



**innovate to protect**

**sustainability  
progress report**

**2024**







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part 1

# Our company





# Our company

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# Innovating to protect | The Drylock way

In 2011, Bart Van Malderen founded Drylock Technologies with a bold ambition: to innovate to protect. That simple yet powerful idea has shaped everything we've done since: from how we design products to how we operate globally. Innovation, sustainability, and product excellence are not just priorities; they are part of our DNA.

Today, Drylock is a leading manufacturer of private label personal hygiene products, including baby care, feminine care, and adult incontinence solutions. Our products improve the daily lives of millions, offering protection, comfort, and dignity.

But in a changing world, protection must go further. Consumers expect more; and rightfully so. They're not just looking for high performance, but also for minimal environmental impact and responsible sourcing. That's why, at Drylock, innovation and sustainability go hand in hand. Whether it's launching the world's first compostable diaper, replacing plastic with paper packaging, or shifting freight from road to rail, we constantly push the boundaries of what's possible, for our customers and the planet..

We always design with the consumer in mind. Our approach centers on customization, trend sensitivity, and market agility. Through close partnerships with our retail customers, we co-create brands that are loved, trusted, and accessible to all.

Over the years, we have expanded our footprint responsibly, from building state-of-the-art production sites, to investing in smart logistics, and scaling sustainably in every region we operate. All our facilities exemplify our commitment to resource efficiency, quality, and transparency.

*“Always looking ahead with vision and a strong belief.”*

**Bart Van Malderen, CEO  
Drylock Technologies**

This ongoing commitment earned Drylock Technologies the EcoVadis Platinum Medal in 2025, placing us in the top 1% of over 100,000 companies worldwide for sustainability performance.

We are proud of how far we've come, but even more excited about what's ahead. Because at Drylock, we never, ever stand still.



**Want to see how it all started?**

Scan the QR code to watch our 10-Year Drylock Technologies video





green

- fluffless & thin
- plastic reduction
- the power of labels



100% green renewable electricity



CO<sub>2</sub> neutral company



cross range paper bags



sustainable raw materials



ecovadis platinum



market share

- dominant position
- 3 product groups
- 85% of Retail brands



excellent reputation



€1205m worldwide in 2024

innovate to protect

manufacturing



logistic footprint



IT systems



free capacity



high technology



raw material impacts



financials

solid financials

platform to build on



human resources

3944 FTE



lean & mean



Family company



60%



40%

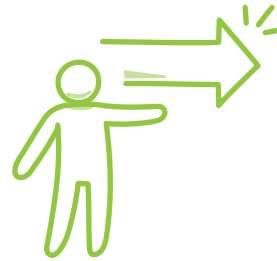






### **Mission:**

By combining customer focus with product innovation and manufacturing, we provide hygiene products of the future, today.



### **Vision:**

Innovation is part of our company DNA. We are constantly challenging the industry. That is our inexhaustible source of inspiration to innovate and continuously improve our products.

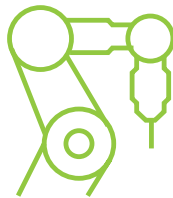


### **Belief:**

We strive for excellence and believe that the future is green.



**Family owned**



**Top equipment**



**Short  
communication lines**



**Innovation**



# Our business categories

Drylock Technologies' main competitive advantage lies in its capacity to swiftly respond to market demands and adopt brand innovations, all while keeping prices competitive, given its cutting-edge manufacturing technology.

## Baby care

Baby care is the cornerstone of our portfolio at Drylock Technologies. We manufacture baby diapers, pants, and changing mats for both retailers and our own brands. Thanks to our significant innovations, we offer top-quality products that provide exceptional absorption, eliminate the risk of leaks, and ensure superb comfort for babies.

