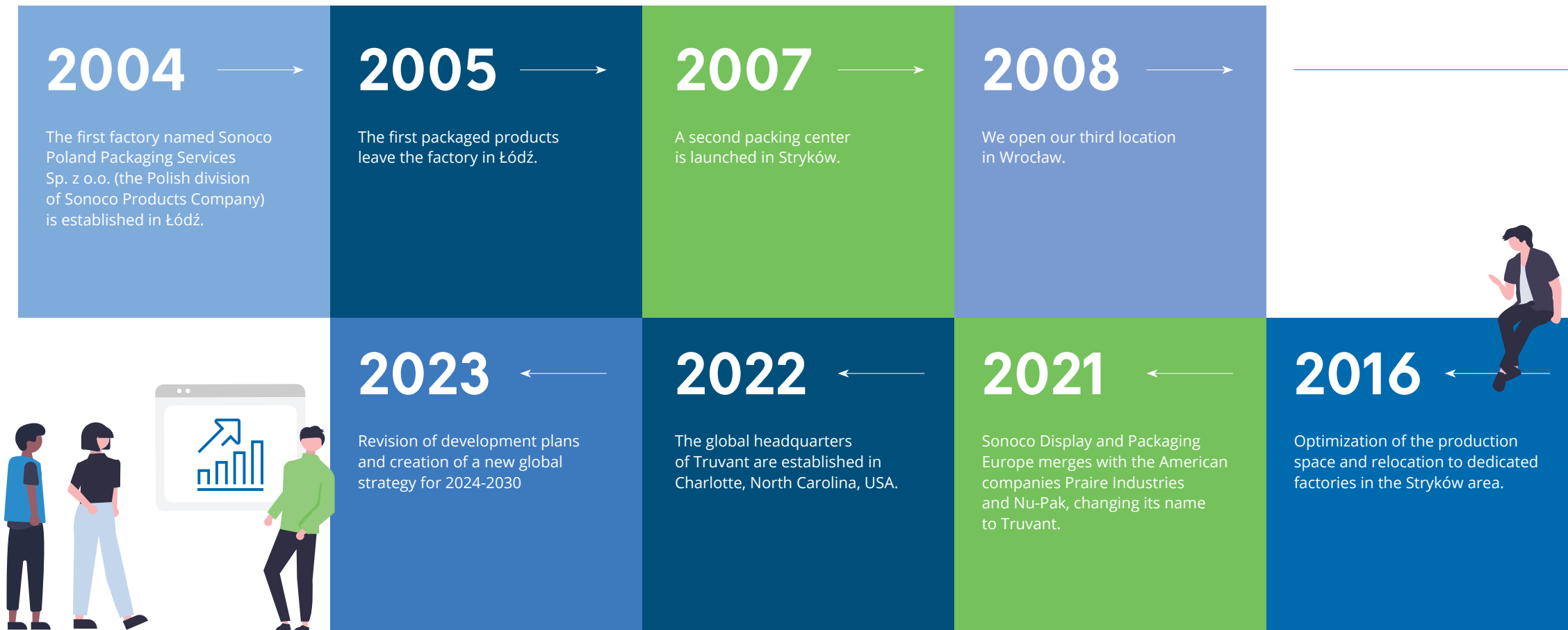
We listen to the needs of our customers and propose flexible, efficient and sustainable solutions that help our customers reduce costs and accelerate product market introduction.



We seek optimal solutions. Thanks to our years of experience in packaging, understanding of trends, technological capabilities and market requirements, we are able to propose solutions that meet every need.

Truvant Europe on the Timeline

MILESTONES OF OUR HISTORY IN POLAND



Truvant on a global scale

7

facilities

Flexibility, openness and an innovative approach to the challenges posed by our customers are no issue for us, as we possess market experience and the potential guaranteed by membership in the international organization, Truvant. Truvant Europe Ltd. (hereinafter "Truvant"), to which this report pertains, carries out services for renowned brands from around the world at 3 locations in Poland, across 6 facilities.

Truvant is more than a supplier; Truvant is a true business partner for globally recognized brands. Our primary objective is to support customers in achieving their business goals. Our team of experts works closely with our customers, providing support and consultation. Within the framework of this close collaboration, we are looking for new opportunities to increase efficiency and deliver value to our customers.

3,300+

global employees

We are the world's largest packaging solutions company, offering a full range of services from design and development of packaging to sourcing and purchasing materials, as well as comprehensive value chain management. Our goal is to support our customers in enhancing their product market introductions, while maintaining the highest standards of quality, operational and ethical aspects, as well as in health and safety. At the same time, we provide our employees

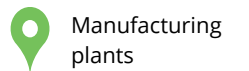
215,000 m²

of warehouse space

with opportunities for personal and professional development, allowing them to contribute to the success of our company and our customers, while achieving personal satisfaction.



Sales offices



Manufacturing plants

Complex processes and complicated challenges require flexibility, openness and experience. Thanks to our commitment to delivering high-quality, efficient and sustainable solutions, we help brands not only reduce financial costs, but also environmental ones and accelerate product market launches.

Not only are our services comprehensive and flexible, but also the same, in the way in which we provide them. We can offer them in various formulas:

- we support the customer in their production facility, in managing the final packaging;
- we organize packing at the distribution center or the customer's warehouse;
- we offer self-service packing facility services intended for a single customer;
- we offer packaging services at a facility managed by Truvant, serving multiple customers.

1. experience and expertise – we have been operating in the European market for 20 years and the products we pack for our customers reach consumers all around the world. Our team of experts works closely with our customers on a daily basis to meet their expectations and needs.

2. sustainable packaging – we have our own *Packaging Development Department*, which supports our customers in designing packaging that meets the latest regulatory standards in sustainable development, as well as responding to market trends.

3. potential – we possess the appropriate resources and means, which enable us to quickly and effectively respond to the most complex needs of customers almost anywhere in the world. As the largest provider of packaging services, we can serve as an important partner in the value chain of global companies.

4. technology and innovation – we invest in process automation, striving for innovative solutions in the domain of operational processes and the services we offer

5. flexibility and uncompromising quality – we approach all the challenges our customers present us with creatively. Our packing and contract manufacturing services can be tailored to meet the requirements of each customer, while meeting the highest standards of quality, safety and ethics.

WHAT WE
GUARANTEE
TO OUR
CUSTOMERS

Truvant Europe Value Creation Model

Key Capitals Utilized by Truvant Europe



Financial and infrastructure capital

3 perfectly communicated facilities and 185 packing lines, which are either owned by us or operated by us.

Modern technological solutions



Human, relational and intellectual capital

Truvant Europe employees

Employees of the temporary labor agency

Our know-how, employee experience and technologies

The trust of many business customers

Ongoing cooperation with business partners and suppliers

Cooperation with social partners

Recognition of our brand in the business environment

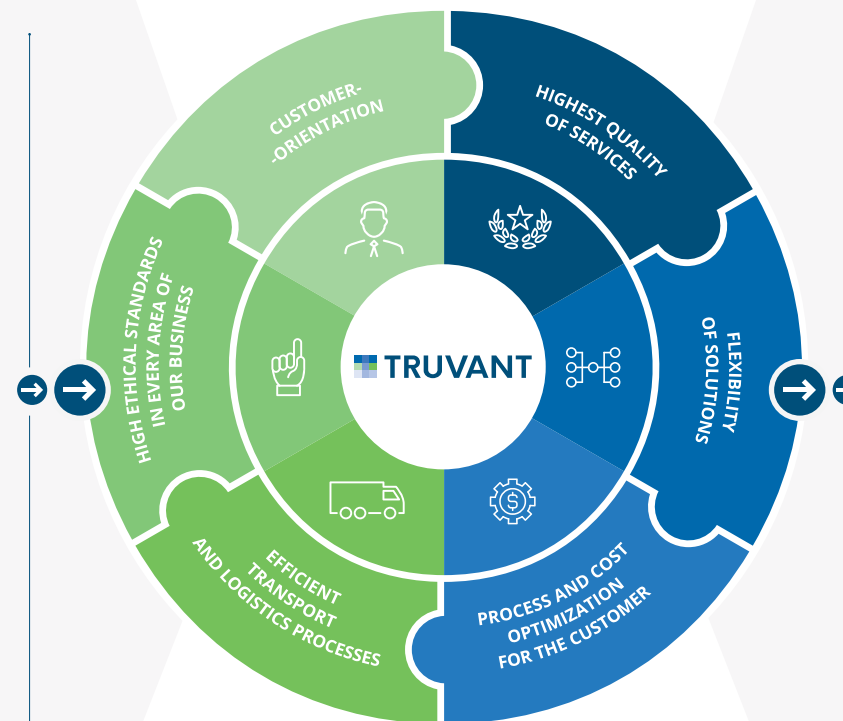


Environmental capital

Energy and fuels

Raw materials and materials used in packaging

Value Creation Model



Results and Outcomes of Truvant Europe's Activities



We employ around 2,500 people



We ensure safe and friendly employment conditions



25% of our employees have at least 10 years experience working in our company



We support the local economy – 91% of the suppliers we traded with in 2023 are located in Poland



Our services are used by several corporate customers – brands recognized on the international stage



We monitor and limit the level of greenhouse gas emissions associated with our operations

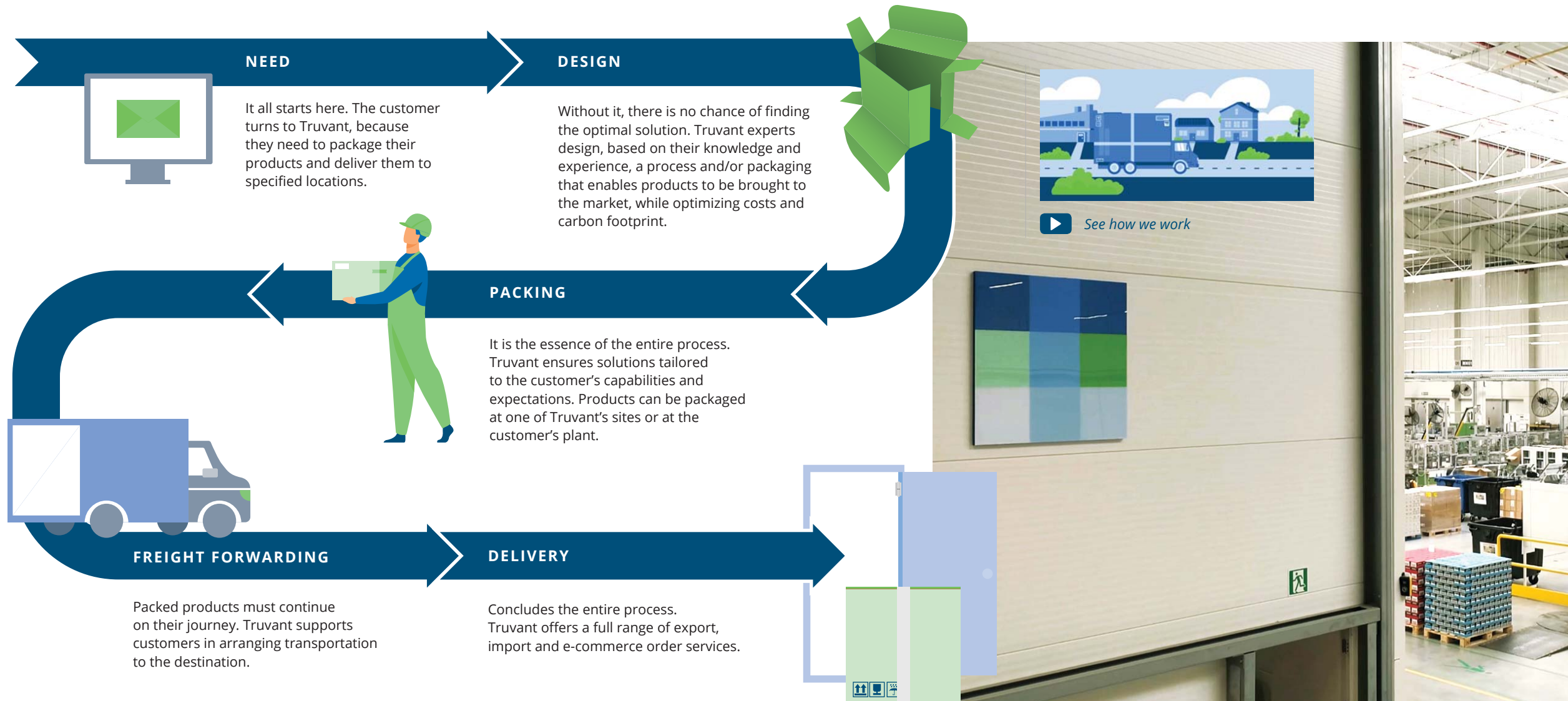


We invest in solutions that reduce the use of natural resources and raw materials in product packaging processes



We are implementing an ESG policy that defines our ambition to be a partner supporting our customers in achieving environmental and social goals

OUR BUSINESS MODEL



Business Strategy and Values of Truvant



CUSTOMER CENTRICITY

- Highly integrated relationships
- Delighted customers through operational excellence and value creation
- Superior supply chain solutions and customer service
- Demonstratable total value advantage

INNOVATION & SUSTAINABILITY

- Innovate customer go to market strategy
- Innovate business process and collaboration to win
- Transformed into a data enabled company connected to the customer
- Partner to deliver sustainable solutions that create value for customers and Truvant

STRATEGIC INTENTIONS

CASH

GROWTH

Organic, Acquired

CUSTOMER

Enable Innovation to Grow

PRODUCTIVITY

Operational & Financial Discipline

CAPABILITIES

Build, Buy, Borrow

PEOPLE

Organization, Leadership, & Culture

PERFORMANCE

OPERATIONAL EXCELLENCE AND PRODUCTIVITY

- Unique value to our customers through loss analysis
- Growth through Truvant excellence system and power of 0 & 100
- Innovative business planning & agility

ONE TRUVANT

- Empowered, engaged, energized, high performing teams
- Learning organization centered on customers
- Integrated team, accountable leaders
- Superior leadership, capabilities, and organization to win

Our ambition is to provide comprehensive support to customers in effectively running their business. Therefore, we also offer e-commerce services in the package. This is a solution that we tailor to the needs and expectations of the customer each time, so that they can effectively achieve their business goals.

CUSTOM-TAILORED E-COMMERCE:



Consumer may purchase products on the customer's website



Our customer transfers order information to Truvant



Truvant ships the products directly to the final consumer

26

the number of countries that receive orders fulfilled by Truvant

7,000

that is how many orders we fulfill weekly as part of our e-commerce service

Sustainable Development Ambitions

GRI 3-3

We feel a sense of responsibility for our business, employees, stakeholders and the planet. Therefore, in planning any activities, we focus on the sustainable development of our business, which takes into account the needs and expectations of our surroundings. As an entity that provides employment for several thousand individuals and serves as a crucial component of the supply chains of major global brands, we seek to develop our operations in a manner that maximizes our positive impact, while simultaneously minimizing the negative. Our first step in this direction was the TruGreen project. Employees from all locations and various departments participated in its creation. Thanks to their commitment, ideas and analyses, we have succeeded in defining our mission and the main pillars of our engagement in the area of sustainable development. In this way, we have identified 3 key areas for us: **Planet, People and Packaging**, which have set the directions for the development of our ambitions and the basis for building the ESG strategy.



PLANET

Greenhouse gas emissions
Circular economy
Green culture



PEOPLE

Employees
Societies
Ethics

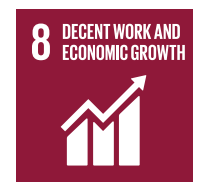


PACKAGING

Supply chain
Operational processes
Business development

The TruGreen project became the foundation for the development of the company's **ESG policy**. We wanted our ambitions and activities in the environmental, social and corporate governance area to take on a formalized shape. Consequently, a comprehensive document has been developed which serves as a beacon for us, defining our ambitions and objectives to be achieved in ESG policy.

In this way, we aim to contribute to the achievement of the UN Sustainable Development Goals, particularly:



Our aim is to set ambitious, yet realistic goals

Our business model offers customers great flexibility and our results largely depend on the number and range of products we package for them. We strive to fully optimize every process and project that we manage to provide our clients services that align with their sustainability goals related to waste, GHG emissions and packaging reduction at the same time ensuring cost optimization.

