

SUSTAINABILITY REPORT 2025/2026





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About this report

This sustainability report provides an overview of OPACKGROUP's performance and efforts in the field of corporate social responsibility for the reporting period 1/1/2025 -30/6/2026. The report has been prepared in alignment with the guidelines of the Global Reporting Initiative (GRI), the assessment criteria of EcoVadis, and the principles of ISO 26000 for social responsibility, and additionally reflects the principles of our ISO 14001 (including CO² reduction management) -certified environmental management system.

The purpose of this report is to provide transparent insight into our sustainability strategy, progress on the objectives we have set, and the way we address themes such as Environment, Social responsibility, and good Governance (ESG). In doing so, we aim to be transparent to our stakeholders and contribute to the continuous improvement of our sustainability performance.

No rights can be derived from the content of this report. While the information has been compiled with care, OPACKGROUP cannot guarantee that all data is complete, current, or free of errors.

Sustainability Report 2025/2026 - OPACKGROUP

We are proud of our ESG achievements within the OPACKGROUP and we would like to thank all who have contributed to this report. We have included a number of examples and showcases to make our progress tangible. We would like to thank our business partners and stakeholders for their continued support. Obviously there are many more examples, unfortunately we cannot share them all.

If you have any feedback, or questions, please do not hesitate to reach out to our Sustainability Director or Quality, Health, Safety and Environment coordinator.

Ir. ROB VERHAGEN,
Sustainability Director,
OPACKGROUP.

THERESE VAN VUREN,
QHSE coordinator,
OPACKGROUP.





Message from the CEO

Dear stakeholders, customers, partners and colleagues,

At OPACKGROUP, we believe that sustainability is not a destination – it is a continuous journey. As a leading Dutch family-owned flexible film- and packaging group, we have a responsibility not only to our customers and shareholders, but to the communities we operate in, the employees whose livelihoods depend on us, and the planet we share with future generations.

This report documents our environmental, social and governance (ESG) performance across all seven of our subsidiaries and ten production sites. It has been prepared in alignment with the Global Reporting Initiative (GRI) Standards, the EcoVadis assessment framework, and the principles of ISO 14001 environmental management including CO² reduction management. We are proud of the milestones we have achieved, including EcoVadis Gold medal (98%) in 2025.

Our IMPACT strategy; Innovation, eMployees, Partners, Ambassadorship, Climate Impact, and Transparency, underpins every sustainability decision we make. The 'T' for Transparency is embodied in this report: we share our achievements and our ambitions with pride.

Sustainability and Quality has been at the heart of our company for decades. In 1992 we were the first to launch biodegradable mulch film in horticulture. In the area of Quality we were one of the pioneers in 2004 when Oerlemans Plastics was BRCGS Packaging Materials certified.

Over the last years we have made significant investments to drive recyclability through new applications including patented innovation, support our clients through new products with recycled and biobased content and continue to drive material reduction. Our environmental impact has been reduced through waste minimisation, use of 100% certified green electricity and continuous focus on CO² reduction through continuous focus and investments in our CO² reduction programme as well as the electrification of our lease fleet.

I am proud to say that we are truly a sustainable innovator, and we will continue to do so. I hope this report inspires you and gives you the insights needed to support your transition.

Ing. Joan Hanegraaf MBA,
CEO and major shareholder
OPACKGROUP

“The vast population of this earth, and indeed nations themselves, may readily be divided into three groups. There are the few who make things happen, the many more who watch things happen, and the overwhelming majority who have no notion of what happens. Every human being is born into this third and largest group; it is for himself, his environment and his education to determine whether he shall rise to the second group or even to the first.”

- 1931 Nicolas Murray Butler: President of Columbia University in New York



Summary – OPACKGROUP The sustainable innovator

Family ownership shapes how we work. The Hanegraaf family owns and leads the group, so we decide for the long term rather than for the next quarter. It shows in how long people stay. At Oerlemans Plastics alone, 53 colleagues have been with us for more than 25 years.

Driving sustainability has been in the DNA of the company since the launch of our biodegradable mulch film in 1992. In 2025 we earned the EcoVadis Gold medal with 98% score, placing us in the top 2 percent of all companies assessed worldwide. And we have bought 100 percent certified green electricity for every production site since 2015.





Our IMPACT strategy is the cornerstone of our sustainability strategy and includes the focus areas of our double materiality assessment:

Pillar	Theme	Strategic Intent
I M P A C T	Innovation	In our portfolio is our major impact. Focus on sustainability from the the Rethink Plastics strategy: Re-duce, Re-use, Re-cycle, Re-design, Re-new.
	eMployees	Our eMployees make the difference. We invest in our colleagues through professional recruitment, employee development and training as well as a focus on employee engagement, care and development.
	Partners	Long-term, mutual relationships with customers and suppliers are the engine of sustainable innovation and value-chain co-creation.
	Ambassadorship	Active participation in approximately 18 board and committee positions in industry and sector organizations to drive wider sustainable change. Furthermore we are actively investing and working together with schools and education programs.
	Climate Impact	Monitoring and reducing the group's carbon and environmental footprint. 100% renewable electricity; sustainable vehicles. Full monitoring of energy usage across all sites.
	Transparency	External validation of sustainability achievements through independent certifications (EcoVadis, ISO standards, ISCC PLUS).Furthermore the OPACKGROUP reports and communicates openly about its progress and achievements and welcomes journalists, TV programs and external stakeholders.

We keep investing in a sustainable product portfolio. A 20 million euro factory in Giessen produces recyclable barrier films. Our Optilayer range earned RecyClass certification in 2025. Fardem won the national Rethink Award for a recyclable film with modified atmosphere packaging. And we turn used frying oil into packaging: driving the use of biobased materials and reducing CO² footprint of the packaging by 30%.

We deliver more than packaging and films. We also supply advice, knowledge, stakeholder engagement and help to drive the industry forward.

We invite you on a journey together, as a stakeholder, a supplier, a client or as a (future) colleague.

Let's co-create sustainable solutions.



Introduction

Chapter 1

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1. ABOUT OPACKGROUP



OPACKGROUP is a Dutch family-owned manufacturer and supplier of specialised, flexible films and packaging in both plastic and paper variants. Founded as the Oerlemans Packaging and rebranded as OPACKGROUP, the company has grown organically and through strategic acquisitions to become one of the most comprehensive flexible packaging producers in north-western Europe.

OPACKGROUP is the brand and working name of the Oerlemans Packaging B.V. and is registered at:

Oerlemans Packaging B.V.
Kleibergsestraat 4
4265 GB Genderen
KVK 16083949

The group is owned by Joan & Rita Hanegraaf. Joan is the CEO and his wife Rita (Chartered accountant) is the CFO of the OPACKGROUP and holding.



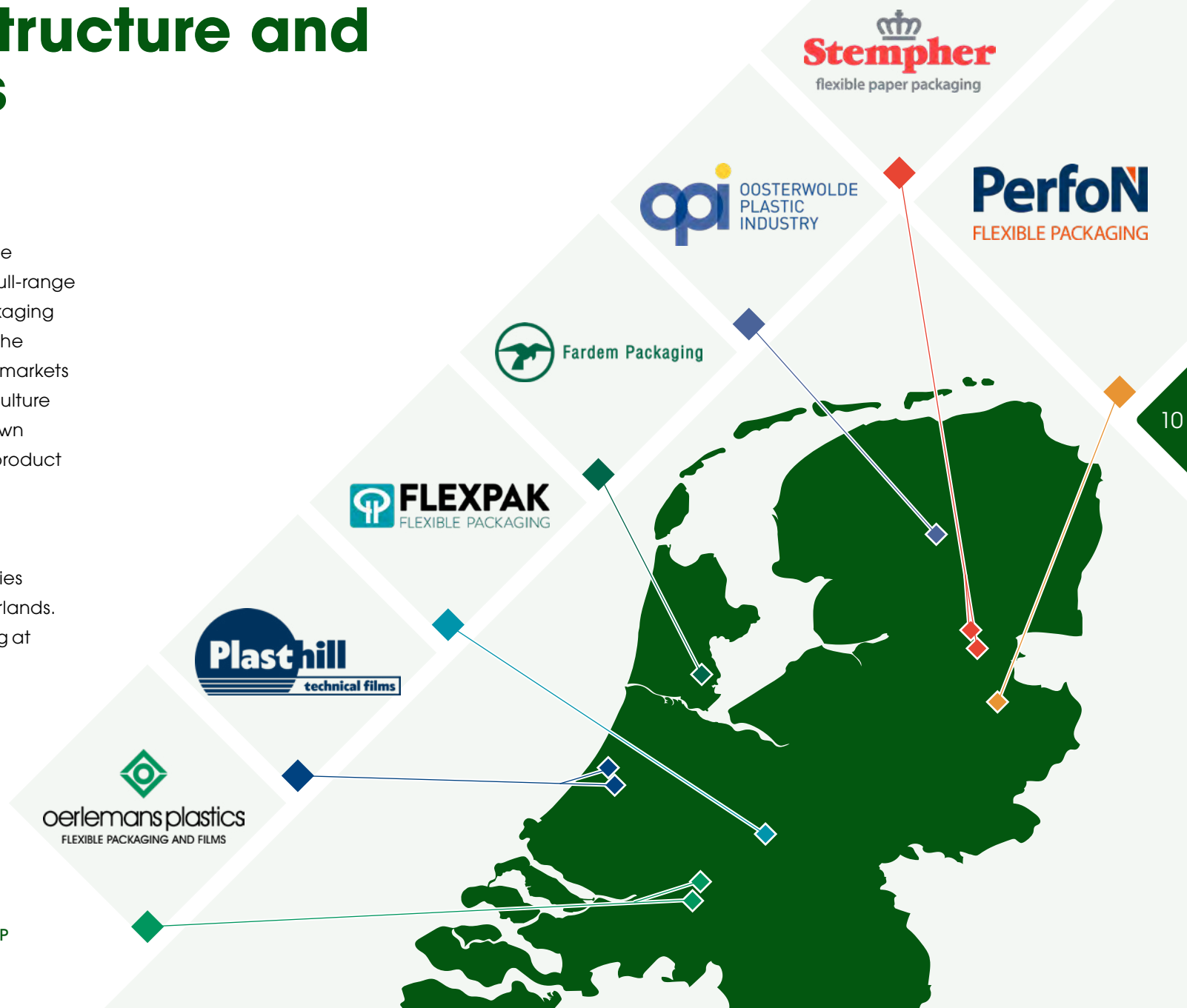
1.1 Group Structure and Subsidiaries

Description

The OPACKGROUP is a leading Dutch manufacturer of high quality products. The OPACKGROUP produces and supplies a full-range of specialized flexible plastic, paper packaging and films. Our sales area extends all over the world and consists of business to business markets for food, non-food, agriculture and horticulture products. These are our technologies: Blown extrusion, flexo-printing, lamination and product conversion.

Locations

OPACKGROUP has 7 associated companies and 10 production locations in The Netherlands. Approximately 675 employees are working at OPACKGROUP.





Certifications & quality assurance



OPACKGROUP History





Business's mission

The OPACKGROUP, “The sustainable innovator”, aims to make its stakeholders sustainable, innovative and successful.

Vision

The OPACKGROUP is a reliable producer and partner for high-quality specialized flexible plastic and paper packaging and films that supplies its products on the basis of continuity and long-term partnerships with the aim of ensuring that its stakeholders are sustainable, innovative and successful. The 7 producers within the OPACKGROUP develop various high-quality packaging solutions together with all partners involved in a unique chain.