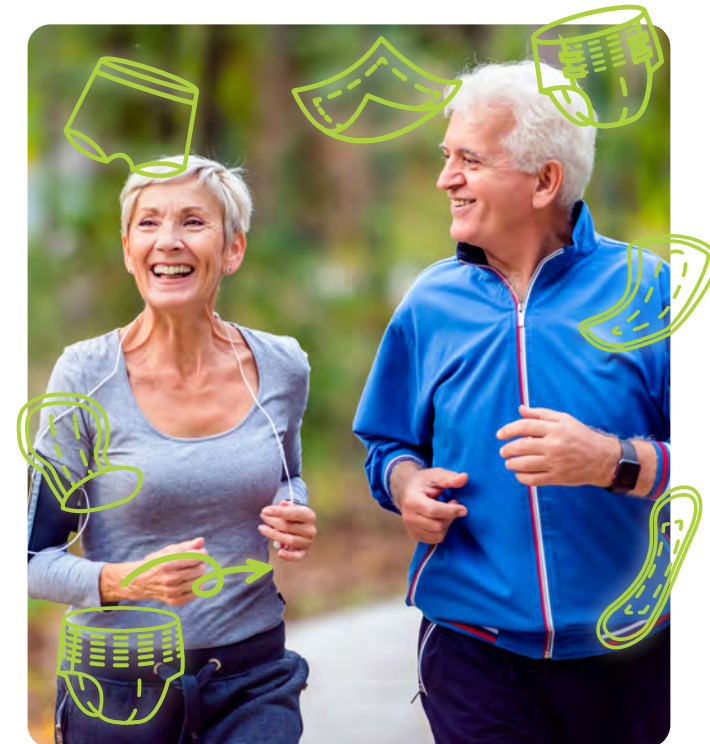


## Feminine care

We offer a complete range of products including ultra-towels, classic towels, pantyliners, and tampons. We place a strong emphasis on comfort, while also prioritizing sustainability and the use of natural raw materials.

## Adult care

Our incontinence care line includes a diverse range of products such as diapers, pants, pads, and underpads. Using our innovative technology, we are committed to providing our customers with reliable, comfortable, and discreet solutions.



# The year at a glance

## 2024: A year that redefined our ambitions

### Turning challenges into milestones

In a world where everyone is facing unprecedented challenges, **standing still was never an option**.

Throughout 2024, marked by intensifying geopolitical tensions, economic volatility, shifting energy systems, and the visible acceleration of climate change, **Drylock Technologies leaned forward**. We adapted with speed, innovated with purpose, and transformed global pressures into defining milestones.

Don't be mistaken, this was not a year of resilience. It was a year of **raising the bar**, where innovation, sustainability, and responsibility converged to drive meaningful, measurable progress.

### A year of recognition

One of the most significant acknowledgements of our journey came with our nomination for the prestigious Belgian Company of the Year (Onderneming van het Jaar® 2024) award. As one of the four national finalists, this recognition reflects the impact of our vision, the strength of our execution, and the passion of our people. This recognition celebrates your hard work and the culture of ownership, agility, and excellence that defines Drylock.

### Accelerating our sustainability strategy

In 2024, we made significant strides across all pillars of our sustainability framework, reinforcing our role as a responsible innovator:

- **Greener Logistics:** Our Drylock Train initiative, shifting freight from road to rail, earned the Grocer Gold Award for supply chain innovation. In a year of volatile transportation networks, we proved that sustainable logistics is not a future vision, but operational reality.

- **Energy Transformation:** We maintained 100% green electricity across all sites and scaled in-house renewable energy generation throughout Europe. This way, we're turning energy ambition into tangible, emissions-reducing action.

- **Trusted Certifications:** All our European production facilities achieved OEKO-TEX® MADE IN GREEN certification, ensuring product safety, social responsibility, and eco-efficiency across our operations.

- **Top 1% in ESG:** Our efforts were validated with the EcoVadis Platinum Medal, placing us among the top 1% of companies globally for sustainability performance. This recognition confirms that sustainability is not a program at Drylock, but it's truly embedded into our business model and DNA.