We have detailed our ambitions in the ESG area [HERE](#).

In 2023, we achieved our objectives related to reducing electricity consumption, the amount of production waste generated and increasing recycling rate. Achieving such results is related to the actions that have been implemented in individual plants and which have been described in more detail in the environmental chapter. They also partially result from a decrease in production volume.

Sedex² | Member

As a Sedex member we are committed to being a responsible and sustainable business. Using Sedex tools helps our company improve our responsible business practices as well as ethical standards and working conditions within the supply chain.

For the year 2024, we have set further goals.

KPIs	2022	2023	Change	Target 2023	Target 2024*
Electricity consumption (MWh)	6,167	5,354	-13%	-2%	-5%
Production waste (t)	9,345	8,665	-7%	-4%	-4%
Recycling rate indicator *	49%	66%	+17%	+5%	+4%

* change compared to the year 2023



In 2023, Truvant Europe received a bronze medal in the EcoVadis rating. The results of this certification confirm our commitment to implementing good ESG practices and sustainable development.

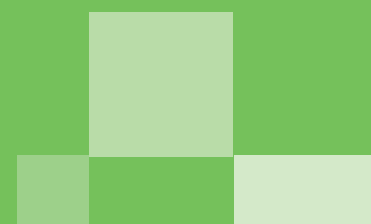


Concurrently, we have submitted our policies, actions and their outcomes for assessment to the recognized, non-profit organization CDP (formerly “Carbon Disclosure Project”), which analyzes and confirms the maturity level of companies’ practices in the areas of the climate, forests and water. In 2023, we received a grade of C for climate change and forests issues, and a grade of C- for water security.





Impact on the environment



Our Approach and Actions

GRI 3-3

Our principles and ambitions regarding environmental issues are encapsulated in our ESG policy. This is a comprehensive document that summarizes the topics and issues crucial to our operations in this area.

Truvant Europe's environmental ambitions:

- we want to limit our direct, negative impact on the environment, including the climate;
- we aim to be experts in the field of designing sustainable packaging solutions, supporting our customers in implementing their strategies and achieving sustainable development goals.

Our environmental goals for 2024¹:

- Continuation of environmentally friendly initiatives in our facilities;
- Further reduction in electricity consumption by 5%;
- Reduction in the amount of waste produced by 4%;
- Increase in the amount of recycled waste by 4%.

¹ Compared to the year 2023



We are aware of our impact on the environment and focus our efforts in this area on:

- rational use of electrical energy, reduction of generated waste and proper utilization of their potential;
- continuous education of our employees, including the management and board;
- developing the process of carbon footprint monitoring and improving the methodology of emission reporting in scopes 1, 2 and 3;
- active collaboration with customers and commitment to realization their environmental objectives;
- optimizing transportation, palletization and packaging materials, which contribute to the reduction of our carbon footprint;
- investing in innovative technological solutions that offer the possibility of enhancing energy and material efficiency in the packaging processes we carry out;
- implementation of solutions focused on the circular economy.





Out of concern for our planet, we engage in ecological actions and projects. We also support our employees in developing environmental awareness and sensitizing them to significant issues related to the environment. Their commitment and passion, which they demonstrate by engaging in various initiatives, are invaluable.

- We started the year 2023 with a webinar on biodiversity and climate. Experts presented knowledge on significant environmental challenges of a civilizational nature. The connections between the state of the environment and quality of life, with dominant patterns of production and consumption, have been demonstrated. Areas of business impact on the environment were identified, along with opportunities for reducing negative effects on nature and enhancing positive ones.
- We continued our collaboration with UNEP/GRID-Warsaw and in 2023 we officially became a partner in the "Together for the environment" program.
- As part of our collaboration with UNEP/GRID-Warsaw, we continually support the Re:Generation program, which was created with the aim of protecting and restoring local ecosystems. In 2023, previously initiated efforts aimed at the reclamation of a reservoir in the Łagiewniki Forest continued and we took under our care the ecological sites, Opadówka and Łąki na Modrzewiu, in

the Landscape Park of the Łódź Uplands. Thanks to our support, the mowing of ecological grasslands took place, along with the removal of biomass, as well as activities related to the maintenance of water bodies, including the removal of regrowing alder, poplar saplings and nettles.

- In the spring, we organized a competition among employees for the best insect house. 20 people took part.
- In May and June, we engaged employees in an eco-gamification called the TruGreen challenge. Using the app, they solved eco-tasks, built eco-habits and shared knowledge about endangered species in Poland. As part of our tasks, we switched from cars to more eco-friendly modes of transport, gave items a second life and prepared vegetarian meals. This gamification lasted 6 weeks, during which we managed to invite over 400 people to join the fun.
- At the end of September, in collaboration with Stena Recycling and Woshwosh, we organized a footwear collection initiative for people

experiencing homelessness and for refugees from the Ukraine. We managed to collect 44 pairs of shoes that Woshwosh renovated and distributed to those most in need.

- The culmination of the activities was the September World Cleanup effort, organized by the TruGreen team. Employees gathered in two locations – in Wrocław and Łódź – where, together, they cleaned up recreational areas. To acknowledge their commitment, Truvant, together with the organization Posadzimy.pl, planted 40 trees.
- Thanks to the employees' commitment to improving segregation, we have managed to achieve a 10% increase in the mass of waste sent for recycling, which is greater than we anticipated. Special attention should be paid to our location in Łódź, where growth was twice as large as the result achieved in 2022.
- We have included all facilities in Poland in the collection of waxed paper.

WITH THE ENVIRONMENT IN MIND, WE ARE DEVELOPING...

Monitoring and reporting –

we are improving the process of analyzing greenhouse gas emissions in each of the 3 scopes. We have introduced a periodic review of the waste produced by us, which allows for the quick identification of new types of waste and the development of better ways to manage it. Employee engagement in improving segregation resulted in a 10% increase in the mass of waste transferred for recycling.



Innovative solutions –

we are intensely searching for sustainable packaging solutions, which we implement across the entire supply chain. We are implementing automation that allows us to increase efficiency and reduce material production waste.



Care for local ecosystems –

we have engaged in a reclamation project of a reservoir in the Łagiewniki Forest, supporting organizations working towards sustainable development. Along with UNEP/GRID, we have also taken under our care the ecological sites Opadówka and Łąki na Modrzewiu in the Landscape Park of the Łódź Uplands.

Responsible consumption and usage –

we monitor water, energy and gas consumption. We want our packaging to contain as little plastic as possible, to be as light as possible and to have the smallest possible impact on the environment. Therefore, we optimize packaging dimensions, switch from PET materials to rPET or cardboard, eliminate unnecessary packaging and reduce the use of stretch film.



Educational programs –

the measure of success in environmental actions is engagement. We want all our employees to not only understand the ideas related to environmental actions, but also to implement them in their lives. We are constantly working on the training and the development of ecological education for our employees, because when it comes to environmental protection, every action matters, even the smallest one.



The foundation for conducting a responsible environmental policy is the analysis and evaluation of activities and their consequences. In 2022, we conducted a review of our procurement policy and the year 2023 was dedicated to implementing its principles. In the course of this process, we assessed the environmental risk for major purchasing categories. In addition to implementing environmental objectives in our own activities, adhering to laws and regulations on environmental protection, we want to ensure that we are cooperating with partners, who are mindful of the sustainable development of the industry. Therefore, in managing supplier relationships, we have established a course of action aimed at increasing the importance of environmental issues. We qualify and evaluate suppliers based on the requirements of the Truvant quality system – CEPA (Customer Experience Process Audit). Additionally, all our suppliers have implemented quality programs ISO or similar internal procedures, according to which they are assessed. During audits, we examine their production process, including its impact on the environment, such as the risk of leaks, contamination, pollution, as well as the origin of raw materials and resources.

Results

GRI 305-1, GRI 305-2

Impact on the Climate

At Truvant, we are working on the development and improvement of the greenhouse gas emissions reporting process. Through training, webinars and workshops with experts, specializing in calculating emissions in scopes 1-3, we are gaining more and more skills and practical knowledge in the area of carbon footprint calculation and verification, as well as methods of its reduction. Scope 1 covers direct emissions that are under the full control of the organization, related to the combustion of fuels in leased vehicles, in heating devices on the premises and also to the leakage of refrigerants in air conditioning units. Scope 2 is related to indirect emissions resulting from the consumption of electricity purchased on the market for our five plants, located in two different locations. One of the locations operating on an in-plant solution basis is situated within the client’s campus and is beyond our operational control, which is why it was not included in the calculations for scopes 1 and 2. Scope 3 refers to indirect emissions that occur in our value chain.

In 2022, we established cooperation with the Climate Strategies Poland Foundation, which supported us in calculating our carbon footprint across all three scopes. We began our efforts by educating management, the leadership team and employees involved in the process of collecting data necessary to calculate Truvant’s emissions in all facilities across Poland.

Actions taken in 2023 to calculate the carbon footprint for Scope 3:

- analysis of the purchase of goods and services, including the materials used;
- gathering information on the origin of raw materials and base materials;
- gathering information about the routes and material loads that come to us and the products that we ship to our customers;
- conducting surveys on the commutes of our employees to the manufacturing plants;
- mapping the most material categories in the scope 3 and their detailed analysis.

Scope 3 categories related to the Truvant value chain:

- category 1 – emissions associated with the purchase of materials and services, of which 80% of emissions are attributable to the purchase of packaging materials, such as corrugated cardboard, cardboard boxes, film, labels and pallets, which are an essential component of our service and enable the delivery of packaged and secured products to

end consumers. Moreover, this category includes emissions related to the purchase of production and warehouse equipment, protective clothing or services, including temporary labor;

- categories 4 and 9 – emissions related to transport: the purchase of materials and base products of customers, which we package, to our facilities, and the customer’s packaged products to their distribution centers, as part of the service provided;

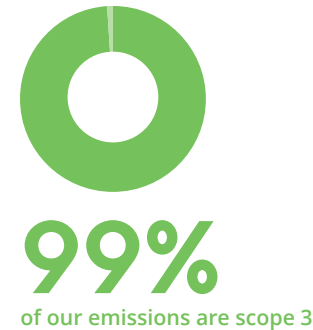
- category 2 – emissions associated with the purchase of capital goods;
- category 3 – emissions related to energy and fuels, not included in categories 1 and 2;
- category 5 – emissions associated with waste generated from operations;
- category 6 – emissions related to business travel;
- category 7 – emissions related to employees commuting to work.

GRI 305-1, GRI 305-2, GRI 305-3

GHG emissions: scope 1, 2, 3 (tCO₂e)

	2021	2022	2023
scope 1	1,696	1,454	1,120
scope 2			
market-based	2,596	2	0
location-based	4,651	4,369	3,668
scope 3	n/a	84,835	80,315
TOTAL*	n/a	86,291	81,435

* 2022 data does not include category 2 and category 6 of scope 3 which are immaterial, but were included in 2023
Total emission are on market-based value



Energy and Energy Efficiency

We recognize that reducing energy consumption and replacing its sources with renewable ones is a priority on the

path to sustainable operations. Everywhere where responsibility for energy efficiency lies on our side and we have influence over it, we make every effort to minimize energy consumption.

GRI 302-1

Energy consumption (MWh)*

	2021	2022	2023
TOTAL	12,479	11,404	9,655
Electric energy	6,663	6,171	5,354
Natural gas	1,259	1,000	882
LPG	4,339	4,005	3,207
Gasoline for engines	79	80	56
Diesel fuel	139	148	156

* Excluding data for Łódź, where we provide services in buildings managed by our customer.



Our goal is to acquire energy that will come from

100%

renewable sources at all our facilities.

We verify new energy suppliers, in terms of providing renewable energy sources (RES). In buildings where we conduct our operations and which we lease from warehouse space owners, the purchased energy is supplied from renewable sources, a fact that suppliers confirm with green energy certificates. As the renewable energy market continues to develop in Poland, we are exploring various opportunities for acquiring green energy and supporting its production by verifying offers from different entities operating in this market. Seeking to transition our energy sourcing to renewable energy sources, we initiated a dialogue with the company that owns the buildings leased in one of our locations. Any changes in this area are dependent on the building owner. Our goal was to verify the possibilities within the scope of changing energy sourcing (including the installation of photovoltaic panels, choice of supplier, vPPA).



The buildings in which we conduct our operations are new, large-scale facilities. They have been made using new technologies and meet the standards for energy efficiency.

In order to limit our energy consumption and increase energy efficiency, we implement the following solutions across various locations:

- heat recovery from used compressors;
- further reduction of pressure in compressed air networks;
- introducing audits of leak tightness of installations;
- replacement of fans at workstations with more efficient and energy-efficient ones;
- modernization of the machine park;
- replacement of lighting with LED technology;

- installation of motion sensors in production halls, warehouses and social facilities;
- revision of the rules for storing goods at a specific temperature, which allowed for the elimination of several air conditioners in the warehouse area and reduced energy consumption;
- optimization of the heating control program and lowering the temperature for periods when the facility is not in operation;
- audit program for unjustified machine operations in the production hall;
- tests verifying whether it is possible to further reduce electrical energy consumption by the most energy-intensive machines and to operate at lower compressed air pressure to shorten the compressor runtime, which ultimately leads to further reductions in energy consumption.

Transport

Transportation is a crucial element of our greenhouse gas emissions. We continuously analyze our actions in this area and explore possibilities to reduce our carbon footprint. Therefore, for years we have been collaborating with partners who prioritize environmental protection:

- The vast majority of our carriers' fleet meets Euro 6 standard requirements, thus reducing CO₂ emissions;
- drivers undergo regular eco-driving training to reduce fuel consumption and, simultaneously, emissions;
- carriers are investing in vehicles powered by CNG or LNG, which are less polluting than cars powered by traditional diesel fuel;
- transport companies pay great attention to properly setting routes, so that vehicles are filled with cargo to the greatest extent possible;

- our carriers show a willingness to expand their fleet with hydrogen-powered vehicles, as the least burdensome for the environment;
- in the event that a small quantity of goods is being transported, transport takes place using electric vehicles, if possible.

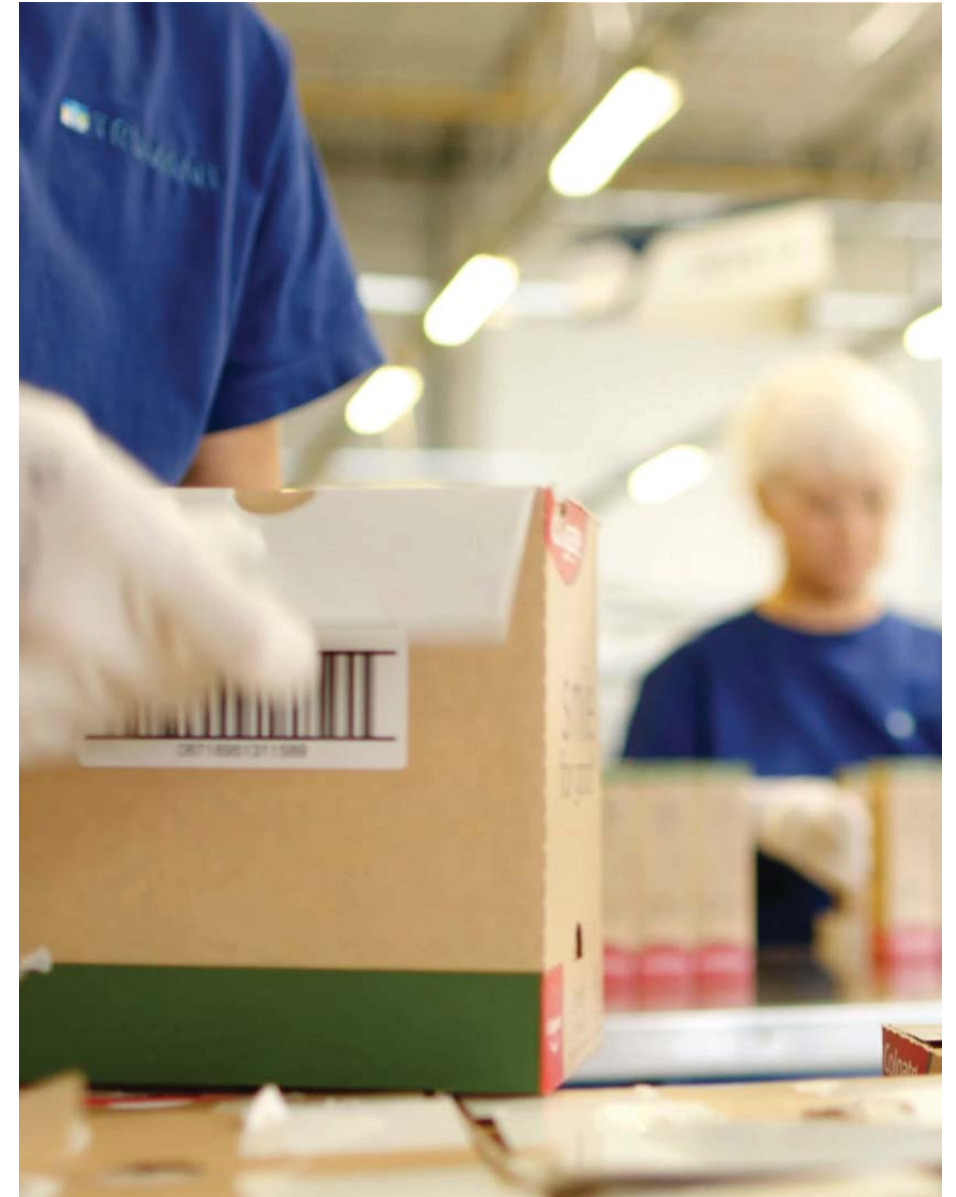
In 2023, we participated in projects aimed at optimizing the pallet system and implementing changes that allow for what is known as, the double-decking of pallets. Thanks to cooperation with suppliers and customers in these projects, it has been possible to increase pallet efficiency by as much as 10%. Stacking pallets has increased the efficiency of transporting packaged products by an average of 110%, which significantly reduces transportation costs and associated greenhouse gas emissions.