Corporate social responsibility has been the starting point for the OPACKGROUP's business operations for decades. We are aware like no other of the social responsibility we have as a company and knowledge partner. Sustainable production is therefore of paramount importance.

Our sustainable vision and innovations define our identity, which we proudly propagate in our slogan: “The sustainable innovator”.

The group operates through seven specialist subsidiaries across ten production sites in the Netherlands, employing around 675 professionals. Each subsidiary holds distinct expertise within the flexible packaging value chain:

Subsidiary	Location	Core Specialisation
Fardem Packaging B.V.	Edam	Heavy-duty 25–50 kg B2B packaging; chemicals, fertilisers, pet food, food ingredients.
Flexpak B.V.	Geldermalsen	High-quality flexible laminated packaging for food, pet food and non-food.
Oerlemans Plastics B.V.	Genderen & Giessen	Specialist PE flexible packaging and film; food, agri,& horticulture, non-food, including Ecommerce.
OPI (Oosterwolde Plastic Industrie B.V.)	Oosterwolde	PE packaging and films for industrial and horticulture applications
Perfon B.V.	Goor	Specialist in perforation. Flowpack and topseal films; micro-, macro-, hotneedle and laserperforation specialist;
Plasthill B.V.	Hillegom	High-quality technical films and packaging for industrial applications, including embossed film solutions.
Stempher B.V	Rijssen	Paper Packaging; Both heavy duty paper bags (with/ without lining) as well as consumer paper packaging solutions.



Markets Served

The group's products reach customers across three major market pillars: Food (including fresh produce, dairy, meat, fish, bakery, snacks, pet food and beverages), Non-food (automotive, construction, e-commerce, pharma, logistics, hygiene) and Agri- & Horticulture (open-field and indoor cultivation, greenhouses).

This diversity creates both a responsibility and an opportunity to drive sustainable packaging solutions across the entire food and material supply chain.

The biggest impact we have is in our material supply chain and this includes:

- Primary raw materials: Full range of polymers including a.o. LDPE, LLDPE, MDPE, HDPE, PP, BOPP, EVA, EVOH, PA, PET, PBAT, PLA. Recycled and biobased material. Masterbatches and process aids for specific applications. Range of specific paper solutions.
- Secondary raw materials: Inks, solvents, lacquers, glue.
- Logistic aids: Pallets, boxes, tape, straps, films, tubes
- Machines, spare parts & equipment
- Cleaning & maintenance utilities
- Transport (both owned vehicles as 3rd party service providers)





1.2 Organisation structure, governance & risk management

The OPACKGROUP is led by the CEO, Joan Hanegraaf and the OPACKGROUP Management team.

In the management team the director of each subsidiary is represented. Central functions represented in the Management Team are:

Chief Operation Officer, R&D, Sustainability, Finance, Marketing & Sales, Human Resource Management, QESH (Quality, Environment, Health & Safety) and Procurement.

Our CEO has been focussing on sustainability for decades. In his vision you can only drive sustainability by co-creating solutions, both in the value chain as within industry associations.

Since 2018 a dedicated sustainability director has been established in the group, directly reporting to the CEO. This sustainability director is also directly representing OPACKGROUP in a number of industry associations, as well as corporate and public affairs.

As the IMPACT sustainability strategy is the backbone of the group strategy, it is part of every management team meeting and review. The operational responsibility is taken care of by the specialist functions (HR, QHSE, R&D, Finance) as well as the business unit directors.

The OPACKGROUP is part of the OPACK Holding and is governed by an independent legal supervisory board.





1.3 Risk Management

For a leading packaging manufacturing company, risk management is not just about identifying potential problems; it is about creating strategies to counteract or mitigate the following risks.

Operational Risks

The production of packaging requires an extensive network of suppliers for raw materials (such as paper, plastics, and inks). A minor deviation in this expansive supply chain can severely disrupt the rhythm of production. To safeguard against this, the company maintains a diversified supplier base and holds a strategic stock of crucial materials and semi-finished products.

A core strength of the company lies in its skilled professionals, particularly technicians and operators. The departure of pivotal team members or a temporary shortage of expertise could pose challenges. Therefore, the company emphasizes continuous training and development of its team, offers competitive employment terms, and has succession strategies in place to ensure leadership and technical roles are always adequately filled.

Furthermore, the company's infrastructure, consisting of modern production lines and well-maintained facilities, is foundational to its success. By committing to regular preventive maintenance and periodic upgrades, the company ensures a seamless operational flow and minimizes the risk of machine breakdown and quality deviations. Through proactive planning and early problem detection, the company stays ahead of potential disruptions.

Technological Risks

In the dynamic world of packaging, with rapid changes in materials and manufacturing processes, the company's advanced position brings its own set of technological challenges. The pace of the industry means today's best packaging technology might be obsolete tomorrow, posing a risk of technological obsolescence for the company's offerings. When new technologies (such as digitization or automation) are introduced, smooth integration with existing systems is crucial to avoid operational disruptions.

As digital operations expand, cybersecurity emerges as a pivotal concern. Protecting the company's intellectual assets (designs and processes) and customer data is vital to maintain trust and safeguard financial interests. Relying too

heavily on one specific technology vendor can also be risky. That's why it's important to stay flexible and have a backup plan ready.

Financial Risks

Given the often international clientele and the procurement of raw materials on the global market, the company might be exposed to financial challenges.

While direct currency fluctuations and crude oil prices are not the primary risks, changes in the prices of plastic raw materials, such as Polyethylene (PE) and Polypropylene (PP), pose a significant risk. This price volatility directly impacts production costs and requires swift price adjustments or hedging strategies to protect margins. Economic downturns may decrease the overall demand for packaging.





As OPACKGROUP we are also managing potential risks on the client side. Credit risks could arise when payments are delayed or defaulted, affecting cash flow. These financial complexities underscore the need for prudent financial management, effective procurement strategies, and proactive cost control.

Environmental and Social Risks

The packaging industry is sensitive to environmental and social challenges, given its central role in the circular economy.

From an environmental perspective, there is constant pressure to ensure that manufacturing processes are sustainable and have a minimal ecological impact. Regulatory bodies are increasingly stringent, and non-compliance (e.g., emissions or waste management) can result in financial penalties and reputational damage. Efficient use of resources and waste management are vital, not just for compliance, but for corporate responsibility, to reduce our environmental footprint.

Socially, the company works in a world that pays close attention to ethical behavior. Stakeholders expect fair treatment of workers, good relationships with the community, and a workplace that includes everyone. Any mistakes or signs of carelessness can lead to bad publicity, dissatisfied customers, or damage to the company's reputation.

The commitment to sustainability also applies to the supply chain, and that brings challenges. If a supplier doesn't meet ethical or environmental standards, it can hurt the company's reputation. Because of global regulations, a supplier that doesn't comply could also lead to fines. Consumers want transparency in the supply chain, and they may switch to other brands if they think a company's practices aren't sustainable.

Legal and Regulatory Risks

Failure to comply with laws and regulations, including international guidelines (such as food safety standards or export restrictions), can cause significant damage. Global operations may expose the company to bribery and corruption risks. Undesirable or unethical employee conduct can lead to unacceptable behaviour towards other employees or fraud. Violation of local regulations can result in significant penalties and reputational damage.

To mitigate such risks, the company conducts an annual business ethics risk assessment and emphasizes continuous awareness raising for its team. This includes signing the employee code of conduct and regular training sessions on compliance and ethics. This is also reviewed annually with our legal supervisory board.





1.4 Supporting Capabilities

Alongside its manufacturing subsidiaries, OPACKGROUP operates two group-wide service centres that directly support sustainable product development:

- OPACKGROUP Technology Centre (OTC); an independent research laboratory dedicated to analysing, designing and piloting new flexible packaging and film concepts, with a strong focus on recyclability and low-carbon materials. The OTC also delivers services like training, regulatory support and consultancy.
- OPACKGROUP Reprographics Centre (ORC); an in-house reprographics centre ensuring that flexographic printing processes are optimised for quality and material efficiency.





2. SUSTAINABILITY STRATEGY: THE IMPACT FRAMEWORK





Through a double materiality analysis, involving suppliers, clients, key stakeholders and internal experts we developed a compelling sustainability strategy. This was supported in a methodical way with external experts, originally preparing for the CSRD reporting requirements. The whole process was facilitated, monitored and governed by experts from the Circular Economy Research Group of the HAN (Hogeschool Arnhem Nijmegen).

This materiality analysis started with interviews of a wide group of internal and external stakeholders (including suppliers, clients and NGO's), followed by workshop within each division in the OPACKGROUP. The final material topics were captured as the acronym IMPACT. OPACKGROUP structures its sustainability ambitions around the proprietary IMPACT framework, ensuring that every initiative is traceable to a named pillar. This also helps in the driving the mental awareness of the programme, and has made the materiality analysis an intricate part of the OPACKGROUP strategy, crossing departmental boundaries and making it a true business strategy.

The six pillars are:

Pillar	Theme	Strategic Intent
I M P A C T	Innovation	Sustainability is the central focus of R&D. Based on the Rethink Plastics strategy: Re-duce, Re-use, Re-cycle, Re-design, Re-new.
	eMployees	Investment in employee development through the OPACKGROUP Academy (OKAY); online courses and continuous learning across all subsidiaries. Furthermore a dedicated recruitment strategy (werkenbijopackgroup.nl) as well as a focus on employee engagement, care and development.
	Partners	Long-term, mutual relationships with customers and suppliers as the engine of sustainable innovation and value-chain co-creation.
	Ambassadorship	Active participation in approximately 18 board and committee positions in industry and sector organizations to drive wider sustainable change. Furthermore we are actively investing and working together with schools and education programs.
	Climate Impact	Monitoring and reducing the group's carbon and environmental footprint. 100% renewable electricity; all new lease vehicles hybrid or electric since 2023, fully electric from September 2026. Green electricity purchased for all sites since 2015. Full monitoring of energy usage across all sites.
	Transparency	External validation of sustainability achievements through independent certifications (EcoVadis, ISO standards, ISCC PLUS). Furthermore the reports and communicates openly about its progress and achievements and welcomes journalists, TV programs and external stakeholders.



2.1 Alignment with the UN Sustainable Development Goals (SDGs)

OPACKGROUP's operations and strategy contribute most directly to the following UN SDGs:

- SDG 9 – Industry, Innovation and Infrastructure: Continuous R&D investment in recyclable and bio-based films; OTC as innovation hub.
- SDG 12 – Responsible Consumption and Production: Closed-loop recycling of PE film; recyclable 'Ready to Recycle' film grades; mono-material design for consumer recyclability, Operation cleans Sweep & ISO14001 including CO₂ reduction management.
- SDG 13 – Climate Action: 100% renewable electricity across all group sites since 2015; CO₂ reduction management under ISO 14001; all new lease vehicles hybrid or electric since 2023, fully electric from September 2026.
- SDG 17 – Partnerships for the Goals: Membership of the Ellen MacArthur Foundation New Plastics Economy; Rethink Plastics co-authorship; ~18 board positions in industry bodies.