- **Biodiversity & Climate Action:** We expanded the Drylock Forest in Segovia, Spain, planting over 1,000 trees in collaboration with local communities and schools.

this was  
**2024**





## Circularity, transparency, and efficiency

We didn't stop at recognition; **we acted boldly** across the value chain.

- We advanced the development of the **world's first compostable diaper**, a true breakthrough in circular hygiene, combining uncompromising performance with reduced environmental footprint.
- We accelerated automated **Product Carbon Footprint (PCF)** calculations, laying the foundation for **end-to-end carbon transparency**, smarter data-driven decisions, and **science-based impact measurement** across the supply chain.
- We invested in **logistics warehousing adjacent to production plants**, minimizing internal transport, reducing truck mileage, and driving **supply chain efficiency**. This infrastructure shift reflects our long-term vision for **low-emission, integrated operations**.

## Innovating for the next generation

In 2024, innovation remained our cornerstone. Across baby, feminine, and adult care, we launched products that blend **comfort, quality, and sustainability**, offering future-ready solutions for evolving consumer expectations.

To support this growth, we **expanded globally**, investing in new facilities and warehousing that align with our **ambitions** and ensure that **scale and sustainability grow in lockstep**.

## Looking forward

2024 reminded us that **true leadership isn't about navigating calm waters; it's about making bold choices when the world demands more**. And this year, Drylock Technologies responded with conviction, clarity, and care.

As we move forward, we take with us the momentum of a year that redefined our ambition, and a sharper sense of purpose for the future.

Because **every action today shapes a more circular, fairer, and greener tomorrow...** For people, for communities, and for the planet we all share.