Raw Materials, Waste and the Circular Economy

As a company providing packaging services, we purchase tons of materials annually, which we use in our operations. We feel responsible for optimizing all operational processes for which we are accountable. We continuously strive to use as few raw materials as possible, as well as to generate as little waste as possible. We base our waste management procedures on European Union and national legal requirements, as well as our ESG policy, and also internal health and safety regulations, tailored to the needs of the customers of each plant.

The year 2023 was another period in which, in collaboration with our customers, we focused on transitioning from plastic to paper packaging. Additionally, we have managed to use significant amounts of recycled cardboard packaging in solutions for many customers, which, in turn, allows for the conservation of primary raw materials.





In our Łódź branch, we have improved the waste segregation system, thanks to which we have doubled the amount of waste sent for recycling. A **campus waste management team** was established, comprising of specialists from the customer side, Truvant and the waste recipient. Their tasks included analyzing the materials being used, checking the types of waste generated and adapting the infrastructure to manage them as efficiently as possible. Actions have been specified to maximize the amount of waste passed on for recycling.

- New labels and containers have been introduced to facilitate sorting, and among the updated visual materials are hanging banners that show employees what waste is collected at each waste collection point.
- At each bin, stickers were added to the floor to clearly define which waste category should be placed in it.

Additionally, we conduct training for leaders so that employees do not have problems with proper segregation.

- In a further stage of the project, **waste auditing** was initiated. For this purpose, an **application in MS Forms** was created for area leaders and shift managers. At designated times, waste collection points are audited for proper sorting, provision of the correct type of bins and their proper technical condition. Conclusions from audits are directed to the relevant units at the customer's side, Truvant and the waste recipient.
- We also **conducted training** for employees on proper waste segregation to expand their knowledge in this area. Training sessions will be periodically repeated to ensure the implemented process runs as smoothly as possible and the levels of waste recycling progressively increase.

The above actions enabled the redirection of a large portion of waste towards recycling, rather than to the less efficient process of incineration.

The Łódź facility is a leader in the collection of waste label liners at Truvant. We also encouraged our customer to implement a similar solution on the production floor, which met with considerable interest and led to the conducting of collection tests.

In Stryków, two out of the four halls have implemented additional LDPE film sorting to increase recycling rates. The remaining halls are in the planning stage and are adjusting the new segregation system to the mode of operation and customer requirements.

GRI 301-1, GRI 301-2

Raw materials used in 2022 and 2023 (in tons)

	2022				2023			
	TOTAL	Łódź	Stryków	Wrocław	TOTAL	Łódź	Stryków	Wrocław
Plastic packaging materials used in production processes	4,897	3,343	1,554	n/a	4,201	2,625	1,449	127
Paper packaging materials used in production processes	22,849	10,964	11,885	n/a	22,479	10,293	10,480	1,706
Share of recycled plastic in the total plastic used (in %):	n/a	64%	n/a	n/a	46%	62%	15%	12%
Share of recycled paper in the total paper used (in %):	n/a	89%	n/a	n/a	82%	87%	75%	90%

* n/a – no data available from our suppliers



In all of our locations,
100%
of production waste is subjected to segregation and no waste ends up in landfills.

We are committed to recycling the highest possible percentage of paper and plastic. We aim to progressively increase the mass of recycled waste. The waste that cannot be subjected to the recycling process is directed towards energy recovery.

GRI 306-3

Waste generated by Truvant (in tons)

	2021	2022	2023
Hazardous waste	34	14	3
Non-hazardous waste	9,735	9,330	8,662
including paper	4,450	5,783	5,534
including plastic	1,866	1,790	1,291
TOTAL of all waste	9,769	9,344	8,665

GRI 306-4

Percentage of post-production waste subject to recycling by location

	2021	2022	2023
TOTAL	47%	49%	66%
Łódź	16%	20%	46%
Stryków	69%	64%	76%
Wrocław	67%	87 %	84%

GRI 303-5

Water consumption in Stryków and Wrocław* (m³)

	2021	2022	2023
Water consumption	15,030	14,765	15,106

* Not including Łódź, as all utilities are within customer responsibility

Examples of innovations and solutions in cooperation with customers

We examine the needs of our customers and propose eco-friendly solutions for implementation that are in line with them. In collaboration with our contractors, we are able to change our entire product portfolio to paper-based, including soft and flexible packaging, such as flow packs², as well as adopting the most advantageous solutions, for example, using biodegradable films, as utilized by our suppliers.

In 2023, we continued to implement projects aimed at eliminating or reducing the use of polymer materials in packaging, primarily PET and polyolefins. The result of these actions includes the elimination of plastic security stickers on packaging and a reduction in the usage and thickness of blister foils. We offered our clients support in implementing packaging optimization solutions, such as the standardization of boxes and the use of packaging materials that comply with the organization's material policy.



EXAMPLES OF OPTIMIZING PACKAGING PROCESSES IN TERMS OF THEIR IMPACT ON THE ENVIRONMENT

More environmentally-friendly packaging



Plastic reduction



Paper use minimization



Increasing recycled content

² Flow pack is an advanced system for packaging products in film or related material. This is a method of horizontal packing that ensures a tight, durable, aesthetic and secure packaging.

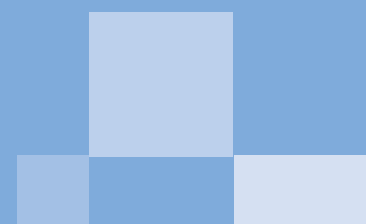
- In 2023, the Stryków branch implemented plastic-free packaging solutions for some customers across the entire portfolio of blister packs. This allowed the customer to reduce plastic usage in packaging by approximately 125 tons compared to the year 2022.
- For another of our clients, we implemented a process of using simplified packaging by eliminating a separate insert and removing the plastic window in the packaging, and transitioning to packaging material made from recycled content. Solutions for the complete replacement of plastic with paper (e.g., by using inserts inside cartons made entirely of paper).
- We also transitioned from two-sided offset printing with a UV varnish that hinders recycling to single-sided flexographic printing on brown cardboard. This reduces paper usage and increases the possibility of effective recycling of customer product packaging.
- We conducted an analysis of one of our customers' product portfolios, in terms of the way pallets are secured and the introduction of stackable pallets, where possible. This resulted in improved transport efficiency and thus a reduction in the carbon footprint.



- The Wrocław branch, in conjunction with the automation department, plans to expand recommendations for customers on increasing the portfolio of entirely recycled packaging, proposing the necessary technology for this purpose.
- We implemented a project to change some of the blister packaging to fully paper packaging, which required the use of new technology that allows for the formation of paper replacing PET/RPET film. All packaging materials in this project are sourced from recycling.
- Wrocław continues its efforts on implementing new paper bags. As a result, it will be possible to completely eliminate OPP film in the packaging of products from one of the key customers, which means reducing the use of this polymer by approximately 426.5 tons annually. We also plan to implement a project that eliminates the use of adhesive tape by employing other, more environmentally friendly solutions for sealing collective packaging.
- In Łódź, in collaboration with our customer, we aimed to reduce the consumption of polymer films. In some portfolios, we reduced the thickness of the RPET film used to form blister trays by as much as 20%. We eliminated polyolefin protective bags for products intended for customers in the Turkish and Middle Eastern markets.
- We also introduced solutions for customers, such as a reduction of up to 30% in the size of tray packaging made from recycled pulp.



Social impact



Truvant Europe Employees

The majority of our employees are individuals employed under an employment contract. We also employ under civil law contracts³ and collaborate with temporary labor agencies. Regardless of the form of employment, we ensure that everyone feels like part of one team in a friendly and safe work environment.

GRI 2-8, GRI 403-7

Due to our business model and the need for high flexibility in providing services to our clients during their critical periods, we collaborate with temporary labor agencies. We maintain high standards related to this, checking the agency's approach to employment practices in compliance with legal requirements and good responsible business practices. The agency's employees actively participate in various campaigns and events organized by us that promote occupational health and safety principles.

Long-term collaborations with agencies that can meet the principles of responsible employment, which we expect from our suppliers and business partners, are crucial for us. Our key customers, who conduct audits of our operations with regards to employment issues, occupational health and safety, and the protection of human rights, also have high expectations in this area.



GRI 2-7

Number of people employed under an employment contract at Truvant Europe⁴

	2021	2022	2023
Women	1,765	1,776	1,617
Men	1,070	1,050	936
TOTAL	2,835	2,826	2,553

1,537⁵

the average annual number of employees hired by Temporary Labor Agencies in 2023

1,994

this was the maximum number of people employed by the Temporary Labor Agency who worked at Truvant Europe during the peak days of fulfilling orders for clients.

GRI 401-1

Number of employees on employment contracts, broken down by hours worked and type of contract (as of December 31, 2023)

Full-time hours	
Women	1,581
Men	915
TOTAL	2,496
Part-time hours	
Women	36
Men	21
TOTAL	57
Employment for a fixed term	
Women	325
Men	153
TOTAL	478
Employment for an indefinite period	
Women	1,292
Men	783
TOTAL	2,075

³ Status as of December 31, 2023: 9 people provided work for us based on contracts of this type.
⁴ The status as of the last days of the reported periods, i.e., December 31 of the year indicated in the table
⁵ The arithmetic mean of the FTE sum for all Truvant plants

Culture of Diversity

GRI 2-28, GRI 3-3

Caring for a diverse and inclusive workplace is one of our priorities. Since people are our greatest asset, we have defined our ambitions as follows:

- We aim to create a diverse and inclusive work environment, where human rights are respected throughout the entire value chain;
- We aim to provide safe and favorable working conditions while simultaneously supporting the development of our employees.



We are signatories of the Diversity Charter.

Documents upon which diversity and inclusion at Truvant are based:

- ESG policy,
- policy on countering mobbing and discrimination,
- code of ethics.

Diversity provides us with the opportunity to look at an issue from various perspectives and broadens our knowledge of the world. That is why we appreciate the fact that we are so different from each other, yet at the same time, we have so much in common. We want all employees to feel accepted and respected. At Truvant, we believe that the responsibility for diversity and inclusion lies with every employee of the company.

We translate our goals into actions:

WE CREATE SUITABLE WORKING CONDITIONS FOR ALL EMPLOYEES

We employ persons with disabilities

WE CARE ABOUT CULTURAL INTEGRATION

Our work environment is friendly to national minorities

WE GUARANTEE GENDER EQUALITY

We are guided by qualifications, not gender

WE CARE ABOUT AGE DIVERSITY

We learn from each other by sharing experience and knowledge



Diversity of Truvant Europe in numbers

GRI 405-1
Number of people employed under an employment contract, broken down by main employment categories and gender (as of December 31, 2023)

Management team		
Women		17
Men		20
TOTAL		37
Other employees		
Women		1,600
Men		916
TOTAL		2,516

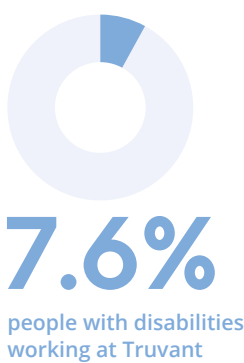
Number of people employed under an employment contract, broken down by main employment categories and age

Management team		
People over 50 years of age		0
People aged 30-50		34
People under 30 years of age		3
TOTAL		37
Other employees		
People over 50 years of age		517
People aged 30-50		1,320
People under 30 years of age		679
TOTAL		2,516

- In our factories, 15% of the workforce consists of individuals of Ukrainian, Belarusian, Angolan, Armenian, British, French, Indian, Latvian, Italian and Russian nationalities. We want all these persons to feel like an important part of the team and the company.
- The employment rate of people with disabilities has been unified across all our facilities, for example, in Stryków, it increased from 5.9% in 2022 to 7.45% in 2023.
- Employment of deaf persons has increased to 17 people across various shifts at the facility in Łódź.
- In 2023, 40 employees (making a total of 113 since May 6, 2021) participated in the **“Arm in Arm with Disability”** training.
- We provide our employees – persons with disabilities – with a monthly financial supplement for broadly understood medical care, which is deposited into their accounts along with their salary.

We are open to individuals with disabilities and make every effort to create a workplace that is as closely tailored to their needs as possible.

We do not discriminate against anyone based on gender or age; what matters are qualifications and the willingness to cooperate. We direct all recruitment notices to both able-bodied and disabled persons. The information about Truvant's openness to hiring persons with disabilities is included in every job posting.



Examples of our actions with inclusion in mind



In 2023, we undertook numerous activities aimed at fostering the social inclusion of people with disabilities. For over five years, the **interdepartmental NO BARRIERS team** has been active, focusing its efforts on diversity and inclusiveness. This team currently consists of 11 individuals from various departments across all our facilities in Poland.

No Barriers – it is not just a slogan, but also practical actions. Our employees create initiatives that support people with disabilities in the workplace. They not only raise awareness but also show others how to build inclusive teams, using tools such as:

- assistance of a Polish sign language interpreter;
- the possibility to connect with an interpreter online as part of access to the Migam.org application.

We participated in conferences, fairs and collaborated with social organizations supporting people with disabilities.

- We participated in the 10th edition of the conference **(Dis)abled in the Job Market**, combined with a job fair aimed at individuals with disabilities.
- We implemented regular internal and external communication to raise awareness about diversity.



We have published a guide for our employees entitled **“What every person managing the work of people with disabilities should know?”**, aimed primarily at leaders and managers. The guide discusses the following issues:

- types and degrees of disability,
- rights of people with disabilities,
- medical examinations,
- tips on how to conduct the recruitment process for people with disabilities, how to set requirements for them and what conditions to provide for them at work.

We have conducted a webinar, **“Language That Does Not Exclude”**, as part of the efforts to raise awareness about ethical conduct within the organization – its recording is still available on the internal HR training platform for all employees working at the company.

Every month, we analyze indicators related to diversity in employment in terms of age, gender and disability, and we share the findings with management, i.e. directors, managers and leaders.

Our collaboration with the **TAKpracodawca Foundation** included:

- Participating in a report prepared by them, where we provided input on the rational improvements implemented at Truvant concerning the employment of individuals with disabilities, from both the employer and employee perspectives;
- Supporting the foundation in creating a survey focused on this topic.

A broader view of the approach to diversity also includes many practical solutions, so with employees belonging to national minority groups in mind, as well as various preferences and dietary requirements, we have introduced a variety of food options in our company canteens. In addition to vegetarian meals, we have offered our employees dishes characteristic of the cuisines of other nationalities, including Ukrainian.