"The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States"

Want to know more about the SDG's: un.org/sustainabledevelopment





2.2 Materiality and Stakeholder Engagement

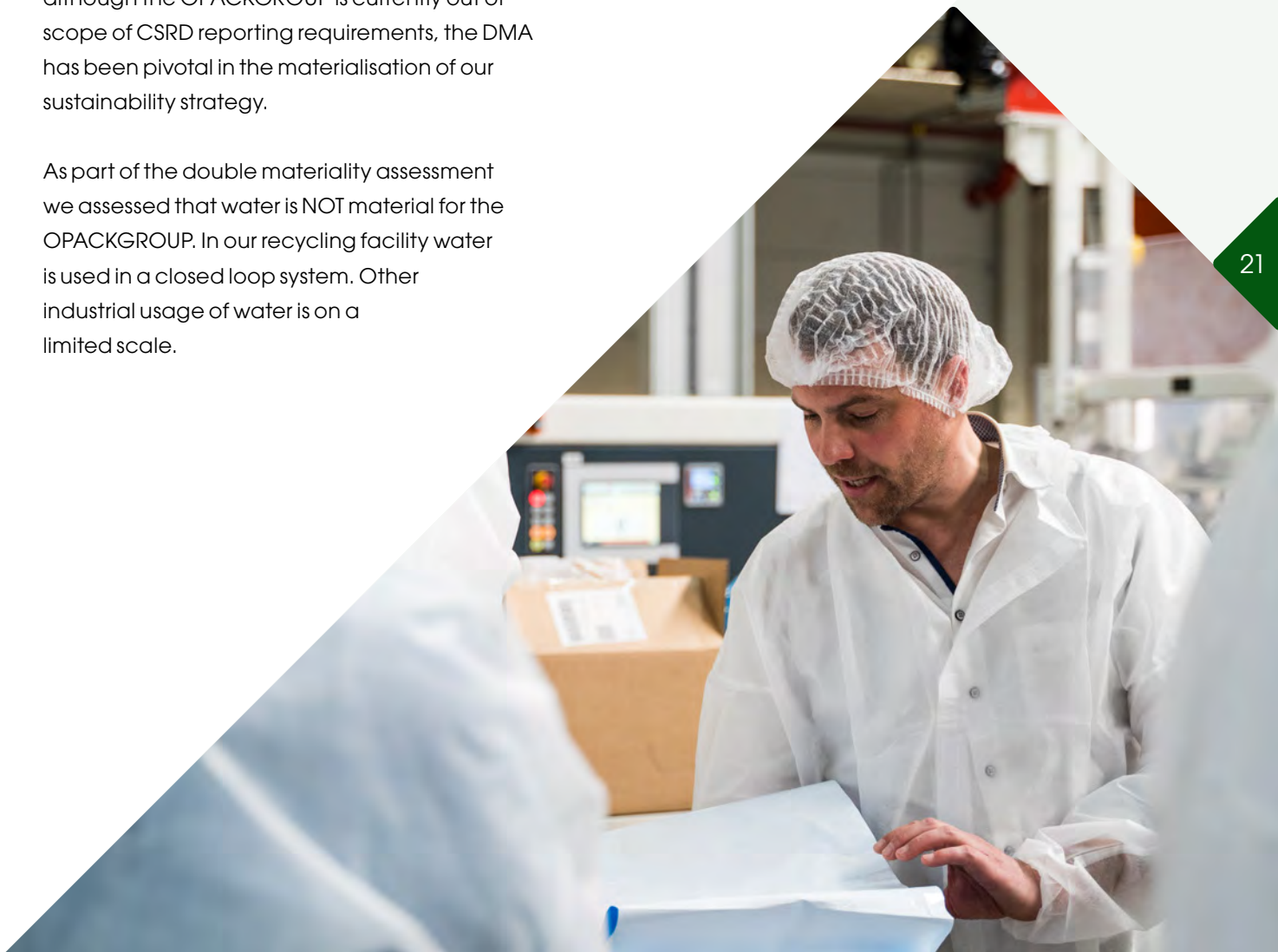
As a business-to-business manufacturer, OPACKGROUP's primary stakeholders include: industrial customers (food & non-food producers, retailers, horti-businesses); raw material suppliers (polymer producers, paper mills, ink manufacturers); employees across ten production sites; industry associations (NRK, NRKV, EFTA Benelux, Kartofflex, EUPC, Etc.); regulatory bodies (EU, Dutch government); Extended producer responsibility organization (Verpact, Fostplus, Valipac), knowledge centres and Universities (Brightlands, TNO, Eindhoven, Twente, Wageningen, Maastricht, etc.) and the local communities surrounding production sites.

As part of the original CSRD requirements a double materiality analysis (DMA) was done en documented.

Material topics identified through ongoing stakeholder dialogue and business analysis include: recyclability and circularity of packaging, greenhouse gas emissions and energy use, responsible raw material sourcing, waste management, employee health and safety as well as training, and supply chain transparency.

This double materiality analysis has been the foundation for writing the IMPACT strategy. And although the OPACKGROUP is currently out of scope of CSRD reporting requirements, the DMA has been pivotal in the materialisation of our sustainability strategy.

As part of the double materiality assessment we assessed that water is NOT material for the OPACKGROUP. In our recycling facility water is used in a closed loop system. Other industrial usage of water is on a limited scale.





SECTION A:
**ENVIRONMENTAL
PERFORMANCE**

3. ENVIRONMENTAL MANAGEMENT (ISO 14001 ALIGNMENT)



OPACKGROUP manages its environmental responsibilities both at group as well as at subsidiary level. The group's approach to environmental management is aligned with the principles of ISO 14001:2015, which provides the internationally recognised framework for systematic environmental planning, implementation, monitoring, and continuous improvement, including CO² reduction management.

ISO 14001 Context of the Organisation (Clause 4)

OPACKGROUP has identified the environmental aspects of its operations across extrusion, lamination, flexographic printing and converting processes. Significant aspects include energy consumption, plastic material waste, solvent and ink use, water consumption and transport emissions. As part of the ISO14001 audit the progress on CO² reduction measures is also audited.



3.1 Environmental Policy and Leadership Commitment

The OPACKGROUP Board has formally committed to:

- minimising waste from production processes through closed-loop recycling;
- minimising waste, and when waste is generated to separate it and handle it conscientiously; → Our target is to drive waste down every year by 0,5% → in 2025 we achieved 0,6%
- using 100% renewable electricity across all production sites;
- Driving innovation for our clients to become sustainable and PPWR proof by having solutions available for:
 - Reduce: Thickness reduction & material reduction
 - Recycle: Usage of recycled content (which reduced the need for fossil raw materials and reduced carbon footprint)
 - Redesign: Have recyclable solutions available to replace difficult to recycle products with PVDC, PET/PE, mixed polyolefins, PA etc.
 - Renew: Progressively replacing conventional fossil-based raw materials with bio-based solutions, for instance with PE from sugar cane or used cooking oil.

These commitments are embedded in supplier contracts, product specifications and internal performance targets, consistent with the 'planning' clause of ISO 14001 (Clause 6).





3.2 Energy and Climate

All seven subsidiaries and ten production sites of OPACKGROUP operate on 100% green (renewable) electricity. This is the single largest contributor to the group's climate performance and distinguishes OPACKGROUP from many peers in the flexible packaging sector.

Additional energy and climate measures implemented across the group include:

- Investment in energy-efficient extrusion, processing and printing equipment. This is part of our CO₂ reduction management programme which is audited under ISO14001;
- Monitoring of energy consumption per production unit as a key performance indicator;
- Fleet electrification: all new lease vehicles have been hybrid or electric since 2023, with a commitment to transition to 100% fully electric from September 2026 onwards;

- As energy usage is dependant on volumes and utilisation% we classify these as competitor sensitive. They are internally reported and reviewed.

Frying oil into film: Oerlemans Plastics uses certified Biobased polymers

When frying potatoes, used cooking oil ends up as a by-product. Rather than discarding it, one of our leading clients asked: what if that oil became the packaging for the next batch of fries?

One of our polymer suppliers converted used cooking oil into certified bio-renewable PE polymer. At least 60% of the final film is made from this bio-circular material (ISCC PLUS certified). On top of that, the bags are 20% thinner than before (each bag weighs just 10 grams) resulting in roughly 30% less carbon footprint compared to the previous fossil-based packaging.

The product launched in UK and Netherlands supermarkets in September 2024. From chip pan to chip bag: a genuinely closed loop.





3.3 Materials and Circular Economy

OPACKGROUP positions itself explicitly within the circular economy, with membership of the Ellen MacArthur Foundation's New Plastics Economy global commitment community.

The group's approach to materials is governed by the Rethink Plastics roadmap, which it co-authored, and operates across five dimensions:

Dimension	OPACKGROUP Actions
Re duce	Systematic lightweighting of packaging films; reduction of material use per unit; thinner film structures without performance compromise.
Re use	Reuse of internal transport equipment. Introduction of reusable films in horticulture.
Re cycle	In-house recycling plant converts post-production PE film offcuts into polyethylene granulates for reuse in new film production. Active use of recycled content in a wide range of film applications.
Re design	Group-wide focus on mono-material, recyclable packaging designs (Ready to Recycle range). Active transition from multi-material laminated structures (PA/PET/PVDC barrier layers) to mono-material PE-based alternatives that are recyclable. Participation in pilot programmes for next-generation barrier films.
Re new	Use of bio-based and bio-circular polymers, including ISCC PLUS-certified bio-renewable PE from used cooking oil.





Next to these sustainability drivers there is a strong focus on continuous quality improvement.

OPACKGROUP is producing the packaging and films based on customer demands. Therefore our clients decide the final recipe, thickness, use of recycled content etc.

OPACKGROUP has its own recycling/ regeneration facility: reprocessing and repurposing its off-cuts and off spec material at a very high quality.

Use of post-consumer recycled content is very dependent on the application: In food applications the use of mechanical recycled paper of PE/ PP is not yet allowed by EFSA (European Food Safety Authority). In other application the use of recycled content is very quality dependant. We monitor

these and other data in our internal dashboard. As the demand and the product/ marketing mix changes annually no specific target can be giving. We are helping our clients to be ready for the PPWR requirements for recycled content or biobased materials. The use of these materials is externally validated through QA-Cer, ISCCplus and Recyclclass. These requirements for 2030 can be summarised as:

PPWR target for recycled content. Packaging type	Post Consumer Recycled content target 2030	Post Consumer Recycled content target 2040
Plastic bottles (single use)	30%	65%
Contact sensitive packaging*: - PET as main component	30%	50%
Contact sensitive packaging*: - PET not as main component	10%	25%
Other plastic packaging	35%	65%





3.4 Waste Management

OPACKGROUP is strongly focusing on waste reduction. On our production site we are minimising waste through waste reduction programmes. We are utilizing LEAN philosophy and we are training “green belts” to minimise waste in a systematic approach.

Consistent with ISO 14001 operational control requirements, production facilities maintain waste segregation protocols, track waste generation volumes by type, and seek to progressively reduce transport of waste materials.

We have mapped our waste streams and monitor these per type, focusing on the highest recovery. We utilize our in house recycling facility for clean industrial streams, and use external partners that recycle our production waste streams. In our offices waste is collected separately. These data are monitored in conjunction with our external partners and there is a high level of focus on minimizing waste (as this is next to energy and raw material usage our biggest environmental impact).



3.5 Emissions to Air, Soil and Water

Flexographic printing and film conversion processes can generate volatile organic compound (VOC) emissions. OPACKGROUP addresses these through:

- Use of water-based and low-VOC inks where technically feasible;
- Investment in solvent recovery and thermal oxidiser systems at relevant production sites;
- Monitoring of Total Organic Carbon (TOC) atmospheric emissions;
- Separation and proper disposal of ink and solvent waste streams in compliance with Dutch environmental regulations.

At OPACKGROUP we are also actively preventing emissions of plastic pellets to the environment. We were one of the first embracing “Operation clean Sweep” and have transformed these insights in procedures and preventive investments like barriers and sieves to prevent potential spillages to soil and water. These are now part of our ISO 14001 measures.