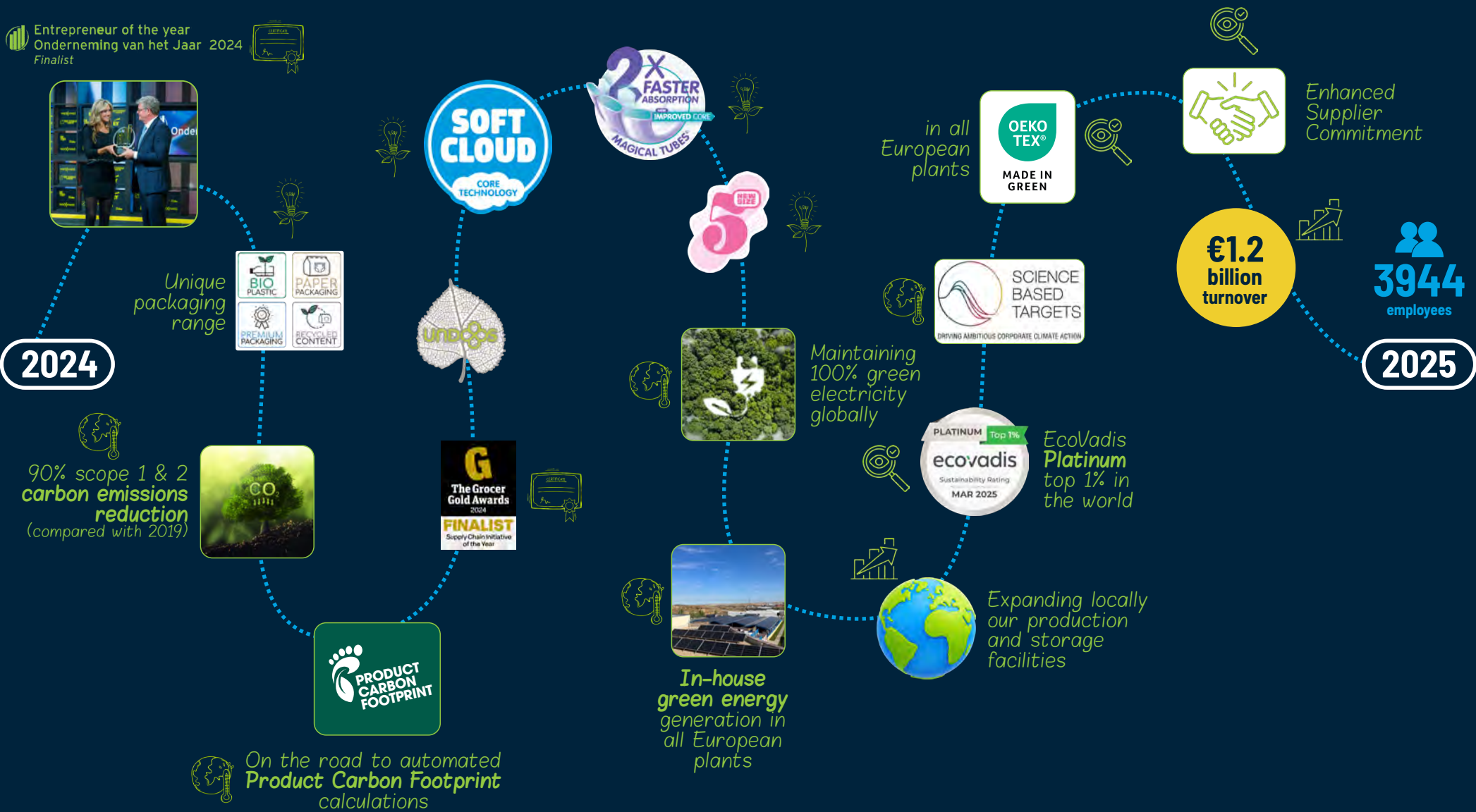


### Watch this video

and catch a glimpse of our 2024 innovations in just 30 seconds



# Our key events





# Statement from our CEO | Bart van Malderen

## Time flies when you're building the future

**The year 2024 passed by at an incredible speed; but that's what happens when you have a full agenda and ambitious plans. When you're growing, expanding, and innovating at full speed, time doesn't slow down; it accelerates. And once again, I find myself looking back with pride, gratitude, and amazement at everything we've accomplished together.**

Each year at Drylock is filled with new innovations, new expansions, and new challenges. We don't just adapt to change; we create it. And in the midst of change, there is also a big constant: the passion and drive of our teams, pushing the boundaries of what's possible. That's the Drylock way.

In 2024, we were honoured to be nominated for EY's prestigious "Enterprise of the Year" award in Belgium; a recognition that belongs to every single Drylock employee, partner, customer, and supplier.

To be a finalist in this highly regarded competition is something to be proud of, and the result of the incredible effort and dedication our teams put in every day. It is a confirmation that the products we create truly make a difference for billions of consumers worldwide.

“We believe in moving fast, staying agile, and always looking forward.”

### Lessons that drive us forward

Some principles stand the test of time; they shape how we think, act, and grow. At Drylock, three enduring lessons continue to power our momentum:

- ✓ **Innovate to protect** – our baseline: standing still is never an option.
- ✓ **Invest in people and technology** – because they're the foundation of lasting success.
- ✓ **Execute with passion** – move with speed and agility to make a real impact.

These values are woven into the very DNA of Drylock. They guide how we innovate, how we lead, and how we invest; always staying ahead of the curve. They're the foundation of how we do business: with integrity, transparency, and trust.

Because we believe long-term partnerships, whether with customers, suppliers, or employees, are built on honesty and consistency. And that's non-negotiable.



## 2024: A year of investing in sustainability & technology

This year, we made it clear once again: Drylock doesn't just grow; we invest to lead. We are not just expanding; we are investing strategically to have the best technologies, the most advanced production lines, and the smartest, most efficient systems.

✓ **New Markets:** Our new US facility in *Reidsville* is now fully operational, marking a major step in our global expansion. Meanwhile, our 11<sup>th</sup> facility in *Brazil* is officially underway; another milestone in our journey.

✓ **New Technologies:** We have made significant investments in state-of-the-art production lines, cutting-edge automation, AI-driven quality control, and next-generation warehousing and logistics systems. These innovations don't just make us faster and more efficient; they ensure we deliver the best products, with the best quality, at the best price.