Our goals for 2024

- Maintaining the employment level of persons with disabilities (both certified and biological) and ensuring they have appropriate working conditions in the team.
- Providing a friendly work environment to individuals from national minorities, allowing equal development opportunities for all employees, regardless of their citizenship.
- Ensuring access to employment and equal remuneration, regardless of gender. The position held and salary are solely dependent on the qualifications and competencies possessed.
- Organizing subsequent webinars on diversity.
- Creating a permanent column in the company newsletter, which will include important information and educational content on diversity.
- Efforts that focus on the issues and challenges related to diseases, mental disorders among employees and their relatives.
- Education on mental health prevention, including webinars, informational materials and providing contacts for organizations, foundations and psychological counseling centers.

Objectives in employing people with disabilities:

- maintaining or increasing the employment level of people with disabilities, including in offices;
- increasing the employment level of deaf people;
- ensuring that individuals with disabilities are provided with a positive atmosphere, safe and ergonomic working conditions, and those which will not lead to a deterioration of their health status;
- support for organizations working on behalf of persons with disabilities;
- training as many employees as possible in the field of disabilities;
- preparation of periodic OHS training in the form of a presentation recording with translation into Polish sign language;
- continuation of the **Arm in Arm with Disability** training for as many employees as possible (at least one training per month);
- participation in job fairs and conferences aimed at individuals with disabilities.



Recruitment and Benefits

In our recruitment processes, we strongly emphasize the employee referral program. An employee recommends a candidate for a job, and if the candidate is hired, the referring employee receives a financial reward.



35%

percentage of persons employed through the employee referral program in 2023

At Truvant, there is a Buddy program in place, ensuring that every new office employee is provided with a mentor who will assist them in settling into their new duties should they have any questions or concerns. We place great importance on this element of the onboarding process, which is why a few months after starting work, we organize a discussion aimed at assessing the quality of the implementation process.

GRI 401-1

New employees in 2023

269

new people hired at Truvant in 2023

155

number of women among the newly hired employees

97

number of persons aged 50+ among the newly hired employees

19.5%

turnover rate

Benefits

Employee satisfaction is important to us, which is why we make an effort to ensure our benefits package meets their diverse needs. All benefits are available to employees on an employment contract, regardless of their working hours. Our offer includes:



Private medical healthcare



Free transportation to the facilities for production workers



Company Social Benefits Fund



Free language courses on the eTutor platform



Sports packages – Fit Sport and Fit Profit



Remote work



Subsidizing meals in the employee cafeteria



Rewards & Recognition program rewarding commitment and a proactive attitude – points can be exchanged for vouchers/prizes



Medication supplement and expanded medical package for people with disabilities



Wide range of in-house training



Group life insurance



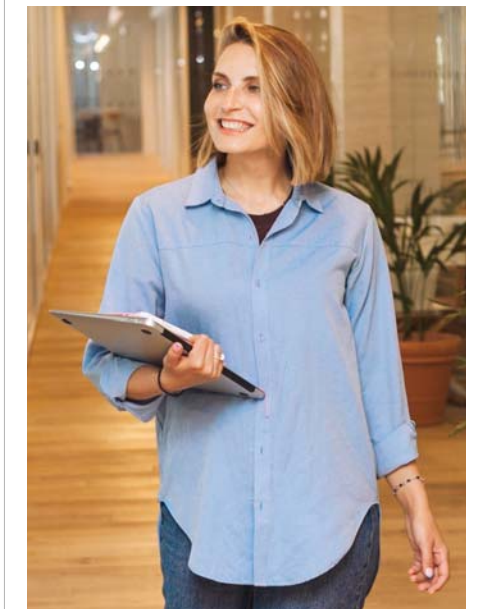
Company sports team

GRI 401-2

In 2023

100%

of Truvant's employees were covered by private healthcare.



Development of the Organization and Employees

GRI 404-1, GRI 404-2, GRI 3-3

HR department includes Organization Development Team (OD team) responsible for activities in the area of employee development and education. The OD team utilizes tools such as TALENT REVIEW, TRAINERS ACADEMY, periodic employee evaluations and the HR Portal platform. These tools provide support in selecting the right training and development methods, as well as in administrative management in this area.

The development department implements procedures that regulate various aspects of developmental activities in each of the Truvant Europe facilities. Training needs are assessed, among other methods, through annual meetings with board members, directors and managers. The process of assessing needs is conducted in the first quarter of each year.



In 2023, we conducted

11,857

hours of training –
a 33% increase over 2022⁶.

The management staff
benefited from 1,150 hours
of training, while the remaining
employees took advantage of

10,707

hours.

4.7

is the average number of training
hours per employee in the year
2023.

We have conducted, among others,

54

external training sessions for various
groups of employees on technical,
quality, tool-related and social skills
topics.

We are committed to developing the skills and competencies of employees. We use the training and development platform HR PORTAL for this purpose. This tool facilitates smoother, more efficient and intuitive participation in processes related to the area of employee development. With its help, every employee can view their training history, sign up for training, and as a result, have a greater impact on their further development. The platform was expanded in 2023 with 3 sections and currently consists of 6 modules:

- **Periodic evaluation module**, where every employee has the opportunity to set business goals, can continuously plan their development and receive tips and feedback from their superiors.
- **Training module**, in which employees have access to their training history, e-learning courses, scheduled in-person training sessions and a catalog of internal training programs.

- **Talent management module**, dedicated to managers and team leaders, enables the planning of promotions and developmental activities for employees, recognizing their potential.
- **Unethical behavior reporting module** provides the opportunity to anonymously report unethical situations, such as bullying, nepotism or other inappropriate behaviors. These reports are directed through the platform to a compliance specialist and subsequently verified by the appropriate individuals within the organization.
- **Interactive application module** allows employees to submit requests for funding from the Company Social Benefits Fund.
- **Suggestions and improvements module⁷** provides employees with the opportunity to submit ideas for improvements in the work area.

⁶ The indicator pertains to the hours recorded by the HR Portal platform, including those from external in-person training sessions – both group and individual, internal training organized as part of the Trainers' Academy, online courses and individual consultations, for example, coaching. This indicator does not include training hours as part of employer-funded postgraduate studies, webinars, onboarding or instructional training.

⁷ Planned implementation in 2024

Key Development Areas in Truvant Europe:

- 1. EXTERNAL TRAINING SESSIONS**, organized locally at facilities in Stryków, Wrocław and Łódź by development specialists, aimed to enhance employee skills in areas identified during assessments of needs, essential for work and for meeting departmental priorities, as well as complying with legal requirements, e.g. UDT (Office of Technical Inspection) – authorization to operate forklifts or SEP (Association of Polish Electrical Engineers) – electrical work certification.
- 2. PROCESSES & PROJECTS** run by the business partner for organizational development for the European part of Truvant as part of long-term programs for leaders and talents as well as HR processes: performance management and talent management (managing efficiency and talents).

3. COMMUNICATION & TOOLS is an area overseen by the Training Assistant, who ensures the quality and form of developmental communication, including the HR Portal, managed with the support of the business partner for organizational development.

4. THE CONTINUOUS SKILLS DEVELOPMENT (CSD) is coordinated by the Development Specialist, and the program was prepared and is implemented by internal trainers of the TRAINERS ACADEMY as one of the pillars of operational excellence in the production area, which focuses on:

- employee engagement through the accurate definition of implemented training;
- maintaining work standards for all positions;
- up-to-date documents and training processes;
- quality and quantity of specific training sessions;
- minimizing financial losses through auditing the training process;
- support in preparing employees for work;
- strengthening the leadership skills of leaders.



5. The ACADEMY OF TRAINERS is an area providing internal training – conducted by trainers for all interested employees – such as: Excel, PMI & 5 Why methods, “Arm in Arm with Disability”, “How to talk to reach an agreement?”. Every person in the organization can become an internal trainer and share their knowledge and skills, receiving additional compensation for their work. The process is supported by “Train the Trainer” – learning the craft of the future trainer. We also assist such a person in preparing an appropriate educational program for other employees.



As part of the ACADEMY OF TRAINERS, we have conducted various training sessions on topics including:

- Facilitation, or how to conduct meetings effectively.
- Finance for non-financials: unit costs.
- How to talk to reach an agreement? Communication and conflict resolution: How to speak so that we are heard?
- How to implement changes effectively?
- Decision-making and teamwork. Problem solving.

- Arm in Arm with Disability.
- Train the Trainer.
- Excel – VBA basic level, advanced level.

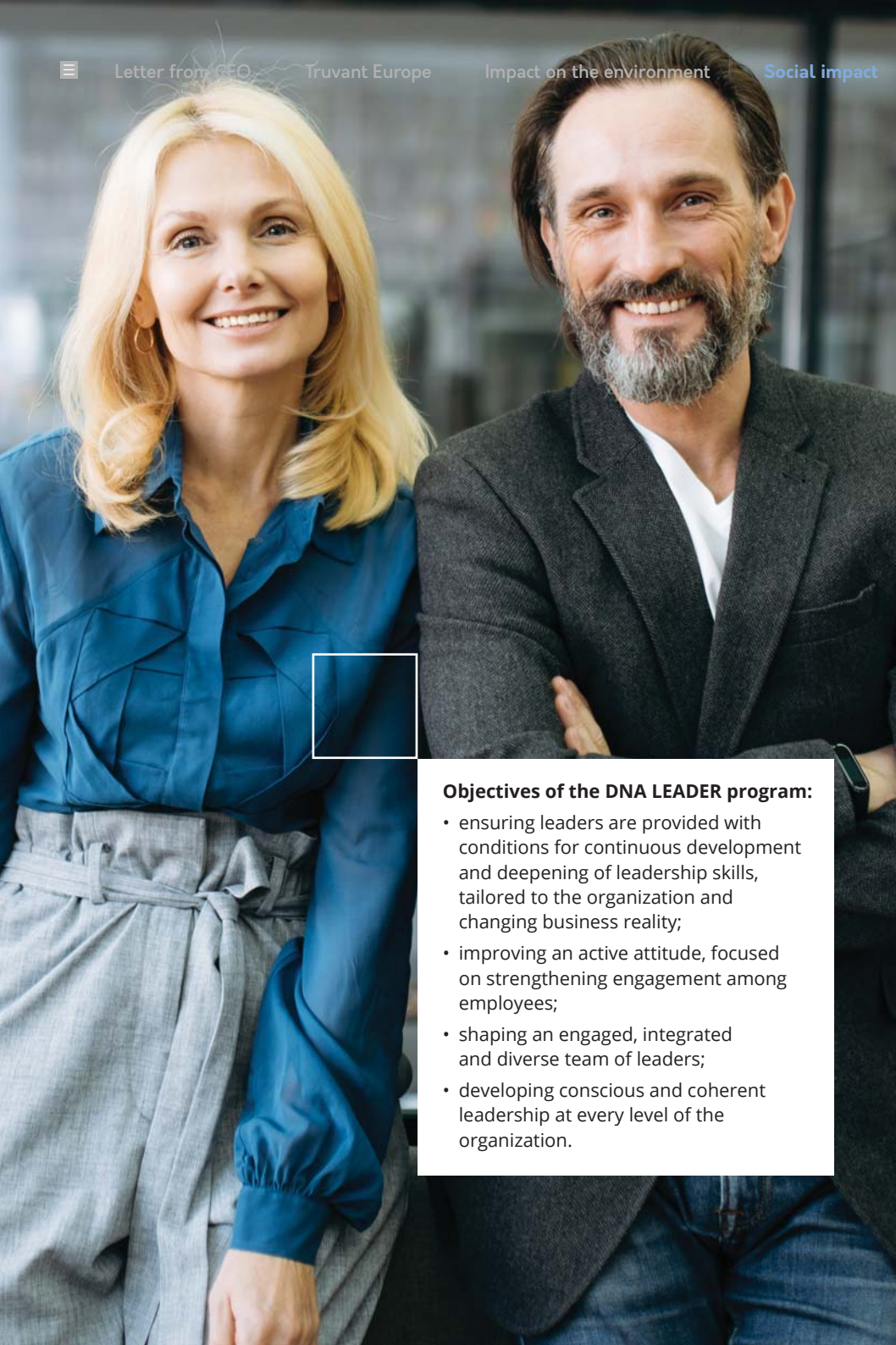
In 2023, as many as

322

individuals participated in at least one training session conducted by internal trainers of the ACADEMY!

As part of employer branding activities and in collaboration with student associations (Youth in Łódź and the student organization BEST), trainers from the ACADEMY OF TRAINERS also conducted online training sessions. **In the spring and autumn editions of the training sessions, 102 students from Łódź’s universities participated.**

As part of the “Packed with Knowledge” internship and traineeship program, our interns participated in ACADEMY OF TRAINERS courses, such as “Excel” and “Communication”, as well as in a dedicated “Career Planning” training.



Objectives of the DNA LEADER program:

- ensuring leaders are provided with conditions for continuous development and deepening of leadership skills, tailored to the organization and changing business reality;
- improving an active attitude, focused on strengthening engagement among employees;
- shaping an engaged, integrated and diverse team of leaders;
- developing conscious and coherent leadership at every level of the organization.

LEADER DNA

In 2023, we worked on the LEADER DNA development program. Our goal is to prepare leaders at Truvant to perform their roles even better, as well as to improve teamwork and team communication. Through the program, we aim to raise awareness regarding the role and responsibilities of leaders at Truvant, enabling them to take appropriate actions and interventions. Building a culture of leadership is a key element of our developmental activities, increasing awareness regarding the role and responsibilities of leaders.

The DNA LEADER program consists of 4 levels:

1. PRODUCTION LEADER ACADEMY – a development program for managers and leaders from areas such as: operations, maintenance department, warehouse, quality control.
2. FIRST STEP LEADER – a development program for leaders and managers who are either early in their career or new to the role, within both the production and office areas.
3. GROW – a developmental program for leaders and managers with experience in production and office areas.
4. LEAD&S⁸ – developmental activities tailored to the individual needs of management and directors.

We started the year 2023 with LEAD&S workshops and the launch of the PRODUCTION LEADER ACADEMY.

The subjects discussed included the psychological dynamics of responses to change, the LEADER DNA and change, and the leader's profile at Truvant.

39 managers from Łódź, Stryków and Wrocław worked at the PRODUCTION LEADER ACADEMY to strengthen their leadership DNA during workshops on:

1. the role and challenges of a leader;
2. psychological mechanisms of communication that strengthen trust and respect;
3. setting expectations and contracting, i.e. the philosophy and skill of agreeing on achieving goals and effective cooperation;
4. delegating and communicating difficult decisions and changes;
5. defending one's opinion while maintaining respect for the interlocutor;
6. feedback as a method of improving cooperation and enforcement.

⁸ Leadership, Engagement, Accountability, Development & Strategy



Key Development Actions Plan for 2024:

- Gathering and fulfilling training needs – a new approach to identifying training needs in the HR process area aims to tailor training to the actual needs of employees.
- Implementation of legally required training – ensuring effective implementation of training courses such as UDT (Office of Technical Inspection), SEP (Association of Polish Electrical Engineers) and others.
- Leadership – continuation of the LEADER DNA program, supporting leaders in fulfilling their roles.
- Talent development – continuation of the first edition of the TRUTALENT program and selection of employees for the second edition.
- Performance management and talent review – maintaining and enforcing process assumptions.

TRUTALENT Program

The year 2023, within the TRUTALENT program, is a time full of development, exchanging mutual experiences, mutual inspiration and integration of employees with their greatest potential. 28 participants were developing their skills by participating in workshops and individual consultations. The primary goal in 2023 was to enhance self-awareness so that participants could better understand themselves, their strengths and their potential, as well as develop future skills. Since the beginning of the TRUTALENT program, 12 participants have either been promoted or have changed positions within the Truvant structures.

We also conducted a series of workshops and meetings titled “The Role of the Superior in the TRUTALENT Program.” Additionally, we invited supervisors to participate in the MBTI developmental test and consultations. This enabled them to gain an even better understanding of themselves and the personality differences that occur among people, as well as contributed to the development of skills in supporting the

developmental processes of employees. One of the program’s objectives is to take care of the talent group and appreciate their presence and contribution to the organization.