3.6 Ready to Recycle Film Range

Design for recycling is crucial to drive the circular economy. At all our production sites we are developing new recipes to remove polymers like PVDC or PET/PE combinations that reduce recyclability. A dedicated production plant at OPACKGROUP's Giessen site, opened in 2022, is focussed on sustainable packaging. The plant produces the 'Ready to Recycle' film range, which replaces conventional barrier laminates (including compounds like PA, PVDC, PET, aluminium) with recyclable mono-material PE alternatives through for instance the MDO technology.

Barrier film that passes the recycling test – Optilayer RecyClass Certification (OTC)

A recurring challenge in sustainable packaging is barrier films: the thin layers inside packaging that keep food fresh, but that often make the whole pack impossible to recycle. OPACKGROUP's in-house research lab, the OTC, set out to change that.

After extensive development and testing, Optilayer; a recyclable barrier film range for the food industry – officially received RecyClass certification in October 2025. RecyClass is the European plastics recycling industry's own independent quality mark, confirming that a film genuinely works in real-world European recycling streams (not just in theory).

For customers, this means they can now use a high-performance barrier film and still make verified recyclability claims under the EU's Green Claims Directive and PPWR. No greenwashing. Just packaging that actually can be recycled.

Sharp fries, sharper solution – Rethink Award winner (Fardem Packaging)

Fresh fries deliver superior quality, do not need a freezer capacity en therefor save energy. They do require high quality packaging. One problem; fresh Fries are pointy and sharp. That might sound funny, but it's a real packaging problem: the sharp ends routinely puncture conventional film. The industry's standard fix has been to add layers of nylon (PA) or polypropylene (PP); materials that make the bag stronger but also impossible to recycle.

Fardem Packaging's engineers found a way to get the same puncture resistance using a single polyolefin polymer family. One material, same protection, fully recyclable – and no compromise on food safety.

The result? A 2025 Rethink Award for Recycling, and a film that's already ahead of the EU's upcoming PPWR mandatory recyclability rules. Customers also benefit from Verpact's preferential tariff rate for mono-material packaging. A win in every direction.



3.7 Transport

Our truck fleet is optimized for their environmental emissions, all of our trucks are from the highest Euro 6 standard. In this way we minimise our carbon emissions from our transport. We are not yet utilizing electric trucks for our internal truck fleet, but are monitoring the developments closely.

3.8 Food Safety

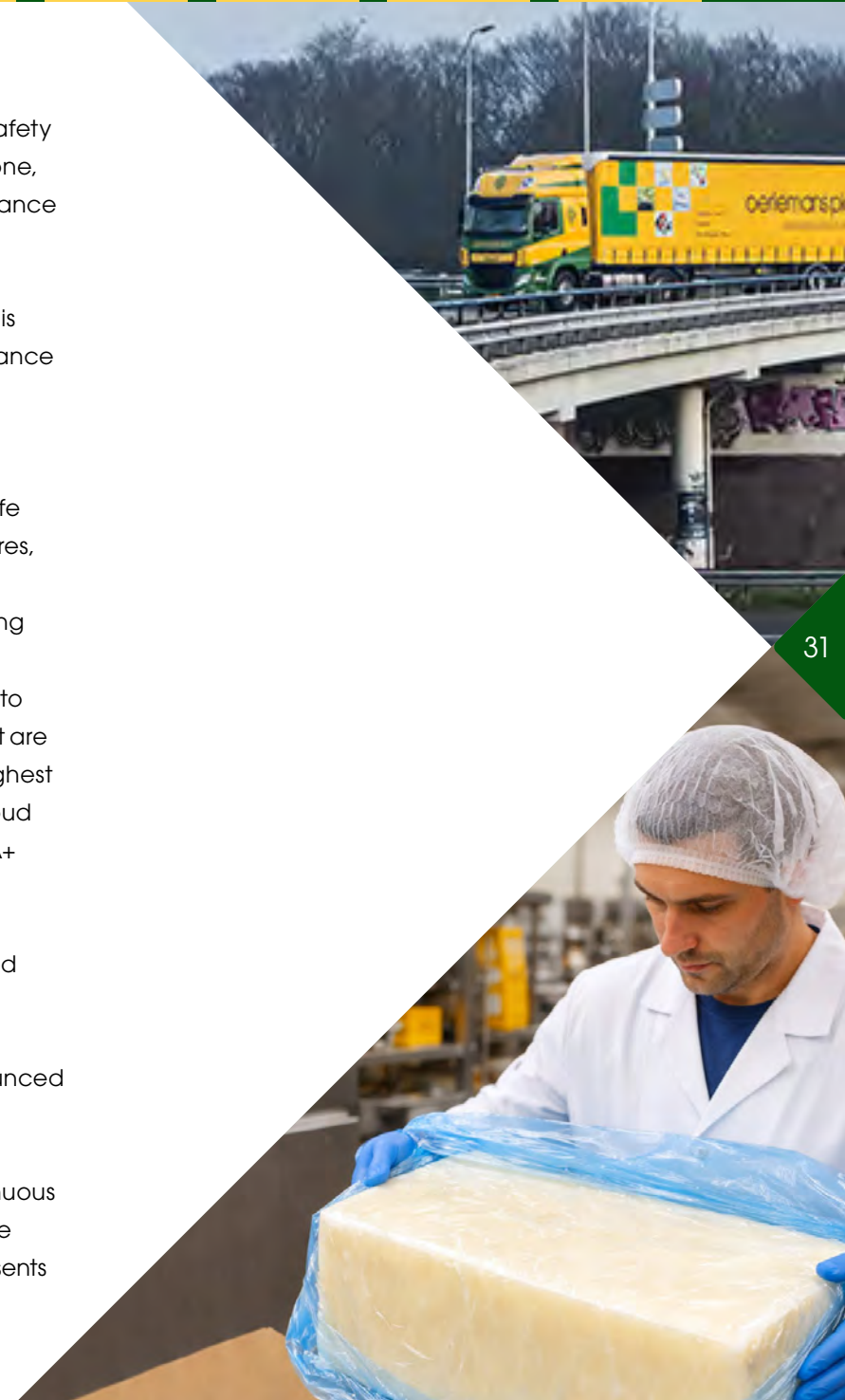
Our products comply with strict standards. The products that are produced under the BRCGS standard have to comply with the highest food contact standards and REACH legislation. REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals) is the European Union's primary safety regulation designed to protect human health and the environment from chemical risks. It ensures that all chemicals manufactured or imported into the EU are thoroughly evaluated and properly communicated. All the products and production processes that supply products under

BRCGS have been evaluated. A health and safety risk assessment for our customers has been done, and for these products Documents of Compliance are issued.

Compliance to the requirements of the PPWR is also validated through the necessary compliance documents.

Food safety certifications reflect the group's commitment to both product integrity and safe working practices. It focusses on our procedures, ways of working and attention to quality, and also includes matters like traceability (including a 'recall test'). The BRCGS Global Standard Packaging Materials helps a site or operation to demonstrate they are providing products that are quality assured and legally compliant. The highest rating that can be achieved is AA. We are proud to say that all our sites are either BRC AA or AA+ certified.

For example In February 2026, Perfon achieved a BRC AA+ score in an unannounced audit conducted by DNV against the BRC Global Standard for Food Safety Issue 7. The unannounced format is the most rigorous assessment mode and the AA+ result (the + score indicates the unannounced audit)- earned through continuous process improvement, full HACCP compliance and demonstrated food safety culture - represents outstanding performance.





SECTION B:
SOCIAL PERFORMANCE

4. LABOUR, HUMAN RIGHTS AND EMPLOYEE WELLBEING





4.1 Workforce Overview & fair & equal treatment

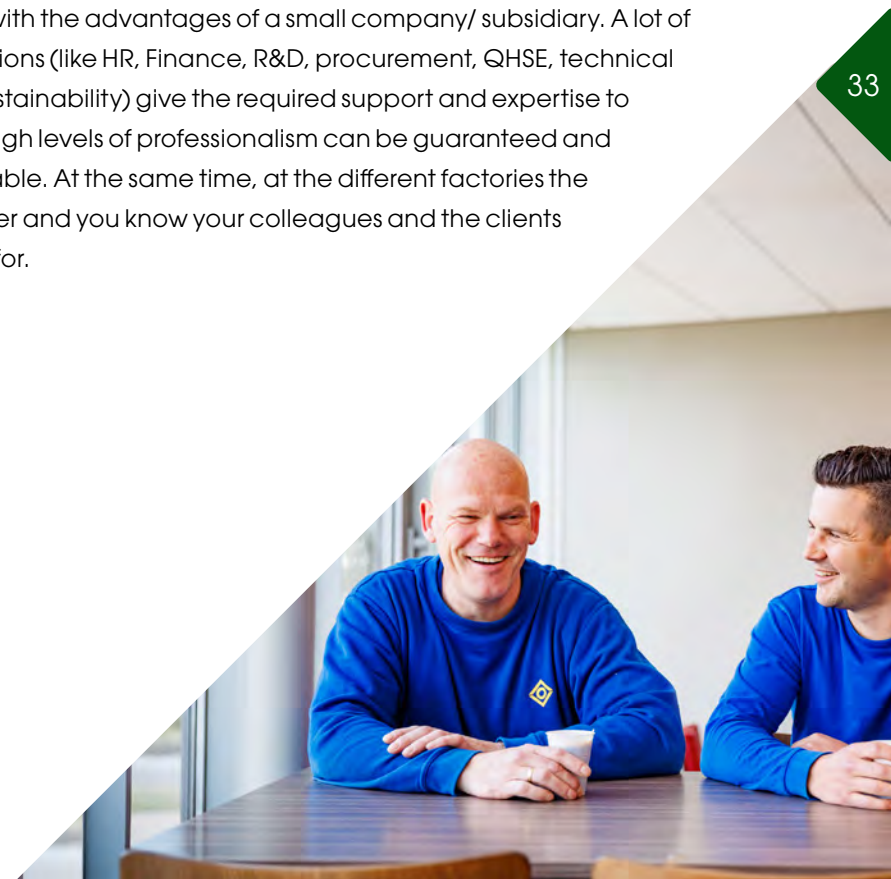
OPACKGROUP employs approximately 675 professionals across ten production sites. The workforce encompasses a range of roles: extrusion and conversion machine operators, quality technicians, R&D scientists at the OTC, reprographic specialists at the ORC, sales and commercial staff, and corporate functions.

Company staff (heads)	Male	Female	Total
Fardem	101	9	110
Flexpak	30	11	41
Oerlemans Plastics	221	44	265
OPI	43	9	52
OPACKGROUP central	8	5	13
Perfon	21	4	25
Plasthill	80	9	89
Stempher	72	8	80
	576	99	675

More details around age groups, contract type, absenteeism, training, etc. can be found in our internal HR report.

All companies within OPACKGROUP have signed the self-declaration for ISO 26000 (the international standard for social responsibility). This self-declaration, assessed and verified in accordance with NPR 9026+C1:2012, demonstrates the group's public commitment to responsible business conduct across human rights, labour practices, the environment, fair operating practices, consumer issues and community involvement.

Working at OPACKGROUP means the stability and security of a large company, in combination with the advantages of a small company/ subsidiary. A lot of the central functions (like HR, Finance, R&D, procurement, QHSE, technical expertise and sustainability) give the required support and expertise to make sure that high levels of professionalism can be guaranteed and back-up is available. At the same time, at the different factories the groups are smaller and you know your colleagues and the clients you are working for.





4.2 Employee Development: OPACKGROUP Knowledge Academy (OKAY)



OPACKGROUP invests in its people through the OPACKGROUP Knowledge Academy (OKAY); a group-wide learning environment that provides online courses and training programmes to all employees. OKAY supports both technical skills development and broader sustainability literacy, ensuring that the group's workforce is equipped to deliver its sustainability strategy from the shop floor upwards.