✓ **Sustainability:** Investing in growth means investing in a better, greener future. From sustainable materials to advanced energy-efficient production systems, we continue to push the boundaries of what's possible in eco-friendly hygiene products.

And the results speak for themselves. Drylock was awarded the Ecovadis Platinum rating; placing us in the top 1% of hygiene companies rated worldwide. This is more than just a badge of honour; it's a clear validation of our long-standing commitment to sustainability, responsible business practices, and continuous improvement. It proves that we're not only innovative and fast-moving, but also a company you can trust.



## Growing stronger, together

At Drylock, we believe in moving fast, staying agile, and always looking forward. But most importantly, we believe in doing it together. Our success is built on the hard work, dedication, and passion of every single person in this company. As we continue our growth journey, we remain focused on what truly sets us apart: our ability to innovate, invest, and adapt faster than anyone else, while remaining a transparent, reliable partner in everything we do.

That's how we win.

And if 2024 is anything to go by, we're just getting started.

Thank you for being part of this journey.

Here's to an even bigger, bolder, and better 2025!

**Bart Van Malderen**  
CEO, Drylock Technologies





part 2

# Our sustainability strategy



# Turning ESG into action

## A focus on well-being for our people and the planet

At Drylock, ESG is not an add-on; it is integrated into how we operate, innovate, and grow. Our corporate responsibility strategy is fully embedded in our performance management system and aligned with the United Nations 2030 Agenda for Sustainable Development. It is structured around three strategic pillars: **Develop, Protect, Drive**, representing our ambition to continuously improve people's lives worldwide, preserve the planet, and accelerate sustainable progress.

These pillars are brought to life through **15 concrete, prioritized ESG topics**, reflecting what truly matters to our business, our stakeholders, and the society at large. These topics, ranging from climate and biodiversity to human rights, product safety, and responsible supply chains, guide our priorities, support transparency, and drive meaningful action. They are woven throughout this report and embedded in our data disclosures. More details can be found in the Materiality Assessment section.

This strategy serves as a unified agenda for the entire Drylock organization. It is integrated at every level and every plant, shaping our daily decisions and long-term investments. It also guides how we engage with our value chain partners, with clarity, openness, and shared responsibility.

We remain committed to the promise at the heart of our purpose: **Innovate to protect: to protect people, the planet, and future generations through bold, agile innovation.**

Our operational decisions are rooted in high ethical standards and a deep respect for people. We prioritize **the protection of human and labour rights, ensure safe and inclusive working conditions, and promote fair remuneration, career development, and diversity.** We listen closely to our employees, encourage feedback, and keep our doors open at every level of the organization.

Environmental care is equally central. From **climate action and sustainable packaging to waste management, water stewardship, circular materials, and biodiversity protection**, our actions reflect a holistic approach to nature-positive growth.

Across the value chain, we work closely with suppliers and partners to uphold **strong ethical practices, responsible sourcing, and transparency.** We clearly communicate our expectations, and in return, we listen and collaborate. This open, long-term mindset allows us to deliver tailor-made, meaningful solutions, and to build loyalty rooted in trust and shared values.

Because sustainability is not a project, it is a mindset. And **transparency is not just about sharing wins, it is about owning challenges, learning out loud, and being accountable.** That is how we move forward.

Together.





# Our corporate responsibility strategy:

## Key aspects of our sustainability strategy as defined in our materiality assessment







part 3

# Leading the way in sustainability



# Leading the way in sustainability

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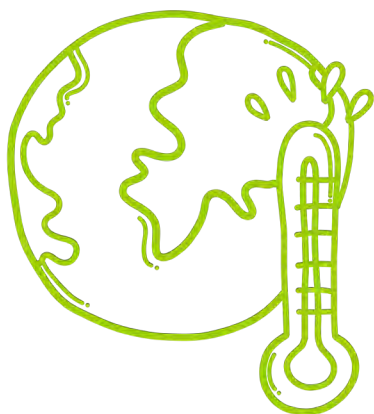


At Drylock Technologies, we believe sustainability is not just a responsibility but a direction we are proud to lead. In 2024, our commitment was recognized with **two exceptional milestones** that highlight both our progress and ambition and set us apart as a leader in our industry.