The goals of Truvant for 2024 in the area of employee education and skill development.

Development priorities:

- 1. Leadership** – the development of leadership skills in line with the assumptions of the Truvant strategy, through the long-term and effective implementation of the following programs: TRUTALENT, LEADER DNA and HR processes: performance management and talent review.
- 2. Developing and maintaining the highest potential employees** through an optimal and efficiently conducted talent review process and TRUTALENT development program.
- 3. Securing succession for key specialist and leadership positions** at Truvant to maintain business continuity, consistent growth and the achievement of objectives.

- 4. Customer centricity** – the implementation of Truvant’s strategic objectives related to building relationships with customers through developmental programs for employees and leaders.
- 5. The development of employee skills** through effective implementation of developmental and training needs in line with budget assumptions.

Safety Priorities

GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7

„The objective of our actions is to organize and maintain a safe and healthy workplace, thereby reducing the risk for employees, contractors and other individuals who may be affected by the company's operations. Safety is our paramount value and the success of our operations requires the commitment of everyone who works with us and for us” – these are the provisions of our internal occupational health and safety policy. In practice, this involves:

- dedicated teams addressing safety issues located at every site;
- occupational risk assessment conducted for each position;
- procedures governing the conduct in the event of incidents;
- package of knowledge shared during introductory training sessions, in which we draw employees' attention to the types of situations, events or incidents they should report to their supervisors;
- procedures for analyzing each event, assessing the risk and developing a corrective action plan to limit

the possibility of similar situations occurring in the future;

- informational procedures – all employees are informed about incidents via the occupational health and safety boards.

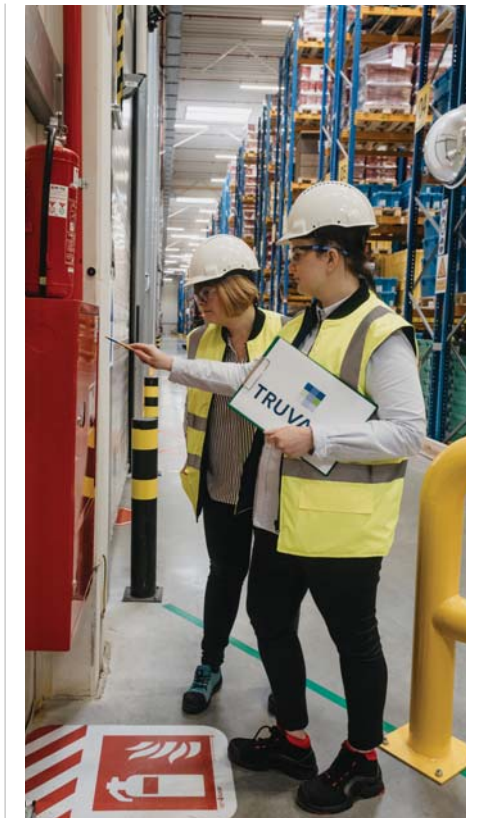
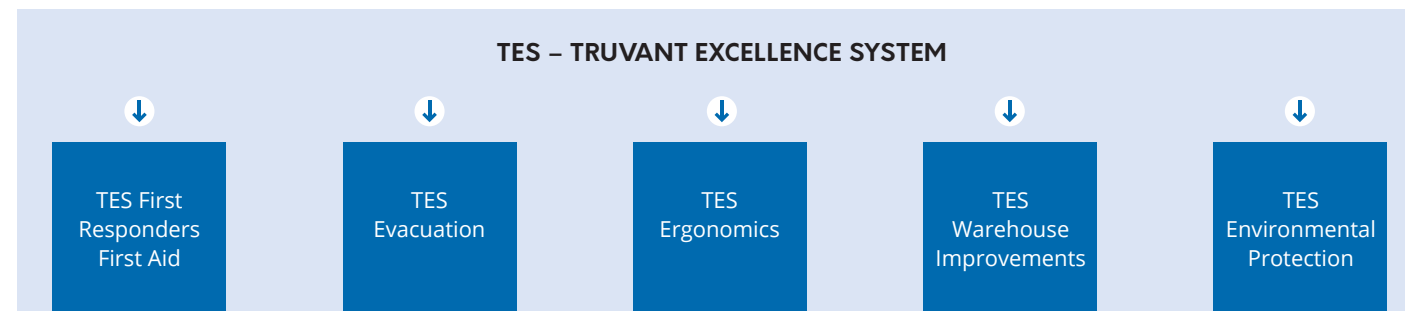
GRI 403-1, GRI 403-4

Truvant has a management system (TES – TRUVANT EXCELLENCE SYSTEM), one of the pillars of which is safety. The TES OHS team is composed of volunteers – our employees, who in various teams conduct activities aimed at building a safety culture:

These teams are carrying out our improvement projects. These are usually technical measures, but also those that raise awareness of the risks and have a training nature.

Once a year, the OHS department organizes SAFETY DAYS, creating numerous events, providing first aid training, practicing firefighting skills, games and activities related to health and safety, and organizing blood donation drives for charity with the participation of the Polish Red Cross (PCK). Employees participate in various activities,

including thematic training sessions that expand their knowledge in the areas of occupational safety and health, as well as in conducting planned BOS/QOS⁹ audits. Moreover, each employee has the opportunity to report any irregularities at their workplaces, as well as to suggest solutions that could improve safety levels. There are two specialized teams: a fire response team and a medical rescue team.



⁹ QOS – Quality Observation System; BOS – Behaviour Observation System

Examples of OHS Measures Taken in 2023

Prevention and Health – we organize webinars on topics related to health, preventive examinations, dietary advice, as well as flu vaccinations.

Safety Days – as part of this initiative, we organize competitions related to occupational health and safety, conduct various kinds of knowledge tests in this field, organize first aid training, ergonomic consultations with physiotherapists, etc.

Promoting Good Practices – We have published an article in the renowned book “101 Occupational Health and Safety Practices”, showcasing good OHS practices in the largest facilities in Poland through promoting a culture of safety.

SAFETY DAYS IN OUR BRANCHES

- Blood drive action – in Łódź, over 11 liters of blood were collected.
- Contests on occupational health and safety and fire protection themes, and case study analyses in terms of irregularities.
- First aid premedical training and ergonomic workshops (including consultations with a physiotherapist).
- Educational activities on environmental protection, including the segregation of post-production waste.
- Art contest for children of employees on the theme “My mom, my dad safe at work.”



use of chemical substances, the use of protective gloves and training for external company employees. Furthermore, 20 employees completed first aid training, and 76 completed training granting SEP (Association of Polish Electrical Engineers) qualifications in categories D and E.

- **Stryków**
In all the facilities in Stryków, various trainings were conducted, including first aid pre-medical training (30 employees were trained), fire safety (over 200 people participated in the extended fire safety training), on autonomous carts, on material safety data sheets and safe use of chemical substances, as well as on procedures and instructions.

- **Wrocław**
The employees participated in various training sessions, including fire fighting training with practical use of fire extinguishers (28 people), first aid with AED usage (33 people), evacuation procedures for the deaf and mute, the BOS QOS/BOS FOCUS system, operating the TOYOTA LHE130 electric pallet truck and operating electric forklifts up to 30 cm.

GRI 403-9

Work-related injuries

	Łódź	Stryków	Wrocław
Accident rate ¹⁰	1.36	2.55	3.70
Number of recorded accidents	5	7	2
of which accidents involving women	2	4	0
of which accidents involving men	3	3	2
Number of severe accidents	0	0	0
Number of fatal accidents	0	0	0
Number of missed work days due to occupational accidents	349	178	11
Lost days ratio	19.04	12.99	4.08

¹⁰ As per the formula: the number of accidents recorded during the reporting period divided by the total number of hours worked by all employees multiplied by 1,000,000.

Occupational Health and Safety Training

OHS TRAINING THEMES

- **Łódź**
The OHS Department conducted training for a total of 1,910 employees, including in the following areas: evacuation procedures (136 employees), the BOS QOS system (181 employees), the LOTO procedure and electrical energy isolation (217 employees), rapid risk analysis, the

By Caring About Quality, We Care For Our Customers

GRI 3-3

We are a partner of leading global brands and our ambition is to facilitate their achievement of business goals. We act to assist our clients in streamlining their products' journey to the market while maintaining the highest standards of workplace health and safety, quality, environmental, operational and ethical standards. Our team of packaging experts collaborates closely with customers to maximize opportunities for enhancing efficiency and delivering reliable solutions.

Our customers are diverse, with varying expectations and needs, and we make every effort to ensure that the services we provide meet their expectations.

We are proud of the flexibility we offer our customers, customizing our quality management processes to meet the individual needs of each one.

- Every one of our company's employees strives in their daily activities to ensure our services meet the highest standards of quality and safety.
- Over 113 employees at Truvant Europe are staff members who directly supervise quality, including managers, coordinators, engineers, leaders, specialists and auditors.
- Quality audits – both internal and external – are a permanent fixture in our company's calendar.
- Quality and safety indicators are an integral part of reviews with our clients.



We focus on the complete implementation of the customer's guidelines, in accordance with accepted standards and procedures, taking into account continuous improvement of the processes we carry out. The quality management system is based on the

ISO 9001:2015 standard and is subject to supervision and periodic certification. In our company's facilities, we maintain valid ISO 9001:2015 and ISO 13485:2016 certifications. In our facilities, we have also implemented the following standards: TES (Truvant Excellence System) – a process of continuous improvement, ethical and social standard RBP (Responsible Business Practice), and starting from 2023, also the BIS license enabling distribution of products to the Indian market. An element of the BIS standard is the obligation to perform a series of additional examinations, including durability tests, confirming the safety of each component of the distributed sets.

As part of our ongoing improvement, we have standardized quality management structures by creating a position for a quality engineer within them. The year 2023 was also marked by the **reactivation of the FMEA team** (Failure Mode & Effects Analysis), dedicated to analyzing irregularities and supporting process improvements. As a result, processes for all product families and types of lines were mapped and the greatest risks were identified (RPN – risk priority number – the product of the event's weight, frequency of occurrence and detectability), enabling the definition of actions to minimize errors. In our facilities, the TRUVANT EXCELLENCE SYSTEM (TES) is in operation, of which an important part is the so-called **QM pillar** (Quality Management), which is crucial in the continuous improvement of quality processes. Within the QM pillar in 2023, regular meetings were held, during which representatives from various departments were engaged in actions stemming from the **CXAP annual quality plan** (Customer Experience Action Plan). This program focuses on identifying gaps, issues, challenges, methods of their elimination and management.

LEADING INTERNATIONAL STANDARDS WE COMPLY WITH:



TES Corporate
Standard



GMP ISO
22716



ISO 9001:
2015



ISO 13485:
2016



BRC issue
4:2016
Personal Care
and Household



BRC CP4
Consumer
Products



RBP –
Responsible
Business
Principles

High Standards of Communication with Customers

GRI 3-3, GRI 2-26, GRI 2-29

Understanding the customer's needs and offering solutions tailored to their expectations requires proper communication and collaboration at every level. Together with our customers, we define the indicators for our partnership, which we then regularly monitor and discuss during meetings set at established intervals.

We provide our customers with the support of dedicated employees for ongoing communication. SPOC (Single Point of Contact) is a facilitator for every reported issue and it is their responsibility to resolve it to the customer's satisfaction. They manage the analysis of the source of discrepancies, engaging service delivery teams for this purpose, then present the customer with an agreed upon corrective plan and coordinate its implementation within a timeline established with the customer.

We are refining the efficiency control process, and each of our facilities follows a precisely defined process for handling any complaints and considering reports received from customers. Claims are analyzed using a variety of quality tools. One of them is methodology:

- why happened (meaning what is the root cause of the defect)?
- why passed (meaning why did the defect pass through the validated control system)?



5 Pillars of Complaint Management

1. Recording – every complaint is recorded in the database and the time frame in which it must be addressed is defined.
2. Analysis – we have defined qualitative tools that we use during the analysis of complaints.
3. Repair – after identifying the cause of the non-conformance, we implement corrective, adjusting and preventive actions.
4. Monitoring – each implementation of corrective actions is subject to monitoring and assessment of effectiveness.
5. Information – after each complaint, the customer is informed about the actions we have taken and their outcomes. Everything is recorded in the database, and quality indicators and issues related to complaints are discussed at weekly or monthly meetings.

Quality Audits

Very good results of quality audits in Wrocław, Łódź and Stryków are evidence of our hard work and constant struggles in striving for continuous improvement of the quality management system.

The frequency and type of inspections conducted vary across each of our facilities, as they depend on the specific expectations of our customers and are tailored to the characteristics of the products entrusted to us for packaging. We observe the results of audits and draw conclusions from them to better understand client expectations, identify areas for improvement and respond to current needs.

Two types of audits are distinguished:

- **external** – all kinds of inspections conducted by customers and/or

external certifying bodies (e.g. audits of standards, ethical-social audits with elements of quality, occupational health and safety, and environment, audits of compliance with international requirements such as our customers' Supplier Qualification Program (SQP))

- **internal** – conducted by specially prepared Truvant employees. In the Wrocław branch alone, there are 10 certified auditors employed, and internal auditors are also among the employees at our other locations.

In 2023 no significant or critical non-compliances were identified during audits, and all processes in the facility operated at full capacity and in accordance with requirements.



Goals of the customer relationship area

We set ambitious goals for customer service and satisfaction:

- maintaining the current very high level of quality in our cooperation with our customers
- raising the standard of service to an even higher level wherever possible.

We continue to tailor our offerings and services to meet the individual needs of our customers, working in a transparent and flexible manner. Project management must be conducted in such a way as to effectively detect potential challenges and be able to implement immediate solutions. Through such a work culture, we help our customers secure demand and deliver safe, legally compliant products to the market.

The year 2023 was marked by high inflation, which our customers also struggled with. Therefore, we intensified our efforts to curb rising costs by providing Total Value services: continuous improvement, operational excellence, sustainable development and complexity management. We intend to continue this approach in the coming years.

As a result of **Total Value services** in 2023 we reduced the amount of waste in the production area, lowered costs by increasing the efficiency of the packaging process, improved the speed of product market entry by reducing the complexity of the supply chain and operated on the basis of 24-hour planning.

Continuous Improvement with Customers in Mind

GRI 3-3

We strive to apply the principle of diligence in daily work and the rule of carefully seeking the best solutions to every aspect of our activities. We have developed and implemented the **TRUVANT EXCELLENCE SYSTEM (TES)** across our entire company. This solution is based on 9 pillars:

1. AUTONOMOUS MAINTENANCE

Takes care of the good condition of machines and equipment. Builds a sense of ownership and responsibility.

2. MAINTENANCE EXCELLENCE

Eliminates malfunctions and schedules maintenance. Passes on knowledge to the production workers so they can manage the machine as best as possible.

3. 5S

Maintains an organized and tidy workplace, which improves productivity and safety.

4. FOCUSED IMPROVEMENT

Eliminates losses by providing the right quality of data and knowledge about project management methodologies.

5. CONTINUOUS SKILLS DEVELOPMENT

Creates a cohesive system for enhancing employees' skills and increasing their job satisfaction.

6. QUALITY MANAGEMENT

Strives for zero quality defects through active searching, identifying and eliminating the root causes of problems.

7. SAFETY

Creates a safe work environment through employee engagement and proactively prevents accidents.

8. TECHNICAL INITIATIVE MANAGEMENT

Conducts technical projects in such a way that production starts as quickly as possible at the lowest possible cost.

9. SUPPLY CHAIN

Eliminates losses throughout the entire value stream while optimizing production and distribution costs.

Employee Suggestion Program

Striving for excellence requires the commitment of all employees. Therefore, the key element of the TES system, is the **employee suggestion program**. Every employee can propose their idea for improvement or optimization. Employees are rewarded for submitting suggestions with Rewards & Recognition (R&R) points, which can be exchanged for tangible rewards.

296 in 2021,
356 in 2022

and **382** in 2023

– these are the numbers
of optimization ideas
submitted by employees.

204 in 2021,
231 in 2022

and **232** in 2023

– that is how many employee ideas
were implemented.