Investment in OKAY was specifically highlighted as a key contributor to OPACKGROUP's progression from EcoVadis Silver to EcoVadis Gold (98%) medal in 2025.

Furthermore all associates are included in an annual performance review and career path discussion. At OPACKGROUP we are facilitating internal career development first. If external recruitment is needed we are encouraging associates to promote jobs with friends and family – rewarded by a financial incentive.

Looking at the average duration of employment contract our associates are pleased with OPACKGROUP as an employer. As an example at Oerlemans Plastics 53 people have an employment duration of more than 25 years, and at Fardem 27. This endorses the mutuality and loyalty in the relationship employer-employee.

Years of employment	0-4	5-14	15-24	25-34	>35
Fardem Packaging	39	29	15	14	13
Flexpak	12	9	5	9	6
Oerlemans Plastics	113	59	41	37	15
OPI	11	22	18	1	-
OPACKGROUP	2	6	1	-	1
Perfon	9	8	2	5	1
Plasthill	32	25	17	9	6
	218	158	99	75	42



Made by Us: employer branding built on sustainability and people

In April 2025 OPACKGROUP launched a group-wide employer branding campaign called Made by Us, putting employees – not products – at its centre. Built around three values: Working together, having fun together and creating impact together, the campaign spotlights colleagues each month to give potential hires an authentic look at life across ten production sites.

The third pillar; 'creating impact together' directly mirrors the sustainability strategy, showing how every employee contributes to safer working environments and more sustainable products. The campaign is promoted across LinkedIn, Facebook and website: werkenbijopackgroup.nl.

Lease bicycle programme: sustainable commuting for all employees

From spring 2026 OPACKGROUP introduced a lease bicycle programme, allowing any employee to lease an e-bike, city bike or sports bike with insurance, maintenance and roadside assistance included.

The scheme is both a wellbeing initiative and a climate action, complementing the group's electric vehicle fleet policy in reducing emissions from both business travel and daily commuting.

4.3 Health and Safety

Occupational health and safety management is a non-negotiable priority across the group. Production environments involve machinery, film handling, ink and solvent use, and logistics operations. OPACKGROUP maintains health and safety management systems at each subsidiary, with the responsible QHSE (Quality, Health, Safety and Environment) function coordinated at group level by Therese van Vuren and Dennis Beij.

Key commitments include compliance with Dutch Working Conditions Act (Arbeidsomstandighedenwet), provision of personal protective equipment, regular safety training, incident reporting and investigation, and continuous improvement of ergonomic working conditions.



4.4 Diversity, Inclusion and Fair Labour

OPACKGROUP affirms its commitment to non-discrimination in employment and to upholding the fundamental labour rights set out in the ISO 26000 framework. The group does not use forced, compulsory or child labour and upholds the right to freedom of association. Gender diversity and inclusive hiring practices are ongoing areas of focus, with further formalisation of diversity targets under development.

At OPACKGROUP, we strongly reject any involvement with child labour, forced labour or human trafficking. All our production facilities are based in the Netherlands and to comply with the legislation like:

- Verification of the age of candidates before hiring
- No retaining of employee identification documents
- No employee is limited in their freedom of movement

Diversity, equity and inclusion:

At OPACKGROUP, we consider equal treatment to be a given. We always ensure that people are treated equally and with respect, and that the interests of the various parties are carefully and appropriately balanced. OPACKGROUP offers equal opportunities to everyone, regardless of origin, gender, age, sexual orientation, distance from the labor market, or religious beliefs.

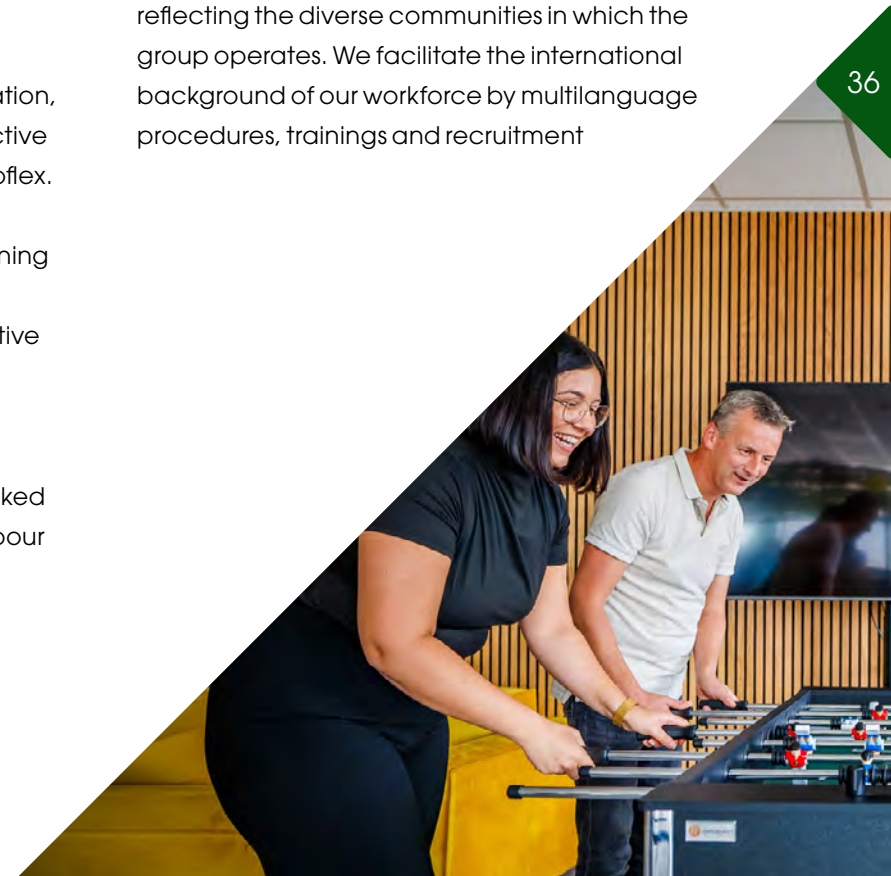
OPACKGROUP is committed to fair compensation, with each business unit adhering to the collective labour agreement (CLA) of either KLRI or Kartoflex. This ensures that each and every employee is paid a living wage. The KLRI collective bargaining agreement can be found at caokunststofenrubber.nl. The Kartoflex collective bargaining agreement can be found at kartoflex.nl/cao.html.

We are promoting wage equality, which is locked in through the approach of the Collective Labour Agreement.

All our sites have a confidential advisor (vertrouwenspersoon), who employees can

approach confidentially about issues like harassment, bullying, discrimination, or workplace conflicts, offering support and guidance without judgment.

The group's workforce is notably international and multicultural. As an example; Fardem Packaging (Edam) employs staff from 15 different nationalities, reflecting the diverse communities in which the group operates. We facilitate the international background of our workforce by multilanguage procedures, trainings and recruitment





4.5 Community Engagement

The OPACKGROUP's ten production sites are embedded in local communities across the Netherlands. The group supports local community wellbeing through among others:

- Employment of local residents at production sites in Genderen, Giessen, Edam, Geldermalsen, Goor, Hillegom, Oosterwolde and Rijssen;
- Participation in local business events, including the Werkend Altena career day (March 2025), where Oerlemans Plastics engaged with young talent from the Altena region;
- Group wide charity events, including for instance the support of the UNICEF plastic bricks project in the Ivory Coast in 2024. With our contribution of 19,855 euros, UNICEF can build two brand-new classrooms made of plastic building blocks, which in turn, have been produced from recycled plastic.
- A number of our subsidiaries have an annual Charity Action: For example, at Oerlemans Plastics where in its 8th edition (2025), more than 30 projects were submitted and employees voted to distribute €5,000 across three local initiatives in the municipality of Altena; Parkzicht Genderen (animal farm day care for elderly and children, €2,500), Hartenbrigade Giessen (tandem bicycle for less-mobile residents, €1,500), and Prisma Wijk en Aalburg (wellbeing and recreation for residents, €1,000);
- Sponsoring of the local handicapped football team of Sparta'30 from Andel.
- Vitality Week (September 2025): a group-wide health and sustainability initiative featuring step challenges and a focus on living and eating more consciously and sustainably);
- Plasthill welcomed the Mayor and Aldermen of Hillegom for a formal working visit (February 2026), sharing the company's ambitions for innovation, sustainability and the local economy.
- Oerlemans Plastics welcomed a range of visitors including Steven van Eijck, Special Government Representative for Circular Economy and chairman of the Plastic Table.





Muffin packaging goes recyclable: Flexpak makes the difference

A big bakery in the North of the Netherlands has been baking muffins for four generations. This family business, which shares OPACKGROUP's commitment to sustainability, has switched to a recyclable barrier film developed by Flexpak. The new film runs at 100 cycles per minute on the flow-pack machine – the same speed as the previous non-recyclable film – eliminating any commercial downside to the switch.

The knowledge generated was immediately transferred: one week after the muffin, an identical test was run successfully for sourdough bread packaging on a comparable machine. This rapid transfer of innovation between projects is a direct expression of Flexpak's role as a sustainable knowledge partner.

Dutch cheese, Dutch packaging: Flexpak wraps cheese with sustainable innovation

Cheese is a typical Dutch product – and the packaging market for it is changing fast. PPWR requires that all packaging laminates are recyclable by 2030, which is a significant challenge for cheese packaging (where barrier properties are critical to shelf life).

Flexpak has developed a recyclable mono-material foil for grated cheese, already in production for a leading Dutch retailer, and has been testing a so-called envelope verpakking (envelope packaging) for sliced cheese with OTC involvement. A peel-opening version with a special recipe is also in testing for easy opening. The production chain is notably Dutch: Oerlemans Plastics blows the PE film, Flexpak prints, laminates and cuts. This keeps the value chain within OPACKGROUP.



Horticultural wholesalers: 30 foil types, worldwide shipment, OPACKGROUP partners

The Netherlands is a global leader in horticulture. Together with our wholesale partners, we support farmers and growers around the world. The breadth of this relationship — cultivation films, greenhouse films such as CO² tubing, gutter film and substrate film, outdoor films, potting soil packaging and fresh produce packaging — shows OPACKGROUP's one-stop-shop model in practice.

Our partnership with these wholesalers is strong, and we reinforce it through regular contact at trade fairs, factory visits and joint innovation projects. This deepens product knowledge on both sides and enables our partners to give growers and nurseries across Europe better advice on packaging and horticultural solutions. Choosing the right substrate film, for example, can increase yields while reducing water use and the need for crop protection products. Strengthening relationships like this are a direct expression of the Partners pillar of OPACKGROUP's IMPACT strategy.

Lean Manufacturing and Industry 4.0: OPI and Oerlemans Plastics

Two OPACKGROUP subsidiaries have made significant operational investments that underpin long-term sustainability through efficiency and quality.

OPI (Oosterwolde) launched a structured two-year Lean Manufacturing programme (commenced March 2025), training management and supervisors first. The Lean philosophy; eliminate waste, improve quality, shorten lead times, motivate people – is being embedded across all functions from sales to finance. Alongside this, OPI deployed a full Industry 4.0 initiative: sensor-based IOT connections from production machines to a central data warehouse, enabling real-time production dashboards, predictive maintenance alerts and data-driven process improvement. The first production dashboards are live in the extrusion department.

At Oerlemans Plastics (Giessen/Genderen), the same Lean journey is underway, supported by Lean coaches. Another example: The OTC's new QA/QC Manager who joined in January 2026 specifically to raise quality management standards in preparation for the high-end barrier film segments OPACKGROUP is targeting.