We were awarded the **EcoVadis Platinum Medal**, placing us in the top one percent of over 100,000 companies assessed worldwide for sustainability performance. This level of recognition is rarely achieved in the hygiene industry and underscores our position as a true frontrunner in environmental and social responsibility.

We were also proud to be named a finalist for **Onderneming van het Jaar** (Company of the Year) in Belgium, one of the country's most prestigious awards for business excellence, sustainability, innovation, and impact. For a manufacturing company in our sector, this level of acknowledgment is virtually unseen.

These recognitions are more than symbolic. They reflect the consistent, best-in-class efforts of our teams across the globe, whose daily actions are driving meaningful, measurable change in the hygiene industry. They inspire us to keep raising the bar.





## We celebrate our leadership in sustainability



Based on our 2024 results, Drylock Technologies achieved a major milestone by earning the **Platinum rating from EcoVadis**, the world's leading provider of business sustainability assessments. This prestigious recognition places us in the **top 1 percent of over 130,000 companies** evaluated globally.

The rating reflects our strong performance across key areas: **Environment, Labor and Human Rights, Ethics, and Sustainable Procurement**. It is a clear validation of the strength and relevance of our sustainability approach, demonstrating that we are not only setting ambitious ESG goals but also delivering credible, measurable results.

### Reasons to choose EcoVadis

- Trusted and Reliable
- Focused on Social and Environmental Responsibility
- Covers the Entire Supply Chain
- Driven by Continuous Improvement
- Enabled by Digital Technologies

“This rating is a powerful reflection of that shared commitment.”

“In my 30 years in the hygiene industry, I've seen a lot, but earning the EcoVadis Platinum label truly stands out,” says **Werner Van Ingelgem, R&D and Procurement Director at Drylock**. “What makes it so meaningful is that we didn't actively aim for this recognition, it comes as a natural result of how we work every single day. We innovate to protect: our consumers, our people, our planet. And that mindset runs through everything we do, not just internally, but also in how we collaborate with our suppliers, engage with auditors, and partner with our customers. This rating is a powerful reflection of that shared commitment, and seeing it acknowledged at the highest level is incredibly rewarding for the entire team.”



“This Platinum rating showcases once again our commitment to transparency and trust. At Drylock, we don't just sell great products. We sell a belief in the future, in long-term thinking, and in doing the right thing. Transparency toward our customers and suppliers is key, and this recognition confirms that. With trusted certifications like EcoVadis Platinum, our clients can be confident that Drylock operates according to the highest standards of sustainable and ethical production. By choosing Drylock, they collaborate with a partner committed to making a measurable impact on climate action and social responsibility. Every Drylock product represents not just quality, but uncompromised values, and that creates a true partnership in responsible business.”, adds **CEO Bart Van Malderen**.





Entrepreneur of the year  
Onderneming van het Jaar 2024  
Finalist



## Finalist Belgian Company of the Year

We were proud to be named a finalist in the 2024 edition of *Onderneming van het Jaar* (Company of the Year), one of Belgium's most prestigious business awards. This recognition celebrates companies that excel in entrepreneurship, sustainability, innovation, and societal impact.

Being selected as one of the top four finalists is a powerful acknowledgment of our commitment to sustainable growth, responsible business practices, and continuous innovation in the hygiene industry. It also reflects the dedication of our teams worldwide and the positive role Drylock strives to play in both the local and global economy.

“Thanks to all our 3.944 employees worldwide for the dedication and passion driving us to be a winning team.”