Examples of Employee Ideas for Improvement

1. Adding a pusher to the cardboard box assembler's plastic components (claws) extended the lifespan of these elements and reduced the frequency of their replacement.
2. The installation of an additional positioning belt for boxes before batch stamping, resulting in reduced waste of carton boxes.
3. The implementation of a special cart for safely draining leftover glue on the gluing machine and safely transporting the drum of used glue for disposal.
4. The introduction of a new method for conducting 5S audits by changing from paper form to an electronic sheet, which reduced paper use and

eliminated the need to transfer data from paper to report files.

5. Utilizing available tablets that manage autonomous pallet trucks to inform about planned changeovers on specific lines, which streamlined production processes.

In 2023, we already implemented solutions in collaboration with our customers that allow for the reduction of individual and collective packaging, as well as the thickness of labels. We also significantly contributed to helping some of our clients achieve their goal of transitioning to using either exclusively or to a much greater extent than before, cardboard derived from recycling in their packaging.

Social Engagement

In 2023, we engaged in numerous social issues, among others, by organizing 31 events that involved our employees in helping others, including competitions, webinars, local events and social aid initiatives.

Examples of our actions

Support for the Great Orchestra of Christmas Charity (WOŚP)

In January, adhering to tradition, Truvant sponsored the local WOŚP event "Run for Health around Stryków". The event is organized by the local team of the Great Orchestra of Christmas Charity (WOŚP) No. 4061 of the Volunteer Fire Brigade (OSP) Stryków. 20 employees participated as part of a running team, and the race itself included 200 participants from outside the organization.

Assistance for animal shelters

In April, we organized a charity campaign for animals. Within its framework, we collaborated with the Wrocław Ratuj Group and with the animal shelter in Głowno. We educated on assistance for cats and dogs, organized renovation and renewal actions of facilities in Wrocław

and in Głowno. In Wrocław, 10 people from Truvant were helping to build a home for animals in need together with the Rescue Group. Meanwhile, the Stryków and Łódź group of 38 people supported renovations at the animal shelter in Głowno, managed by the Arkadia Animal Friends Society, where a pet food collection was also organized.



Running team activity

In 2023, we participated in many running events, including: in January the "Run for Health" in Stryków, in June the "Give Five for Kids", and in September the "Poland Business Run". In total, 29 runners from Truvant covered a distance of over 480 km in 2023!

Collaboration with schools and universities

As part of our collaboration with the academic and student community in the region, we worked towards the development of young talents. In March, we became a sponsor of the Faculty of Electrical, Electronic, Computer and Control Engineering Days at the Łódź University of Technology, where our external trainer conducted a workshop titled "Steer Your Career" on how to plan and develop a career, taking into account personal interests and resources, as well as labor market trends. In April, we attended the largest Academic Job Fair in the region. In spring 2023, we found ourselves among the winners of a contest organized by the Łódź University of Technology career office for the best employer in the Łódź province according to the students of this university. We were ranked 3rd in the vote for the best internship/training program in 2022. We concluded the year 2023 with as many as 6 online training sessions held in cooperation with student organizations BEST and Młodzi w Łodzi. Three specialists from the ACADEMY OF TRAINERS conducted training sessions for 102 participants and issued 56 certificates

for online courses. In this year's editions, students had the opportunity to participate in meetings dedicated to topics such as: DMAIC, 5S or Lean Tools.

#17MillionSteps with the Kolorowy Świat Foundation

The aim of this year's campaign and the actions undertaken within it was to raise awareness among the Polish society and to draw attention to the everyday problems of individuals affected by cerebral palsy. 31 participants took part in this challenge, collectively covering over 7,140 km! This means that together, we covered the distance Łódź-Wrocław-Stryków-Łódź almost 14 times!

Wellbeing

We educated on health prevention, while simultaneously showing support for the *Pink October* and *November* campaigns. We introduced our employees to topics such as mindfulness and stress management during a webinar conducted by an external expert. In October in Łódź and Stryków, during organized blood drives, 40 individuals donated blood, collectively gathering as much as 23 liters of blood for those in need.



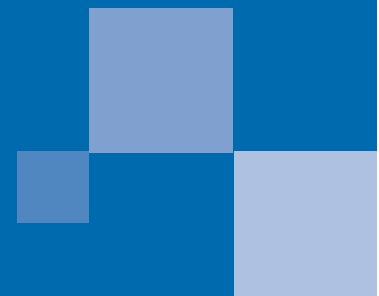
Letters to Santa Claus and a Package for a Baby

The year 2023 was another in which we engaged in two charitable campaigns before Christmas: *Letter to Santa Claus* in the nursing home, where we supported the residents of one of the Łódź social welfare homes, and a *Package for a Baby*, as part of which we are collecting hygiene products for children in orphanages, for single mothers and people in hospices in Wrocław. The effect resulted in addressing over 30 letters to Santa Claus thanks to the commitment of 120 employees and the preparation of nearly 20 packages for babies with the support of 80 people.



4

Governance and ethics

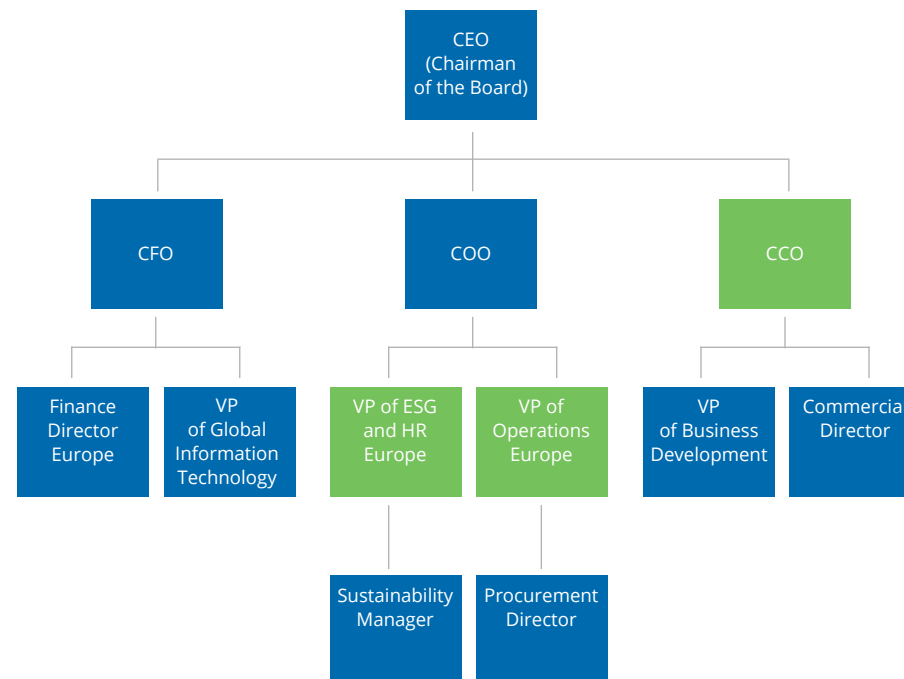


Organizational Structure and Key Roles in ESG Management

GRI 2-9, GRI 2-11, GRI 2-12

In 2023, the **Board of Directors** of Truvant was chaired by a senior non-executive director, and the board included 5 other independent directors who set the company's global strategic direction. The responsibilities of the Board of Directors include managing capital, remuneration, people and the implementation of policies. At the beginning of 2024, the structure of the Board was changed. Currently¹¹, the Board of Directors still consists of 6 members, but the Chairman of the Board has taken over and is performing the duties of the Chief Executive Officer.

The senior executive team consists of the Chief Customer Officer (CCO), Chief Operating Officer (COO) and Chief Financial Officer (CFO) and is responsible for implementing the global strategy, including ESG strategies and objectives.



Truvant Europe has a Management Board consisting of three members, including the Chief Customer Officer, VP of Operations Europe and VP of ESG&HR Europe, who are responsible for representing the legal entity – Truvant Europe Sp. z o.o.

Truvant Europe Management Board Composition¹²



Scott Lamb
CCO Chief Customer Officer



Magdalena Dłuska
VP of ESG and HR Europe



Grażyna Rakoczy
VP of Operations Europe

^{11, 12} Status as of the report's publication date

ESG Management Structure

GRI 2-13, GRI 2-14

In order to manage ESG issues at Truvant Europe, a **Sustainability Committee** has been established. This is a multifunctional team, consisting of directors responsible for key areas such as operations, customer relations, procurement, HR and finance. It includes members of the Truvant Europe management board. The committee is responsible for reviewing and implementing ESG policy, achieving ESG ambitions and objectives, and oversees progress in the implementation of the ESG strategy and compliance with ESG regulatory initiatives.

The Vice President for ESG&HR Europe coordinates the implementation of the ESG policy, oversees the ESG team that prepares sustainability reports, and leads initiatives and projects related to ESG throughout the organization.

The Sustainability Committee is responsible for:

- review and implementation of the ESG policy;
- realization of ESG ambitions and goals set in compliance with Customers' expectations,
- oversight of the progress in implementing ESG strategies,
- oversight of compliance with ESG regulations.



Truvant Europe's Ambitions in the ESG Policy

GRI 3-3, GRI 2-23, GRI 2-24

	AMBITIONS	GOALS	EXAMPLES OF ACTIONS
 Environmental Area	We want to become an expert in the field of designing sustainable packaging solutions, to attract new customers and assist current ones in transitioning their packaging towards sustainable development	<p>Expanding our knowledge and competencies in the field of sustainable packaging solutions;</p> <ul style="list-style-type: none">• Always presenting a proactive attitude in suggesting environmentally friendly solutions;• Treating the environmental criterion as a priority;• Optimization of logistical and operational processes;• Progressive increase in the share of environmentally friendly raw materials in the packaging process.	<ul style="list-style-type: none">✓ Together with our clients in 2023, we have focused on moving away from plastic packaging in favor of paper alternatives.✓ HERE we have described examples of innovation in this area.
	We want to limit our direct impact on the environment, including the climate	<ul style="list-style-type: none">• Continuous improvement of waste management;• Optimization of raw material utilization;• Imposing environmental protection requirements on suppliers;• Reducing the impact on water resources;• Ecological education of our employees;• Minimizing the environmental impact of office activities;• Monitoring energy consumption levels;• Taking actions aimed at improving energy efficiency.	<ul style="list-style-type: none">✓ 100% of our production waste is segregated.✓ In the Łódź branch, we have doubled the amount of waste sent for recycling.✓ We monitor our carbon footprint across all 3 emission scopes and will strive to develop an emission reduction plan.✓ We care about the energy efficiency of our operations and use renewable energy sources. In 2023, we consumed 9,655 MWh (11,404 MWh in 2022). Almost 100% of the electricity we use comes from renewable energy sources.



AMBITIONS

GOALS

EXAMPLES OF ACTIONS



Social Area

We aim to create a diverse and inclusive work environment, where human rights are respected throughout the entire value chain

- Promoting a culture of diversity within the organization;
- Creating work conditions conducive to the employment of people with disabilities;
- Monitoring diversity indicators and taking actions to improve them;
- Promoting uncompromising respect for human rights, both in Truvant and in the value chain;
- Training leaders in the field of human rights.

- ✓ In our staff, there are 1,617 women (including 17 in management team) and 936 men (including 20 in management team).
- ✓ 7.6% of employees are persons with disabilities.
- ✓ 15% of employees are foreigners.

We aim to provide safe and favorable working conditions while simultaneously supporting the development of our employees

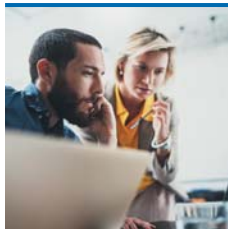
- Development of training opportunities for employees;
- Employee satisfaction and engagement surveys, implementing measures in response to the results;
- Active shaping of a culture of safety, going beyond legal requirements;
- Promoting a healthy lifestyle.

- ✓ In 2023, we conducted 33% more training hours than in 2022.
- ✓ We have described examples of developmental activities [HERE](#).

We aim to collaborate with esteemed non-governmental organizations on urgent social and environmental challenges that affect us and our stakeholders

- Long-term cooperation with selected, esteemed non-governmental organizations;
- Encouragement and support of employees in social engagement.

- ✓ We collaborate with UNEP/GRID-Warsaw and social organizations working to support people with disabilities.



Corporate Governance Area

We strive to adhere to the highest ethical standards

- Educating employees on the ethical principles adopted by the organization;
- Improvement of procedures for reporting irregularities.

We aim to be a leader in sustainable development in our industry

- Establishment of ambitious actions that we will undertake as part of the ESG action plan.

- ✓ We have received the EcoVadis bronze medal.
- ✓ We have improved our rating in CDP in 2023
- ✓ We do not intend to cease seeking new solutions, improving the processes and procedures related to ESG.

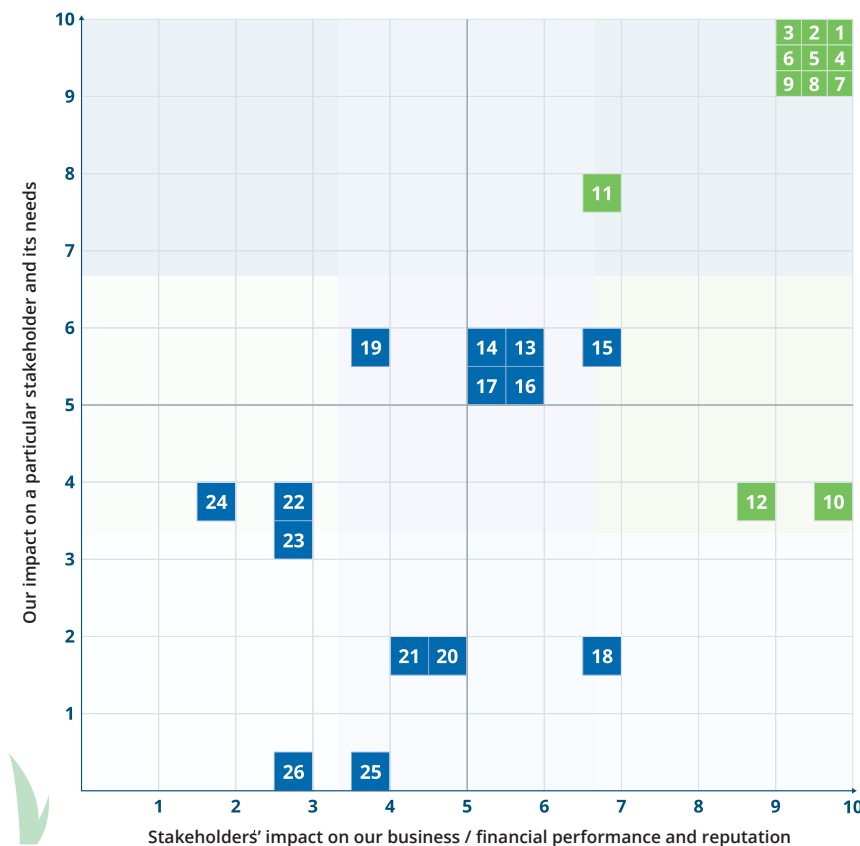
Truvant Europe Stakeholders

GRI 2-29

In 2023, we reviewed our stakeholder map and an analysis of their expectations towards Truvant. For this purpose, we conducted a stakeholder opinion survey, which took the form of an online questionnaire. We incorporated the conclusions from the survey into the assessment of the importance of the ESG and sustainable development topics reported by us. This was a valuable supplement to our current communication with our stakeholders.



TRUVANT EUROPE STAKEHOLDER MAP



Key Stakeholder Groups:

1. Present employees – office workers
2. Present employees – production workers
3. Temporary labor agencies
4. Customers with a dedicated factory (pack center)
5. Customers with ongoing collaboration
6. Customers with shorter cooperation periods
7. Other customers
8. Stakeholders / Owners
9. Truvant Group (including facilities in the USA)
10. Service providers (e.g., banks)
11. Trade unions
12. Auditors / Certification organizations

Other Important Stakeholder Groups:

13. Future employees, including interns
14. Landlords – owners of rental halls
15. Suppliers – machinery manufacturers
16. Suppliers of products (including packaging) specified by customers
17. Providers of products and services selected by Truvant
18. Public administration
19. Contractors and subcontractors
20. Partner universities
21. Industry and expert organizations:
 - a) industry-relevant to Truvant,
 - b) organizations that include key customers
22. Local community (neighbors)
23. Social non-governmental organizations
24. Environmental non-governmental organizations
25. Institutions and regulators dedicated to environmental issues
26. Regulators (e.g., government, local authorities)

Key stakeholder groups

Other important stakeholder groups

ESG Risk Identification

GRI 2-29



In defining our approach to implementing our ESG Policy and setting medium- and long-term objectives in this area, we analyze ESG risks. At the end of 2022, we conducted a separate analysis of social and environmental risks in our supply chain. We expanded this process at the turn of 2023 and 2024 to include a comprehensive identification of the impact of our activities on people and the environment, as well as the associated ESG sustainability challenges that could affect our outcomes and business model.