4.6 Knowledge Sharing, Mini-Seminars and Industry Events

A distinctive feature of OPACKGROUP's stakeholder engagement is its active role as a knowledge-sharing partner, not only as a producer of packaging, but as a consultant and facilitator. The group reaches its stakeholders through multiple channels: published news and expertise articles, active social media presence on LinkedIn and Facebook, participation in major trade fairs, and exclusive partner seminars on sustainability topics.

These activities directly serve the 'A' (Ambassadorship) and 'P' (Partners) pillars of the IMPACT strategy, and contribute to GRI 2-29 on stakeholder engagement.

Four mini-symposia per year: OPACKGROUP as knowledge provider

Sustainability is complicated and OPACKGROUP knows that its customers don't always have time to keep up with every regulatory change, material innovation or recycling development. That is exactly why the group has been running mini-symposia for customers and partners regularly.

VerpakkingsManagement, the leading Dutch packaging trade publication, featured OPACKGROUP in a dedicated article in October 2023 under the headline 'We are increasingly becoming a knowledge supplier'. CEO Joan Hanegraaf explained that the group organises mini-symposia four times per year and that retailers even bring their own suppliers along to attend. As Rob Verhagen, Sustainability Director, put it: 'Many customers do not have enough knowledge of legislation and have not thought about the longer term consequences of their packaging choices. We want to help them, and co-create sustainable packaging solutions.'

The group also takes an active, hands-on approach to knowledge sharing: OPACKGROUP employees have been known to visit supermarkets specifically to identify packaging that could perform much better environmentally and then, in consultation with the retailer, approach the producers responsible to start a conversation.

At the exclusive partner seminar 'Sustainability in flexible packaging', attendees receive a behind-the-scenes look at packaging legislation, hands-on innovation examples, and an exclusive guided tour of the new Giessen factory producing recyclable barrier films. The message is consistent: Co-creating sustainable solutions. New seminars are being planned; if you would like to participate, please reach out!



Empack: sharing innovations with the packaging world

Empack in Gorinchem is the largest packaging trade fair in the Netherlands, drawing thousands of packaging buyers, engineers and brand managers every year. OPACKGROUP is a regular and active exhibitor.

At Empack, the group does more than show products. It uses its booth as a live demonstration of what is possible in sustainable flexible packaging: recyclable stand-up pouches, barrier films, mono-material structures, bio-based films. Specialists from across the seven subsidiaries are on hand to discuss real challenges and co-create solutions.

At Empack 2026, OPACKGROUP showcased its new Optilayer and PerfoTop barrier films for the food industry, mono-PP pouches, and its PPWR Scan service – a practical tool that helps customers understand exactly how the new EU packaging legislation applies to their specific products. As Laura Hanegraaf, Sales Manager at Oerlemans Plastics, put it: the event is an opportunity to ‘engage directly with customers, exchange ideas, and build strong partnerships’.

GreenTech Amsterdam: packaging expertise meets horticulture

GreenTech Amsterdam is the world’s leading international trade fair for horticulture technology, attracting over 12,000 professionals from the global greenhouse and fresh produce industry. OPACKGROUP participates as an exhibitor, bringing its specialist knowledge in agri-horticultural packaging directly to the growers and distributors who use it.

The OPACKGROUP agri-horticulture range – covering open-field cultivation, indoor growing, fresh produce and potting soil – is specifically developed for the sector’s unique demands: packaging that protects fragile plants and produce while being lightweight, breathable and increasingly recyclable.

Sharing sector knowledge: the fruit & vegetables mono-material switch

One of the most-read articles published by OPACKGROUP in 2024 addressed a sector-wide shift happening across the Dutch fresh produce market: the transition to mono-material packaging.

Supermarkets and brand owners in the fruit, potatoes and vegetable sector are under growing pressure from the EU’s PPWR to use only recyclable packaging. For years the sector has relied on multi-material laminate films with PA or PET barrier layers; effective, but not recyclable. Flexpak developed a mono-material alternative that showed it is possible to switch without losing product performance.



LinkedIn and social media: sustainability knowledge for everyone

OPACKGROUP uses LinkedIn and Facebook not just for promotional content, but as genuine knowledge-sharing platforms. Posts regularly cover regulatory developments (PPWR updates, PFAS standards, Extended Producer Responsibility), product innovations, awards and event invitations.

The tone is deliberately accessible. When Flexpak won its EFTA Gold Award in November 2025, the LinkedIn post from the team captured real pride: 'It is an excellent recognition for the craftsmanship of our colleagues in the print department!' When OPACKGROUP received the EcoVadis Gold medal in 2025, both the achievement and the team behind it were front and centre.

This approach – expert content, communicated in plain language – reflects the group's belief that making sustainability understandable is itself a form of impact. Anyone in the packaging value chain can follow the OPACKGROUP pages and leave more informed than they arrived.





4.7 Recognition in industry associations Trade Media:

OPACKGROUP's sustainability leadership and knowledge-sharing activities have been independently recognised and documented by two of the most authoritative voices in the Dutch packaging and plastics sector: the industry association NRK (Federatie Nederlandse Rubber- en Kunststofindustrie) and VerpakkingsManagement, the leading Dutch packaging trade publication.

'We are increasingly becoming a knowledge supplier'
(October 2023)

In October 2023, VerpakkingsManagement published a feature article on OPACKGROUP under the headline 'We are increasingly becoming a knowledge supplier'. The article highlighted how OPACKGROUP has positioned itself not just as a manufacturer, but as a sustainability educator for the wider packaging industry.

The piece quoted CEO Joan Hanegraaf and Sustainability Director Rob Verhagen extensively on the group's philosophy: that customers cannot be expected to navigate complex EU packaging legislation alone, and that OPACKGROUP sees it as a moral obligation to bring them along on the journey. Key details covered included the mini-symposia for customers, the OTC's investment in recyclable barrier film production in Giessen, and the group's use of eco-cost calculation software to give customers the factual data they need to substantiate their sustainability claims.

The article was published under VerpakkingsManagement's Sustainability section and marked OPACKGROUP as a benchmark example of how a packaging manufacturer can move beyond product supply to genuine sector leadership. Source: VerpakkingsManagement, October 2023





OPACKGROUP launch under new name and IMPACT vision (December 2022)

In October 2023, VerpakkingsManagement published a feature article on OPACKGROUP. VerpakkingsManagement covered the landmark 'Co-creating sustainable solutions' congress in Veghel (November 2022), at which OPACKGROUP officially launched its new name and presented the IMPACT strategy to an audience of over 500 industry professionals.

The coverage described how the IMPACT framework was launched, outlining the group's commitments on innovation, employees, partners, ambassadorship, climate impact and transparency. The event also featured the launch of OPACKGROUP's new sustainability partnerships and the celebration of Oerlemans Plastics' 50th anniversary. Source: VerpakkingsManagement, December 2022

PPWR analysis and business opportunities (June 2024)

In June 2024, VerpakkingsManagement published a further in-depth article on OPACKGROUP's response to the EU's new Packaging and Packaging Waste Regulation (PPWR): 'OPACKGROUP analyses PPWR impact and opportunities for business'.

The article described how OPACKGROUP uses specialist software to calculate the eco-costs of packaging, giving customers the concrete numbers they need to demonstrate their sustainability progress, not just marketing claims. Sustainability Director Rob Verhagen was quoted: 'More than ever, companies will be looking for factual figures rather than nice marketing on packaging. With our experience in recyclable packaging and the knowledge we have accumulated, we have good solutions for parties wanting to comply with PPWR requirements for flexible packaging.'

The article confirmed OPACKGROUP's advisory role: helping customers build PPWR compliance roadmaps, including conformity declarations, weight reduction plans, recyclability requirements, and recycled content obligations. Source: VerpakkingsManagement, June 2024



NRK sector voice; OPACKGROUP Rethink Awards nominations and winner)

OPACKGROUP and its principal subsidiaries are registered members of the NRK; the Dutch federation for the rubber and plastics industry. NRK membership underpins the group's ISO 26000 self-declaration and its participation in the Rethink Plastics programme.

At the NRK Rethink Awards 2023 (held during the Plasticsfair in Den Bosch), OPACKGROUP was nominated in the Circular Design category for its Optilayer barrier film innovation. The awards ceremony results were published directly on the NRK website: 'In this category, the nominees were: Optilayer from OPACKGROUP, the ReCycle integrated chain cover from Timmerije, and Evolve from Faerch.' The public vote also placed OPACKGROUP in a close second place.

At the NRK Rethink Awards 2025, OPACKGROUP was nominated in 3 categories, and one of its subsidiaries, Fardem Packaging went further – winning the Recycling category outright for its recyclable gas-barrier film for fresh potato products. The NRK jury report confirmed: 'This innovation combines technical performance with optimal recyclability. By using a single polyolefin, the film is fully recyclable, without disruptive plastics.'

Separately, in April 2026, OPACKGROUP and CEO Joan Hanegraaf were featured in a news item covering a Nieuwsuur (NPO) television broadcast, in which the group spoke on behalf of the Dutch plastics manufacturing sector about the economic consequences of rising raw material costs.

Source: NRK, April 2026 (nrk.nl/nieuws)

Dutch Circular Award: chain collaboration category finalist 2025

The bio-circular fries packaging earned a further major accolade. At the National Conference Circular Economy on 20 March 2025 in Leeuwarden – the centrepiece of the Circular Economy Week – the collaboration to launch a biobased packaging made from used frying oil was one of the finalists for the Circular Award in the Chain Collaboration category.

Laura Hanegraaf (Oerlemans Plastics) accepted the recognition alongside the teams of the value chain partners. The Circular Awards recognise the most impactful circular projects in the Netherlands; confirming that the real value of this innovation lies in the value-chain co-creation model it represents.



100% green electricity OPACKGROUP buying green since 2015

In 2024, 54% of all electricity in the Netherlands came from renewable sources, 10 percentage points more than in 2023, making the Netherlands a European leader. OPACKGROUP has been ahead of this trend: purchasing 100% green electricity for all production sites since 2015.

Reduction food waste: Packaging plays a leading role!

The group is also an active partner of Together Against Food Waste, recognising that smart packaging is one of the most cost-effective tools for reducing CO₂ emissions, as food waste accounts for 8-10% of global greenhouse gas emissions. OPACKGROUP's packaging solutions which include – extended shelf-life barriers, modified-atmosphere films and perforated fresh-produce packaging contribute directly to food waste reduction goals.

Recyclable flower food sachets: a sustainable switch

When you buy flowers, the small sachet of flower nutrition that comes with them is now likely made by Oerlemans Plastics (film blowing) and Flexpak (printing, laminating and cutting). Two international market leaders in flower nutrition have switched to recyclable laminates produced within OPACKGROUP.

The next challenge is reaching at least 35% post-consumer recycle (PCR) content in these sachets; technically demanding at the required production speeds. As Flexpak Director Gert-Jan van Baardwijk put it: this is precisely the kind of challenge that OPACKGROUP, as the sustainable innovator, embraces.

Six European trade fairs, one coherent strategy

OPACKGROUP's 2026 trade fair programme spans: Soff Fruit Conference Den Bosch (January); Sival specialized crop production fair in Angers France (January); IPM Essen Germany (January); JEC World Paris (March, Plasthill with TopEmboss Ultra); Empack Gorinchem (April); Greentech Amsterdam (June); and ZLV packaging fair Kempten Germany (September); Peat Producers Forum (September); Expose Karlsruhe (November); IVG Branchentag (November).