Watch  
the finalist video



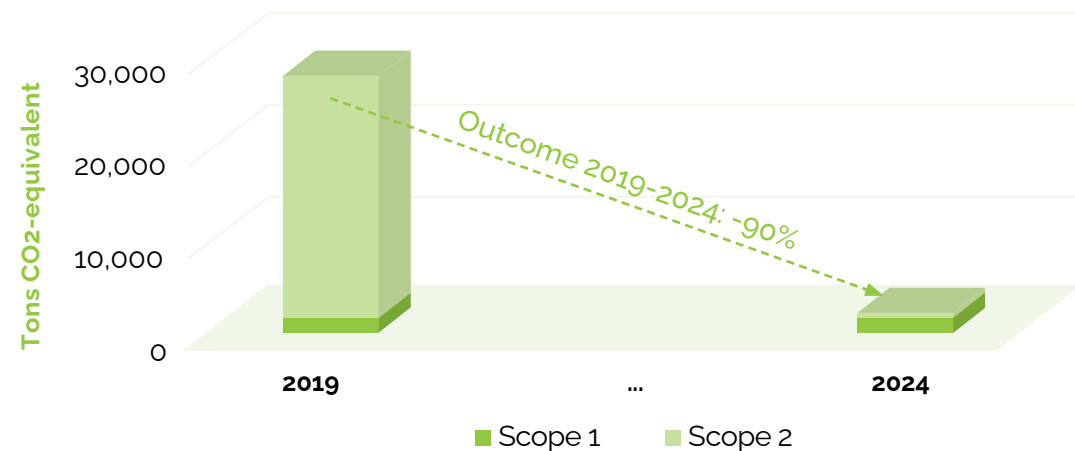


# Leader in **climate action**

It's no secret that climate change is one of the greatest challenges of our time. That's why Drylock Technologies is committed to being part of the solution. As a global player in the hygiene industry, we take our responsibility seriously. According to the **World Economic Forum's Global Risks Report 2025**, five of the ten most critical medium-term global risks are environmental. The call for immediate action has never been louder.

Drylock has long been a pioneer in lowering the environmental impact of hygiene manufacturing. Several years ago, we began a rigorous process to map the carbon footprint of our operations and products, conducting full lifecycle assessments (LCAs) validated by external experts. This deep understanding of emissions at each stage, from raw materials to end-of-life, formed the basis of our company-wide climate strategy.

Thanks to our sustainability initiatives, such as powering all our global production plants with 100% green renewable electricity since 2022, we've managed to **reduce our Scope 1 and 2 carbon emissions by 90%**, and to avoid over **25,000 tCO<sub>2</sub>e annually**. We reached our Scope 1 and 2 reduction goals eight years ahead of schedule, preventing an estimated 70,000 tons of emissions before 2030.





The real impact of using  
**100% renewable electricity**  
worldwide

Since 2022, the emissions we  
avoid annually are equivalent  
to planting over

**1 million  
trees**  
and letting  
them grow for  
**10 years**







“ For us, climate action is not about future promises. It’s about real, measurable results, delivered today. ”

## Our carbon neutral journey

Thanks to our continued commitment to climate action, Drylock Technologies has proudly maintained **carbon-neutral status** since 2022. This recognition means we not only measure and actively reduce our carbon footprint but also offset any remaining emissions each year through verified carbon credits. The CO<sub>2</sub>-neutral label reflects our transparent, science-based approach to sustainability and marks a significant step in leading the hygiene industry toward a greener future.

### Carbon footprint information in 2024

**Scope:**  
Scope 1 and 2  
for emissions  
of year 2024

**Calculation  
Methodology:**  
GHG Protocol

**Total  
Emissions  
(tCO<sub>2</sub>e):**  
2,840

For more  
information





# Supporting green energy transition

We are fully committed to **supporting the transition to a low-carbon future**. That is why we continue to shift as much of our energy use as possible to green, renewable electricity, across our production facilities, sales offices, and company vehicles.

For the emissions that remain unavoidable, such as those from gas, steam, and business travel, we act by investing in certified climate projects in countries like India, Bulgaria, and Argentina. These initiatives include the construction of wind turbines that supply clean energy to national power grids, contributing directly to the global renewable energy transition.