This process is an important element for us in preparing for a comprehensive double materiality analysis in accordance with the rules specified in the European Sustainability Reporting Standards (ESRS). Starting from 2025, we will be subject to reporting requirements according to ESRS. Reporting according to this new standard requires an analysis of the positive and negative impacts as well as the ESG risks and opportunities for the company.

We have assessed the likelihood and severity of our impacts on people and the environment. This concerns our current and potential impact on employees, suppliers, customers and the local communities we are connected with. Among the currently identified interactions, we have primarily distinguished our impact on the well-being of Truvant Europe employees and the safety of their

working conditions, as well as the well-being and employment conditions of individuals employed by temporary labor agencies cooperating with us. We have not identified any significant direct impacts of our operational activities on the local communities in our immediate vicinity or on the natural environment and ecosystems closest to us. Our main environmental impacts stem from our business model and value creation

chain: they concern the environmental impact of our suppliers as well as the services we provide to our customers. We enhance positive impacts by collaborating with clients in the area of more environmentally friendly product packaging processes and by assessing suppliers in terms of environmental goals and practices.

THE RISKS ASSESSED AS SIGNIFICANT FOR OUR OPERATIONS, FOR WHICH WE UNDERTAKE MITIGATING ACTIONS, INCLUDE:



Physical risks as well as **market risks** arising from climate change and the necessity to adapt to them, including new customer expectations and the potential increase in raw material prices as well as difficulties in their procurement liquidity.



Risk of transition resulting from climate change and increasing regulations related to this issue.



Workplace risk such as gaps in the availability of specialized workers.



Ethics and Counteracting Irregularities

GRI 2-26, GRI 3-3

An ethical approach to business has many dimensions – we have obligations towards customers, employees, stakeholders and the planet. Since we employ thousands of workers, collaborate with hundreds of suppliers

The code of ethics in force at Truvant is a comprehensive document that contains regulations concerning the following issues:

- health and safety;
- freedom of association;
- conflict of interests;
- non-discrimination;
- respect for human rights;
- protection of the company's property;
- environmental protection;
- copyrights;
- anti-corruption measures;
- gifts policy;
- access to the Internet;
- data confidentiality.

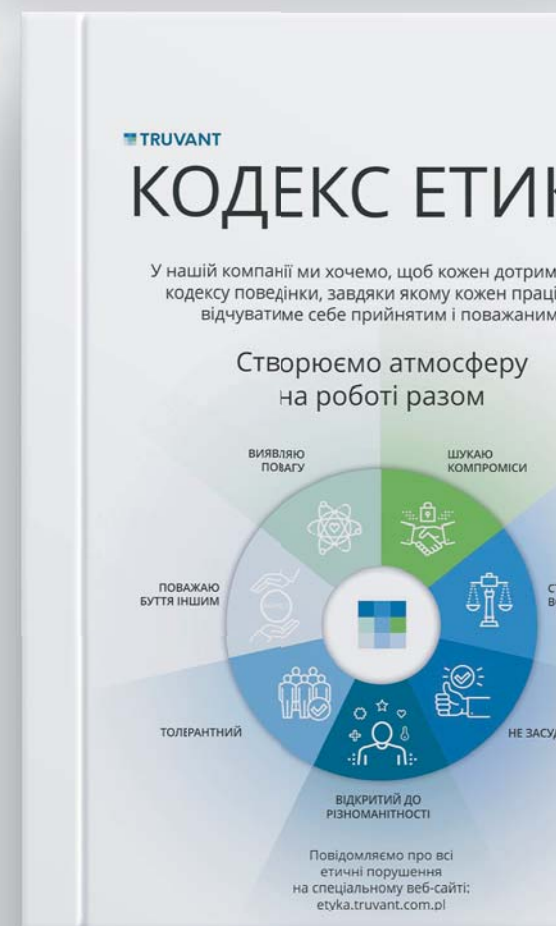
and deliver services for major global brands, we cannot afford to lack clearly defined ethical principles. Our CODE OF ETHICS is a tool that clearly defines the values that guide us as a company and ensures that all our employees and suppliers understand the standards that are important to us in conducting business in the same way.

The CODE OF ETHICS was developed in three language versions to have the most inclusive character and so that all employees, regardless of their background, have equal opportunities to familiarize themselves with this matter that is crucial for Truvant.

The CODE OF ETHICS is supplemented by:

- procedure for countering unethical behavior;
- policy on countering mobbing and discrimination;
- anti-corruption policy.

THE CODE OF ETHICS defines the characteristics that distinguish every Truvant employee, serving as a kind of map that illustrates the values and organizational culture of the company.



TRUVANT RULES FOR ETHICAL CONDUCT

1 Joint commitment

Familiarizing yourself with the CODE OF ETHICS is a very important part of the onboarding training. Every person who begins working in our organization starts by familiarizing themselves with our CODE OF ETHICS and signs a statement acknowledging they are aware of its contents and the regulations concerning non-discrimination and gender equality.



2 Daily actions

Ethical behavior is important to us, which is why we dedicate a lot of space to this topic in our communication channels with employees. In every production hall, there are boards promoting the provisions of the CODE OF ETHICS. Information on this matter can also be found in internal email communications, TruNews newsletters distributed among employees and on video screens located at the entrances to buildings and in canteens.



3 Responsible approach

In line with the policy of counteracting unethical behavior, all reports are reviewed by a compliance specialist and the appropriate HR department staff. Additionally, once a quarter, these employees meet with the Vice President of ESG & HR to discuss the reports and the actions taken as a result. This allows for ongoing monitoring of the situation and the implementation of effective preventive measures.



4 Increased awareness

At the end of 2022, we implemented training on our e-learning platform that introduces topics discussed in our CODE OF ETHICS. It discusses topics related to human rights, counteracting corruption, mobbing and discrimination.



5 Friendly procedure

Anyone who suspects a violation of the applicable ethical principles has the option to report the situation using one of the following channels:

- directly to the supervisor;
- to the human resources department employee;
- to the HR inbox;
- via the dedicated HR platform – etyka.truvant.com.pl.



In 2023, our goal was to maintain the existing system and to build awareness of the role of the ethical reporting platform. The incident reporting system is available at <https://etyka.truvant.com.pl/>. We have developed a shortened manual for employees who were having trouble with its operation. The primary method of disseminating information about the reporting system is through notice boards displayed in accessible locations, such as in canteens, offices and production areas. Additionally, in the internal communication, the True News newsletter contains information about the reporting platform. We also conducted an extensive educational campaign, targeting, among others, production employees.

GRI 205-2 GRI 205-3

We prepared 4 e-learning courses on:

1. counteracting corruption – with the participation of 2,265 employees, which constitutes 88% of all those employed in 2023;
2. human rights – with the participation of 2,216 employees;
3. counteracting mobbing and discrimination – with the participation of 2,184 employees;
4. Code of Ethics – with the participation of 2,194 employees.

We have simultaneously published the “Anti-Corruption Policy POL-ESG-1”. The employees became acquainted with the policy through the internal documentation monitoring system operating within the company.

With respect for diversity in mind, we conducted a **webinar for employees entitled: “Language that Does Not Exclude”** Its message was to show that the language we use affects how we are perceived within teams and outside of the organization. Rules relating to statements were discussed on the basis of examples in order to avoid offending, harming and categorizing. Approximately 50 people participated in the webinar, and its recording in video format is available to all employees on the HR platform.

In 2023, a significant increase in the number of reports appearing on the platform was noted. This demonstrates the effectiveness of the actions taken, as well as an increase in awareness among employees. 23 reports were made, of which 6 were justified. Each of these reports was considered individually, and corrective actions were tailored to the type of violation. The actions we implemented included but were not limited to: raising awareness or reminding of the existing principles of the Code of Ethics and work regulations, conversations with employees involved in conflicts. Some actions related to inappropriate behavior involved taking disciplinary steps provided in the labor code, including warnings and reprimands. In one case, the incident resulted in disciplinary dismissal. The most frequently occurring issues are incorporated into dedicated e-learning designed for employees. In 2023, no case of corruption was recorded.

The overwhelming majority of reports came from within the organization: 17 from employees, 4 from temporary staffing agency workers, 1 from a former employee, 1 from outside the organization. This demonstrates the trust employees have in this internal channel. Reported issues included:

- 1 x conflict of interests,
- 9 x inappropriate behavior,
- 7 x unequal treatment,
- 4 x relationships between employees,
- 2 x other.

We verify the validity and effectiveness of our ethical operations by undergoing SMETA audits, which stands for **SEDEX MEMBERS ETHICAL TRADE AUDIT**, one of the most commonly used audits worldwide. The audit aims to help protect workers from hazardous conditions, overwork, discrimination, low wages and forced labor. It helps to understand the standards of work, health and safety, environmental efficiency and ethics. In 2023, the factory in Stryków was subject to an audit. The audit did not reveal any discrepancies, and it highlighted 4 areas that were identified as best practices going beyond the standard. The following were considered noteworthy: a wide range of ethics training for employees, a process of cyclical internal health and safety audits, numerous benefits for employees provided from the company’s own funds, and the Reward & Recognition motivational program.

Additionally, in January 2023, Truvant Europe also conducted a compliance audit against the requirements of one of our key clients.

GRI 412-2

Human rights

Building awareness about human rights is a challenge that our company takes very seriously. All trainings, conducted in the form of e-learning in 2023, on human rights and ethics were also adapted for operational staff.



Responsible Supply Chain

GRI 3-3

We attach great importance to the criteria related to the selection of our suppliers, as we wish to provide the highest quality services. We rely on procedures that regulate cooperation in the supply chain. We pay particular attention not only to the quality of materials and raw materials, timeliness of deliveries, but also to ESG issues and high ethical standards. We take responsibility for the quality of products and services offered to our customers; therefore, we want to ensure that our suppliers are reliable partners.

97%

of selected Truvant suppliers signed Code of Conduct*

* suppliers managed by Truvant in case of direct purchases and targeted group of indirect suppliers with turnover criteria

We collaborate with approximately

1,000

suppliers annually. Our suppliers are divided into two categories:

- **material purchases (direct)** – this group includes suppliers of packaging materials such as solid and corrugated cardboard, paper pulp, thermoforming film, labels, blisters, as well as pallets.
- **non-material purchases (indirect)** – this category includes suppliers of machinery, spare parts, tools, non-production materials and services that enable the operation of a business, such as temporary employment agency services, transport or leasing.

The vast majority of suppliers are companies from Poland. Several dozen are suppliers from other European countries, and fewer than 20 are from outside of it.

We have included all kinds of supplier obligations regarding the adherence to human rights, labor rights and socio-environmental requirements in the **Code of Conduct for Suppliers**, which is obligatory to initiate collaboration with us. We expect from our business partners:



- compliance with the legal regulations;
- fair remuneration of employees, including not subjecting them to financial penalties or wage deductions;
- fair working hours and appropriate compensation for overtime, the right to days off and medical leave;
- absolute ban on the employment of minors and the use of any forms of coercion to perform work;
- non-discrimination on the basis of race, skin color, nationality, gender, sexual orientation, religion, disability and other similar factors;
- employing only workers with a legal work permit;
- ensuring a safe and healthy work environment;
- assumption of responsibility for environmental protection;
- enabling employees to submit complaints concerning the work environment.

At Truvant, we operate based on the above principles, and we want to ensure that within our supply chain, we collaborate with companies that share our values. We qualify and evaluate suppliers based on the requirements of the Truvant quality system (CEPA). In 2023, suppliers were asked to conduct a self-assessment using the ESG questionnaire. Additionally, at each periodic meeting, we inform the supplier about our approach to ESG.

We are committed to a partnership approach to increasing the importance of ESG issues in the supply chain, therefore, any change in our expectations or supplier selection criteria will be preceded by responsible communication of planned actions and solutions, carried out with appropriate advance notice.

Quality is our priority

In the qualification process of our suppliers, we set high standards for them in this area. In the case of suppliers of materials, the following are critical:

- FSC certification (for paper suppliers);
- Final product quality control procedures;
- Quality Management System or plans for its implementation
- Preventive measures or another similar system;
- Complaints handling system;
- Technical specifications and certificates of analysis for each delivery.

The extended procedure applies to non-material suppliers with whom Truvant has high annual turnovers. They must not only guarantee an excellent quality-to-price ratio and timely deliveries but also respond to queries regarding:

- adherence to legal requirements and ethical conduct in business;
- occupational health and safety (procedures obliging employees to take care of their own safety and that of others in the workplace, OHS supervision conducted by a dedicated department, OHS audits);
- quality management system;
- audits of suppliers.

IN OUR COMMITMENT TO ESG CRITERIA IN THE SUPPLY CHAIN, WE IMPLEMENTED THE FOLLOWING ACTIONS IN 2023:



Training on ESG for a temporary labor agency, which explained, among other things, future reporting duties according to the ESRS standard related to employee issues and human rights protection.



Determining the qualification process for a new indirect supplier selected based on offer analysis, including qualification documentation containing an ESG questionnaire for the supplier and a code of conduct that must be signed, which is tantamount to confirming respect for our company's values.



Audits carried out on behalf of Truvant include SMETA audits, audits of worker accommodations, adherence to an 11-hour daily rest / 40 hours weekly, and an annual certification of no payment arrears. The audits we conduct include quarterly and annual audits.

New suppliers conduct a self-assessment of the services provided once a year and fill out ESG surveys. They are also obliged to undergo audits conducted or commissioned by Truvant and its customers. Temporary labor agencies are obliged to properly coordinate the services provided, in accordance with the provisions in the contracts. In the area of diligence in protecting human rights and ensuring decent working conditions, Truvant Europe commissions external companies to audit temporary employment agencies, aimed at verifying the correctness of employee documentation.

100%
of temporary labor agencies
audited according to SMETA
in 2023*

* in Stryków location

Cybersecurity

Cybersecurity is a priority in the IT department at Truvant. The issue of personal data protection management is closely related to the implementation of the Regulation of the European Parliament and of the Council (EU) 2016/679 of 27 April 2016, or GDPR.

At Truvant, we enhance the personal data protection system by implementing appropriate measures, such as:

- the application of modern BT (Business Technology) solutions,
- limitation and control of the access obtained by employees, especially the one related to the processing of sensitive personal data,
- periodic training in BT security,
- control of data flow to affiliated entities, cooperating companies,
- annual reviews of the personal data security system's performance,
- implementing corrective actions after a breach has occurred.

The responsibility for the implementation of these tasks and overseeing compliance with regulations falls on the compliance specialist. In order to ensure a high level of security, close cooperation with the BT department has been established.

At Truvant, an information security policy is in place, complemented by a set of procedures compliant with the ISO 27001 standard. These documents are managed in an application dedicated to this purpose. The system enforces adherence to a set acceptance path, procedure review schedule, proper formatting, etc. All employees are responsible for maintaining a high level of data security. On the technical side, i.e., implementation, monitoring, management and response to threats, responsibility lies with the CoE Infrastructure team, which reports to the VP of Global Information Technology.

The organization works extensively to increase the level of data security, using hardware solutions, dedicated software and appropriate procedures, as well as training employees.



For the year 2024 we have planned the implementation of new security systems as well as the expansion of existing ones. Additionally, the development of a document explaining which solutions must be employed by the organization in various areas of cybersecurity is planned.

Approach to Reporting

GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5

The data included in this report regard the activities of Truvant Europe Sp. z o.o. from January 1 to December 31, 2023, unless otherwise indicated in the content of the report. This is the third publication of this type by our company. The second publication developed in full accordance with the guidelines of the international GRI reporting standards. We submit reports on an annual cycle. In the reported period, there were no significant changes in the structure, scale of our operations, business model or form of ownership.