Additionally, Pack for the Future Antwerp (May 2025) – for Belgian retailers on recyclable packaging transition – and Pack for the Future Breda (June 2026) – where OPACKGROUP participated with three product innovations including mono-material cheese packaging solutions.

This breadth of sector engagement directly serves the Partners and Ambassadorship pillars of the IMPACT strategy, ensuring OPACKGROUP's sustainability capabilities are demonstrated to decision-makers across the full European packaging and film value chain.



SECTION C:
GOVERNANCE & ETHICS

5. GOVERNANCE, ETHICS AND SUSTAINABLE PROCUREMENT





5.1 Corporate Governance

OPACKGROUP operates as a Dutch family-owned business group under the leadership of CEO Joan Hanegraaf. The group structure integrates strategic direction at the OPACKGROUP level with operational autonomy at each subsidiary. Sustainability governance is managed by the Sustainability Director in close cooperation with the group QHSE function, with the IMPACT strategy providing the overarching framework for group-wide sustainability commitments. As both functions are part of the management team, the focus on quality and sustainability is always present. Furthermore the CEO of the company Joan Hanegraaf has a strong passion to drive sustainability for the future generation. He was the first to launch biodegradable Mulch film in the Netherlands in 1992 and his MBA in 1996 was focussing on circular economy already, closing the loop.

We have a focus on the sustainability and quality, also through our internal reporting with f.i. a HR report, a Management review ISO 14001 incl. CO² reductiemanagement, and a non-financial dashboard. These are also being used in external auditing and verification.

The group maintains transparency with stakeholders through external validation and certification industry reporting, and active communication through its website, news publications and industry conference participation.

Other external validation and certifications are: ISO9001, ISO14001 (including CO² reduction management), BRC Packaging and Packaging materials as well as Ecovadis. Furthermore LCA tools like Pickler are being used to validate and compare the environmental impact of our different packaging solutions.





5.2 Ethics and Anti-Corruption

OPACKGROUP conducts its business in accordance with applicable Dutch and EU law, including competition law, anti-corruption regulations, and data protection obligations (GDPR). The group maintains a General Terms and Conditions of Sale, Delivery and Payment (updated 2025) and a Privacy Statement, both publicly available on its website.

The guidance for these policies is shared through the employee code of conduct and a range of procedures, (including f.i. the whistleblower procedure) and trainings.

Our ethics policy and code of conduct covers various themes including anti-corruption, bribery, conflict of interest and fraud. Our online training platform OKAY has the necessary training modules available, including an onboarding training, which includes our policies and guidance documents. Job specific training is furthermore available, which includes environment, Health and Safety,

Food safety, Cybersecurity and mental health.

Simple measures include a guideline on business gifts (which for instance for Christmas are collected centrally and can be handed out with a raffle amongst colleagues).

In chapter 1.2 we highlighted the various risks the company is monitoring

- Operational
- Technological
- Financial
- Environmental and social
- Legal and regulatory

We continuously work with our associates to make sure these risks remain top of mind. This includes mailings with reference to Artificial Intelligence policies, sharing of confidential and customer information, etc. These are also included in our

OKAY training programmes.

We have also invested heavily in our ICT and information security risks, for instance working with double verification into our systems. Furthermore we are working with an MDR (Managed Detection and Response) which service continuously monitors our networks, endpoints, and systems for cyber threats, using threat intelligence and human analysts to detect, investigate, and actively respond to attacks—containing or remediating incidents in real time, rather than just alerting like traditional monitoring.

Business ethics and anti-corruption are assessed as part of the EcoVadis evaluation framework. OPACKGROUP's Gold rating (with a 98% score!) reflects satisfactory performance across the Ethics pillar, including policies and management systems governing fair business practices.



5.3 Sustainable Procurement

As a manufacturer of plastic and paper packaging, OPACKGROUP's most significant upstream environmental and social impact lies in the procurement of raw materials; primarily polyethylene (PE) and other polymer resins, paper, inks and adhesives. The group's approach to sustainable procurement includes:

- We have a clear supplier code of conduct. Our supplier code of conduct covers environmental, social and ethical topics as well as Quality;
- Our buying team has been trained on sustainable procurement, including due diligence and risk assessment process;
- We have done a strategic mapping of all our suppliers based on quality, performance and risk (environmental/ social);
- Strategic reduction of supplier base;
- We prefer long term mutual strategic partnerships with suppliers over annual tenders.
- Where possible preference for suppliers able to provide certified bio-based, recycled-content or sustainably sourced materials;
- ISCC PLUS certification as a chain-of-custody requirement for bio-renewable polymer content;
- QACer as well as Recyclclass certification of recycled content usage at our production sites where material is extruded (Oerlemans Plastics, Plasthill, Fardem, OPI);
- OK biobased TÜV Austria certification for the use of Biobased PE;
- Stempher holds an FSC (Forest Stewardship Council) Chain of Custody certification. This ensures their paper packaging solutions come from responsibly managed forests;
- Investment in long-term, collaborative partnerships with key raw material suppliers rather than purely transactional procurement relationships.



5.4 Regulatory Compliance and PPWR Readiness

The EU Packaging and Packaging Waste Regulation (PPWR) represents the most significant piece of packaging legislation in a generation.

OPACKGROUP has prepared proactively for PPWR requirements through:

- Development of mono-material recyclable packaging ranges that will meet PPWR recyclability mandates, including 20M€ investment in new factory in Giessen;
- Reformulation of all products to comply with article 5 (Substances of concern, heavy metals and PFAS);
- Active contribution to NRK and Verpact working groups developing sector guidance on PPWR implementation;
- Publication of a dedicated PPWR knowledge section on the OPACKGROUP website;
- OPACKGROUP's contribution to the Verpakking Management Special on PPWR (July 2024);
- Hosting a dedicated PPWR Seminar in Giessen (31 March 2026) for Dutch-speaking customers, plus a Teams webinar (17 April 2026) for international

clients, covering PPWR content, sustainability trends, chain collaboration and the latest innovations; New webinars and seminars;

- Participation in Pack for the Future Breda (16 June 2026), presenting three product innovations for the cheese sector including recyclable barrier structures;
- Compliance with legal standards: OPACKGROUP meets the stringent and PFAS limits that become mandatory under PPWR from August 2026, and issues article 5 statements to customers on request.





The PPWR sets out a progressive series of compliance deadlines. OPACKGROUP maps its product development roadmap against these milestones:

- 2026 – Stricter food safety requirements for food contact packaging; conformity declarations required;
- 2028 – Mandatory labelling guidance to consumers on packaging disposal; reduction requirements for excess empty space;
- 2030 – Only recyclable packaging on the market; mandatory recycled content in plastics; weight reduction requirements; ban on specific packaging formats; minimum share of reusable packaging; 5% less packaging waste vs 2018;
- 2035 – Further recyclability requirements; increased EU recycling rates; 10% less packaging waste vs 2018;
- 2040 – 15% less packaging waste vs 2018.

Through its Ready to Recycle film range, Optilayer RecyClass-certified barrier films, mono-material laminates, and PCR-content Circuflex product line, OPACKGROUP's innovative portfolio options are already ahead of the 2030 recyclability mandate, enabling our clients to make the right decision to be compliant and positioning the group as a future-proof partner for customers building their own PPWR compliance roadmaps.



5.5 Smart Industry and Digital Transparency

OPACKGROUP is investing in Smart Industry capabilities to improve production efficiency, reduce waste and enable data-driven decision-making; – all of which directly contribute to the group's sustainability performance.

The Smart Industry programme, is structured around three interconnected layers: IoT machine connections (sensors feeding data from production machines into a central database), integration of existing ERP and quality management systems into a data warehouse, and AI-assisted analytical tools for pattern recognition and process optimisation.

Benefits already being realised include: real-time production dashboards showing live machine status and output; automated recording of machine start/stop and downtime events (reducing manual data entry); predictive maintenance signals that enable planned rather than reactive maintenance; and closed-loop quality improvement through root cause analysis on scrap and rejection data.

The ORC (OPACKGROUP Repro Centre), the group's in-house reprographics studio, was set out to optimise the workflow, focussing on First Time Right, with faster workflows, less mistakes and optimized customer satisfaction. The ORC also modernised its workflow in 2025-2026, adopting PACKZ; a professional PDF-native prepress platform from Hybrid Software. The new system significantly

shortens throughput times for print preparation, increases colour accuracy, and provides the documentation trail needed for PPWR-compliant packaging specifications. As ORC Manager Pieter Molenaar stated: 'We expect to be able to raise our quality standard for printed packaging in reprographics even further.'

5.6 Responsible information management & cybersecurity

Responsible information management and cybersecurity is becoming more important and relevant. At OPACKGROUP we have clearly identified this as a risk. Protecting the company's intellectual assets (designs and processes) and customer data is vital to maintain trust and safeguard financial interests.

Therefore we have put in a range of visible and invisible measures, ranging from double step verification, continuous monitoring of server activities, but also policy, training and continuous vigilance and newsletters. This includes a cybersecurity training at the OPACKGROUP Knowledge Academy.



SECTION D:
**CERTIFICATIONS &
EXTERNAL RECOGNITION**

6. CERTIFICATIONS, AWARDS AND EXTERNAL RECOGNITION





OPACKGROUP is very pleased with our external certification and recognition. At OPACKGROUP we are also very active in making sure we are up to speed with all relevant developments in the area of sustainability. In this context we are active members of FutureUp (Previously known as MVO Nederland), where we are participating in working groups, trainings, as well as the advisory council (Raad van Partners).

6.1 EcoVadis Gold medal

EcoVadis is the world's largest and most trusted sustainability ratings platform, assessing more than 150,000 companies across 175 countries and 250 industries. The EcoVadis methodology evaluates companies across four themes: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement, using seven management indicators (policies, endorsements, measures, certifications, coverage, reporting and 360° Watch).

OPACKGROUP's journey with EcoVadis demonstrates sustained, measurable improvement:

Subsidiaries Fardem & Oerlemans Plastics were previously certified as separate companies. Since 2022 we have been reporting as a group. In 2025 our EcoVadis Gold medal was reconfirmed, with continued investment in the IMPACT strategy cited as the key driver. We were very pleased with the 98% score!

A Gold EcoVadis medal is awarded only to companies in the top 5% of all assessed organisations globally. It signals exceptional and validated performance across all four sustainability pillars. For OPACKGROUP's customers, this provides independently verified assurance of supply chain sustainability.



"By working together with all production companies and departments, we have taken another great step forward. I am very pleased with the gold medal!"

**- Therese van Vuren,
QHSE Manager,
OPACKGROUP**

"With the investments we have made, we are demonstrating that we can really make an IMPACT on a sustainable production chain. Not just talking about sustainability. But actually putting it into practice, and having it validated and accredited externally."

**- Joan Hanegraaf,
CEO**





6.2 ISO 26000 Social Responsibility Self-Declaration

All seven OPACKGROUP subsidiaries have signed and published the ISO 26000 self-declaration, assessed in accordance with NPR 9026+C1:2012. This declaration was developed in cooperation with the NRK and covers human rights, labour, environment, fair operating practices, consumer issues and community involvement.

6.3 Bio-Renewable Content with external Certification

OPACKGROUP (through Oerlemans Plastics) holds ISCC PLUS certification for the production of packaging materials containing bio-renewable polymer content. ISCC PLUS is the internationally recognised mass balance certification scheme for tracking renewable content through complex supply chains.

Furthermore our biobased films and foils produced with bio based PE from sugar cane are externally certified through OK biobased TÜV Austria.

6.4 RecyClass Certification – Optilayer Barrier Films

In October 2025, the Optilayer recyclable barrier film range, developed by the OPACKGROUP Technology Centre, received RecyClass certification. RecyClass is the European plastics recycling industry's authoritative scheme for independently verifying the recyclability of packaging in real-world European recycling streams. This certification confirms that Optilayer films are compatible existing European film-to-processes.

Future Up: OPACKGROUP among 100 companies building the New Economy

MVO Nederland – the Dutch responsible business platform – rebranded as Future Up in early 2026, shifting from knowledge centre to active builder of a New Economy where profit and positive impact reinforce each other.

OPACKGROUP is one of 100 partner companies calling on the Dutch government for a level playing field enabling responsible companies to compete and grow. Through the partnership, members collectively influence national policy. As Future Up Director Ankie van Wersch stated: European developments and societal problems make business sustainability more necessary than ever. OPACKGROUP's participation is a direct expression of the Ambassadorship pillar of its IMPACT strategy.



6.5 Dutch Rethink Awards – Recycling Category Winner

The Dutch Rethink Awards are the biennial awards of the NRK (Dutch rubber and plastics industry federation), recognising excellence in sustainable product innovation across five criteria: Reduce, Reuse, Recycle, Redesign and Renew. In 2025, Fardem Packaging (OPACKGROUP) won the Recycling category for its recyclable gas-barrier film for chilled potato packaging. OPACKGROUP was also nominated in two additional Rethink Awards categories in the same year.

6.6 EFTA Benelux Flexo Awards – Six Awards

At the sixth EFTA Benelux Flexographic Awards ceremony in Antwerp, November 2025, three OPACKGROUP subsidiaries (Flexpak, Oerlemans Plastics and Stempher) collectively won six awards across multiple categories, including a Gold Award for Technical Innovation (Oerlemans Plastics) and a Gold Award in flexo print laminated film (Flexpak). These awards demonstrate that sustainability and premium print quality are complementary, not competing, objectives.

6.7 Ellen MacArthur Foundation – New Plastics Economy Member

OPACKGROUP is a member of the Ellen MacArthur Foundation's New Plastics Economy global commitment community; the world's largest network dedicated to building a circular economy for plastics. Membership requires public commitment to measurable targets for eliminating problematic plastics and redesigning packaging for recyclability and reuse.





6.8 Rethink Plastics Programme – Co-Author

OPACKGROUP is a founding partner and co-author of the Rethink Plastics sustainability plan for materials. This programme, which has been adopted widely across the Dutch packaging sector, provides the five-direction roadmap (Re-duce, Re-use, Re-cycle, Re-design, Re-new) that is now embedded in OPACKGROUP's own IMPACT strategy.

6.9 Royal Recognition for the Hanegraaf family

CEO Joan Hanegraaf was awarded the distinction of Officer in the Order of Orange-Nassau by the mayor of Meerijstad at the OPACKGROUP Conference in 2022. He received this recognition for his efforts in building value chain cooperation across the industry and for more than 25 years of board leadership in various industry associations (EFTA, NRK, NRKV, NRK Film, Verpact and founding father of StiMo (Stichting Materiaalorganisaties)). Rita Hanegraaf was appointed member in the order of Orange-Nassau for her voluntary work in April 2023. She has applied her financial knowledge supporting as a treasurer for multiple local and regional associations and charity organizations.





SECTION E:
**KEY PERFORMANCE
INDICATORS**

Oerlemans Technology Centre

7. KEY PERFORMANCE INDICATORS (LINK TO KPI DASHBOARD)





The following KPIs summarise OPACKGROUP's sustainability performance across environmental, social and governance dimensions. Where quantitative targets have not yet been formally disclosed publicly, qualitative performance narratives are provided. The group is continuously optimizing the more granular quantitative KPI internal framework.

Furthermore our HR department is annually publishing a social report, which includes details like amount of employees, diversity, employee governance (works council etc.), preventive Medical screening, training data of our OPACKGROUP Academy (OKAY, etc).

100%

Certified Green (renewable) electricity used across all 10 production sites since 2015

Gold

EcoVadis medal (Top 5% globally, 2025)

AA or AA+

All Subsidiaries are holding BRC Packaging & Packaging materials AA or AA+

100%

All new lease cars are plug-in electric/ hybrid

100% Certification recycled content

All our produced films with recycled content is externally certified with QA/Cer

Own recycling

PE film production of off-spec material/ offcuts are recycled in-house (white/ transparent), printed recycled externally

LCA

Life Cycle Assessment tooling is available for all our clients using the PICKLER methodology. Ensuring independent science base comparisons on ecological footprints, including CO²

Strong industry engagement

18 Board positions in industry/sector bodies driving wider sustainability and stakeholder engagement

100%

All Employees have access to OPACKGROUP Knowledge Academy (OKAY) learning platform

RecyClass

Independent recyclability certification for Optilayer barrier films (2025)

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SECTION F:
GRI CONTENT INDEX

8. GRI STANDARDS CONTENT INDEX



This report has been prepared with reference to the GRI Standards (2021 framework). The table below maps the principal GRI disclosures to the relevant sections of this report and to OPACKGROUP's disclosed information.

GRI Universal Standards

GRI Standard	Disclosure	PACKGROUP Response
GRI 2-1	Organisational details	Seven subsidiaries, ten production sites in the Netherlands. Headquarters: Kleibergsestraat 4, 4265 GB Genderen. Family-owned. See Section 1.
GRI 2-2	Entities included in sustainability reporting	All seven subsidiaries: Fardem, Flexpak, Oerlemans Plastics, OPI, Perfon, Plasthill, Stempheer. See Section 1.
GRI 2-3	Reporting period and publication date	Reporting period: 1/1/2025–30/6/2026. Published: September 2026.
GRI 2-4	Restatements of information	No restatements in this reporting period.
GRI 2-6	Activities and value chain	Manufacturer of flexible plastic and paper packaging and film. Value chain includes polymer producers, paper mills, ink/adhesive suppliers, industrial customers. See Sections 1 and 5.3.
GRI 2-9	Governance structure	CEO: Joan Hanegraaf. Sustainability Director: Rob Verhagen. QHSE coordinated by Therese van Vuren & Dennis Beij. Board oversight at group level. See Section 5.1.
GRI 2-22	Statement on sustainable development strategy	IMPACT strategy (I-M-P-A-C-T). EcoVadis Gold. CEO statement. See Sections 2 and 6.
GRI 2-29	Approach to stakeholder engagement	Industrial customers, suppliers, employees, industry associations, regulatory bodies. See Section 2.2.



GRI Environmental Standards

GRI Standard	Disclosure	PACKGROUP Response
GRI 302-1	Energy consumption within the organisation	100% renewable electricity across all production sites. Energy efficiency investments in extrusion and printing. See Section 3.2.
GRI 302-4	Reduction of energy consumption	Energy reduction through process investment & CO ² reduction management; lightweighting of film products reduces embodied material energy. See Sections 3.2 and 3.3.
GRI 305-1/2	Direct and indirect GHG emissions	Indirect emissions significantly reduced by 100% renewable electricity. Carbon footprint reduction by usage of recycled and biobased content e.g. ~30% (see Section 3.2 / Success Example).
GRI 301-1	Materials used by weight	Primary materials: polyethylene (PE) and other polymers; paper; inks; adhesives. See Section 3.3.
GRI 301-2	Recycled input materials used	In-house PE granulate recycling. PCR-content Circuflex product line. Bio-renewable ISCC PLUS certified polymer. See Section 3.3.
GRI 306-2	Management of significant waste-related impacts	Closed-loop PE recycling; zero pallets waste policy; waste transport reduction; undifferentiated waste reduction. See Section 3.4.
GRI 305-4	GHG emissions intensity	Target: 30% carbon footprint reduction in new packaging formats; further scope 1/2/3 quantification under development.
GRI 304	Biodiversity	Production sites are industrial; no significant biodiversity-sensitive locations identified. No intentionally added / PFAS-free packaging commitment limits environmental contamination.



GRI Social and Governance Standards

GRI Standard	Disclosure	PACKGROUP Response
GRI 401-1	New employee hires and employee turnover	Approximately 675 employees across 10 sites. Specific recruitment and turnover data to be disclosed in future quantitative reporting cycle.
GRI 403-1	Occupational health and safety management system	QHSE management at group and subsidiary level. Compliance with Dutch Arbeidsomstandighedenwet. See Section 4.3.
GRI 404-1	Average hours of training per year per employee	OPACKGROUP Academy (OKAY) provides ongoing online training. Specific hours to be disclosed in future quantitative KPI cycle.
GRI 405-1	Diversity of governance bodies and employees	Family ownership with professional management. Diversity programme under development as part of CSRD readiness. See Section 4.4.
GRI 406-1	Incidents of discrimination	None publicly reported. Group policy prohibits discrimination on all protected grounds.
GRI 407-1	Freedom of association	Respected across all sites. ISO 26000 self-declaration includes freedom of association commitment.
GRI 414-1	Suppliers screened using social criteria	Sustainable procurement framework includes social and environmental criteria. ISCC PLUS chain-of-custody requirement. QA Cer recycled content certification. See Section 5.3.
GRI 205-1	Operations assessed for corruption-related risks	All group operations. Anti-corruption policy embedded in group governance. EcoVadis Ethics pillar: Gold-level performance. TÜV Austria certification on biobased and compostability. See Section 5.2.



SECTION G:
**FORWARD COMMIT-
MENTS & PRIORITIES**

9. LOOKING AHEAD: COMMITMENTS AND PRIORITIES



OPACKGROUP recognises that holding an EcoVadis medal is not a reason to pause – it is a platform for further ambition. The following priority commitments guide the group's sustainability programme for the coming reporting cycle:

9.1 Product Portfolio

All our products are bespoke and made for specific applications or clients. Therefore the client is the final decision maker. At OPACKGROUP we are consistently investing in giving our clients the sustainable innovations and advice they need to become future proof in line with the PPWR and beyond.

- Progressive elimination of non-recyclable multi-material laminates from the standard product range, in line with PPWR timelines;
- Increased usage of recycled content, o.a. in conjunction with the Verpact Deltaplan initiative;
- Continued co-development of bio-based and bio-circular polymer packaging with strategic raw material partners;
- Reduce: continuous improvement in quality and where possible thickness reduction;
- Continued customer engagement through seminars, lectures and portfolio assessments.

9.2 Environmental Management

- Continued investment in energy-efficient production equipment and CO² reduction;
- Strong focus on waste reduction, using the LEAN approach and training more green belts;
- Push the use of recycled content and biobased materials to reduce CO² footprint;
- Continuous monitoring and reduction of potential environmental risks to air, water and soil through our ISO14001 programme and CO² reduction management;
- Active involvement in setting up a voluntary Extender Producer Responsibility (EPR) scheme in the Netherlands on agri- and horticultural plastics, including board membership.
- All new lease cars are fully electric from september 2026.



9.3 Social and Governance

- Expansion & rationalisation of OPACKGROUP Knowledge Academy (OKAY) course catalogue, for all employee levels;
- Further optimize and implement our procurement due diligence program.

9.4 Transparency and Reporting

- Further development of a quantitative KPI dashboard with baseline data, as the foundation for annual sustainability reporting;
- Publication of a standalone, annually updated Sustainability Report in reference to GRI reporting – this is the first version!;
- Continued participation in EcoVadis annual assessment with ambition to sustain or improve the Gold rating;
- Certification for the use of recycled and/ or biobased content for our product portfolio.



Oerlemans Packaging B.V.

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Prepared in accordance with GRI Standards | EcoVadis Framework | ISO 14001 Principles

Design Sustainability Report: Kris Kras communicatie