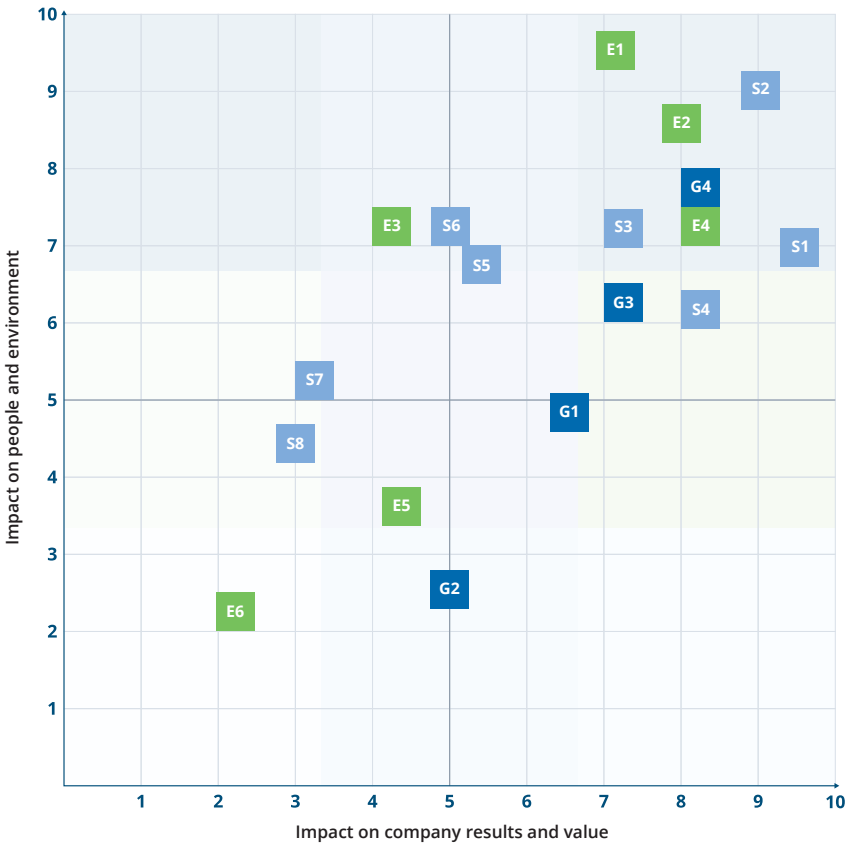
Defining the Content of the Report

GRI 2-12, GRI 2-14, GRI 2-17, GRI 2-29, GRI 3-1, GRI 2-12, Own Indicator – Key actions aimed at strengthening management processes in the ESG area

In accordance with the materiality principle, this report presents information on ESG and sustainable development that is essential for assessing the situation, outcomes and objectives of Truvant Europe Sp. z o.o. In order to identify the key issues that should be reported by us, we conducted a materiality analysis process of ESG topics, adhering to the principle of considering the perspective of stakeholders. In 2022 and 2023, workshops were held on the analysis of the significance of ESG and sustainable development topics, attended by senior management representatives of Truvant Europe (Sustainability Committee). Before the final decisions regarding the significance of reported topics, the members of the Committee were directly involved in the work on the comprehensive ESG Policy of Truvant Europe, including participation in a series of training sessions on the main

challenges, regulations and trends in environmental, social and governance issues. They also became acquainted with the conclusions from the update conducted at the end of 2021, enriched with issues identified in 2022 as priorities by key customers and external experts, and then revised in light of the findings from the stakeholder survey conducted in 2023. Conclusions from regional working meetings with lower-level employees of Truvant Europe were also taken into account in the preliminary analysis of significance. As a result of the multi-stage efforts of the Committee, we have identified a list of material ESG reporting topics and, in accordance with the principles of the GRI Standards, we have endeavored to include in this publication information about our approach to managing them, as well as numerical and/or descriptive data illustrating the outcomes related to these significant topics. Material topics have been highlighted in the GRI Standards content index.

MAP OF MATERIAL TOPICS



ESG aspects

- E1.** Cooperation with customers on sustainable packaging
- E2.** Packaging materials – using them efficiently and increasing the share of sustainable materials and recycled content
- E3.** Waste – reducing waste, improving sorting, increasing recycling
- E4.** Impact on climate change
- E5.** Energy efficiency
- E6.** Environmental impact from office and halls (water use, impact on biodiversity, pollution)

- S1.** Customer satisfaction and quality management
- S2.** Health and safety
- S3.** Diversity and inclusion
- S4.** Human rights in a workplace and value chain
- S5.** Working conditions
- S6.** Employee development
- S7.** Social and environmental criteria in procurement
- S8.** Social engagement
- G1.** Innovation and automation
- G2.** Data security / Cybersecurity
- G3.** ESG strategy and management
- G4.** Ethics and counteracting corruption





GRI STANDARDS CONTENT INDEX

Indicator Code	GRI Standard Title	Indicator Name	Page Number in the Report
PROFILE DISCLOSURES			
GRI 2-1	GRI Standards 2021	Organizational details	5
GRI 2-2		Entities included in the organization’s sustainability reporting	56
GRI 2-3		Reporting period, frequency and contact point	56
GRI 2-4		Restatements of information	56
GRI 2-5		External assurance The report was not subjected to external verification in terms of GRI Standards. The calculation of scope 1,2,3 greenhouse gases underwent verification under the principle of limited assurance	62
GRI 2-6		Activities, value chain and other business relationships	5-6,8
GRI 2-7		Employees	28
GRI 2-8		Workers who are not employees	28
GRI 2-9		Governance structure and composition	44
GRI 2-10		Nomination and selection of the highest governance body The composition of the management board is approved by the company’s owners.	
GRI 2-11		Chair of the highest governance body	44
GRI 2-12		Role of the highest governance body in overseeing the management of impacts	44, 56
GRI 2-13		Delegation of responsibility for managing impacts	45
GRI 2-14		Role of the highest governance body in sustainability reporting	45, 56
GRI 2-15		Conflicts of interest In 2022, an anti-corruption policy was developed, which defines the principles for preventing conflicts of interest.	52
GRI 2-16		Communication of critical concerns All reports of violations of the law, employee rights and ethical issues can be submitted via a dedicated reporting platform.	
GRI 2-17		Collective knowledge of the highest governance body	56
GRI 2-18		Evaluation of the performance of the highest governance body The evaluation of the activities of senior management members includes ESG issues relevant to the scope of the main responsibilities of the individual.	
GRI 2-19		Remuneration policies The periodic assessment document defines the personal objectives of the members of senior management (including goals in the ESG area). The remuneration policy includes a bonus dependent on financial performance, execution of plans and organizational strategies, and the achievement of individual goals.	
GRI 2-20		Process to determine remuneration Confidential information	
GRI 2-21		Annual total compensation ratio Confidential information	



Indicator Code	GRI Standard Title	Indicator Name	Page Number in the Report
GRI 2-22	GRI Standards 2021	Statement on sustainable development strategy	3, 12-13
GRI 2-23		Policy commitments	3, 5, 46
GRI 2-24		Embedding policy commitments	46
GRI 2-25		Processes to remediate negative impacts We have encapsulated our commitment to preventing negative impacts and to taking responsibility for any potential significant negative environmental and/or social effects of our operations in the ESG Policy and our ethical principles.	46-47
GRI 2-26		Mechanisms for seeking advice and raising concerns	40, 50-51
GRI 2-27		Compliance with laws and regulations In the reporting period, we did not observe any non-compliance with the law. However, proceedings concerning the payout of dividends from the sale of Sonoco Poland Packaging Services in 2020 were ongoing.	
GRI 2-28		Membership associations	15, 29
GRI 2-29		Approach to stakeholder engagement	40, 48-49, 56
GRI 2-30		Collective bargaining agreements Trade unions operate in the company.	
GRI 3-1		Process to determine material topics	56
GRI 3-2		List of material topics	57
THEMATIC DISCLOSURES			
KEY REPORTING TOPICS: ETHICS AND ANTI-CORRUPTION			
GRI 3-3	GRI Standards 2021	Management of material topics	50-51, 53
GRI 205-2	GRI 205:	Communication and training about anti-corruption policies and procedures	52
GRI 205-3	Anti-corruption 2016	Confirmed incidents of corruption and actions taken There were no such instances in the reported period.	52
KEY REPORTING TOPICS: ESG STRATEGY AND MANAGEMENT			
GRI 3-3	GRI Standards 2021	Management of material topics	3, 5, 14, 46
Own indicator	–	Key actions aimed at strengthening management processes in the ESG area	14,45,46-47
ENVIRONMENTAL DISCLOSURES			
GRI 3-3	GRI Standards 2021	Management of material topics – environmental topics	17, 46
KEY REPORTING TOPIC: IMPACT ON CLIMATE CHANGE			
Energy and Energy Efficiency			
GRI 302-1	GRI 302: Energy 2016	Energy consumption within the organization	21



Indicator Code	GRI Standard Title	Indicator Name	Page Number in the Report
Emissions			
GRI 305-1	GRI 305: Emissions 2016	Direct (Scope 1) GHG emissions	20
GRI 305-2		Energy indirect (Scope 2) GHG emissions	20
GRI 305-3		Other indirect (Scope 3) GHG emissions	20
GRI 303-5	GRI 303: Water and effluents 2018	Water consumption	24
KEY REPORTING TOPIC: PRODUCTION MATERIALS – EFFICIENT UTILIZATION AND INCREASING THE SHARE OF SUSTAINABLE MATERIALS			
Materials			
GRI 301-1	GRI 301: Materials 2016	Materials used by weight or volume In the area of: paper/plastic consumption	23
GRI 301-2		Recycled input materials used	23
KEY REPORTING TOPIC: COOPERATION WITH CUSTOMERS ON ECO-INNOVATIONS			
Own indicator	–	Examples of projects that utilized sustainable solutions	25-26
KEY REPORTING TOPIC: WASTE – REDUCING THE AMOUNT OF WASTE, IMPROVING SORTING AND INCREASING RECYCLING			
GRI 306-3	GRI 306: Waste 2020	Total weight of waste by type and disposal method	24
GRI 306-4		Waste diverted from disposal	24
OTHER ENVIRONMENTAL TOPICS			
Environmental Compliance			
GRI 307-1	GRI 307 Environmental Compliance	The monetary value of fines and the total number of non-monetary sanctions for non-compliance with environmental laws and regulations During the reported period, the company was not subjected to any fines or sanctions for non-compliance with environmental laws	
SOCIAL DISCLOSURES			
GRI 3-3	GRI Standards 2021	Management of material topics – social topics	29, 33, 37, 39, 40-41, 53
KEY REPORTING TOPIC: DIVERSITY AND INCLUSION			
GRI 405-1	GRI 405: Diversity and Equal Opportunity 2016	Employees categorized by gender, age, minority status and other diversity indicators	30
KEY REPORTING TOPIC: WORK CONDITIONS			
GRI 401-1	GRI 401: Employment 2016	Total number and rate of new employee hires and employee turnover during the reporting period	28, 32-33
GRI 401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees	32



Indicator Code	GRI Standard Title	Indicator Name	Page Number in the Report
KEY REPORTING TOPIC: EMPLOYEE DEVELOPMENT			
GRI 404-1	GRI 404: Training and Education 2016	Number of training days per year per employee according to the employment structure	33
GRI 404-2		Programs for upgrading employee skills and transition assistance programs	33
KEY REPORTING TOPIC: HEALTH AND SAFETY OF EMPLOYEES			
GRI 403-1	GRI 403. Occupational Health and Safety 2018	Occupational health and safety management system	37
GRI 403-2		Hazard identification, risk assessment and incident investigation	
GRI 403-3		Occupational health services	
GRI 403-4		Worker participation, consultation and communication on occupational health and safety	
GRI 403-5		Worker training on occupational health and safety	
GRI 403-6		Promotion of worker health	37
GRI 403-7		Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	28, 37
GRI 403-9		Work-related injuries	38
KEY REPORTING TOPIC: CUSTOMER SERVICE AND THEIR SATISFACTION			
Own indicator	–	Methods for monitoring customer satisfaction and the level of customer satisfaction with the quality of services provided by the company	39-41
KEY REPORTING TOPIC: COUNTERACTING HUMAN RIGHTS VIOLATIONS IN THE VALUE CHAIN			
Own indicator	–	Description of the main policies and practices aimed at counteracting the risk of human rights violations in the company and its value chain.	50-52
412-2	GRI 412: Human Rights Assessment 2016	Employee training on human rights policies or procedures	52

External assurance



VERIFICATION STATEMENT

GREENHOUSE GAS EMISSIONS

Introduction and objectives of work

BUREAU VERITAS Polska Sp. z o. o. (Bureau Veritas) has been engaged by Truvant Europe Sp. z o. o. to conduct an independent verification at a limited assurance level of the greenhouse gas (GHG) emissions reported Truvant Europe Sp. z o. o. for the reported period of 1 January 2023 to 31 December 2023. This Verification Statement applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Truvant Europe Sp. z o. o. Bureau Veritas was not involved in determining the GHG emissions. Our sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information.

Boundaries of the reporting company GHG emissions covered by the verification:

The emission inventory has covered three locations of Truvant Europe Sp. z o. o.: Łódź, Stryków, Wrocław. Organizational boundaries have been defined using the operational control method. Emissions from all activities under the company's operational control are included. In the Łódź location, only emissions from Scope 1 (emissions from fuel combustion in cars owned or controlled by Truvant Sp. z o. o.) and from Scope 3 (value chain) were taken into account.

Data verified:

Scope	Emissions [Mg CO ₂ e]	%
Direct emissions	1 119,84	1,38
Indirect energy emissions MB	0,38	0,0005
Other indirect emissions MB	80 314,80	98,62
Total carbon footprint	81 435,02	100

Data and information supporting the Scope 1 and Scope 2 GHG emissions assertion were historical in nature. Data and information supporting the Scope 3 GHG emissions assertion were historical in nature and in some cases estimated.

Period covered by GHG emissions verification:

1 January 2023 to 31 December 2023

Reporting Protocols against which verification was conducted:

- World Resources Institute and World Business Council for Sustainable Development, Greenhouse Gas Protocol. A Corporate Accounting and Reporting Standard REVISED EDITION, March 2004 (scope 1);
- World Resources Institute and World Business Council for Sustainable Development, GHG Protocol Scope 2 Guidance. An amendment to the GHG Protocol Corporate Standard, 2015; and
- World Resources Institute and World Business Council for Sustainable Development, Greenhouse Gas Protocol. Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Supplement to the GHG Protocol Corporate Accounting and Reporting Standard, September 2011.



GHG Verification Protocols used to conduct the verification:

- ISO 14064-3: Greenhouse gases -- Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions

Level of Assurance:

- Limited

Verification Methodology:

- Interviews with relevant personnel;
- Review of documentary evidence produced by Truvant Europe Sp. z o. o.
- Review of Truvant Europe Sp. z o. o. data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of samples of data used by Truvant Europe Sp. z o. o. to determine GHG emissions

Assurance Opinion:

Based on the results of our verification process, Bureau Veritas found no evidence that the GHG emissions shown above:

- are not materially correct;
- are not a fair representation of the GHG emissions data and information; and
- are not prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.

It is our opinion that Truvant Europe Sp. z o. o. has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of GHG emissions for the stated period and boundaries.

Statement of Independence, Impartiality and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years history.

No member of the verification team has a business relationship with Truvant Europe Sp. z o. o., its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Bureau Veritas operates a certified¹ Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the TIC Council², cross the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities.

BUREAU VERITAS POLSKA Sp. z o. o.

Warsaw, 11.06.2024

Witold Dżugan

Michał Kłoczek

Member of the Board

Lead GHG Verifier

¹ Certificate of Registration No. 44 100 80145 issued by TÜV NORD CERT GmbH

² TIC Council Compliance Code EDITION 1 December 2018



TRUVANT

SUSTAINABILITY REPORT 2023

TruVant Europe Sp. z o.o.

Contact for sustainable development issues

If you have any questions or comments regarding the report, as well as issues related to sustainable development in the operations of TruVant Europe, please contact:

Maja Urban
Sustainability Manager
maja.urban@truvant.com



TRUVANT

www.truvant.com