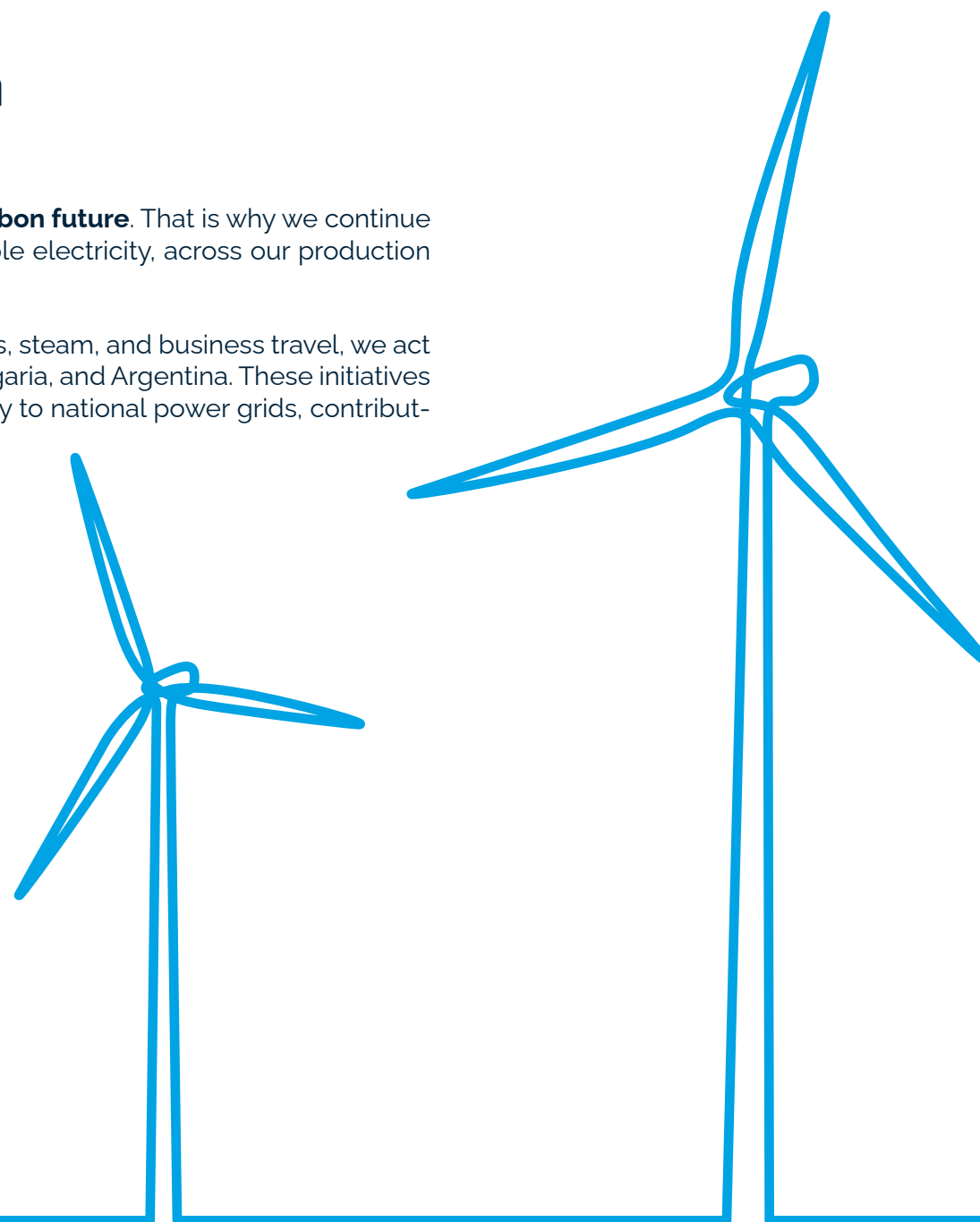


## Since 2021...

**24.523** tonnes of CO<sub>2</sub> avoided

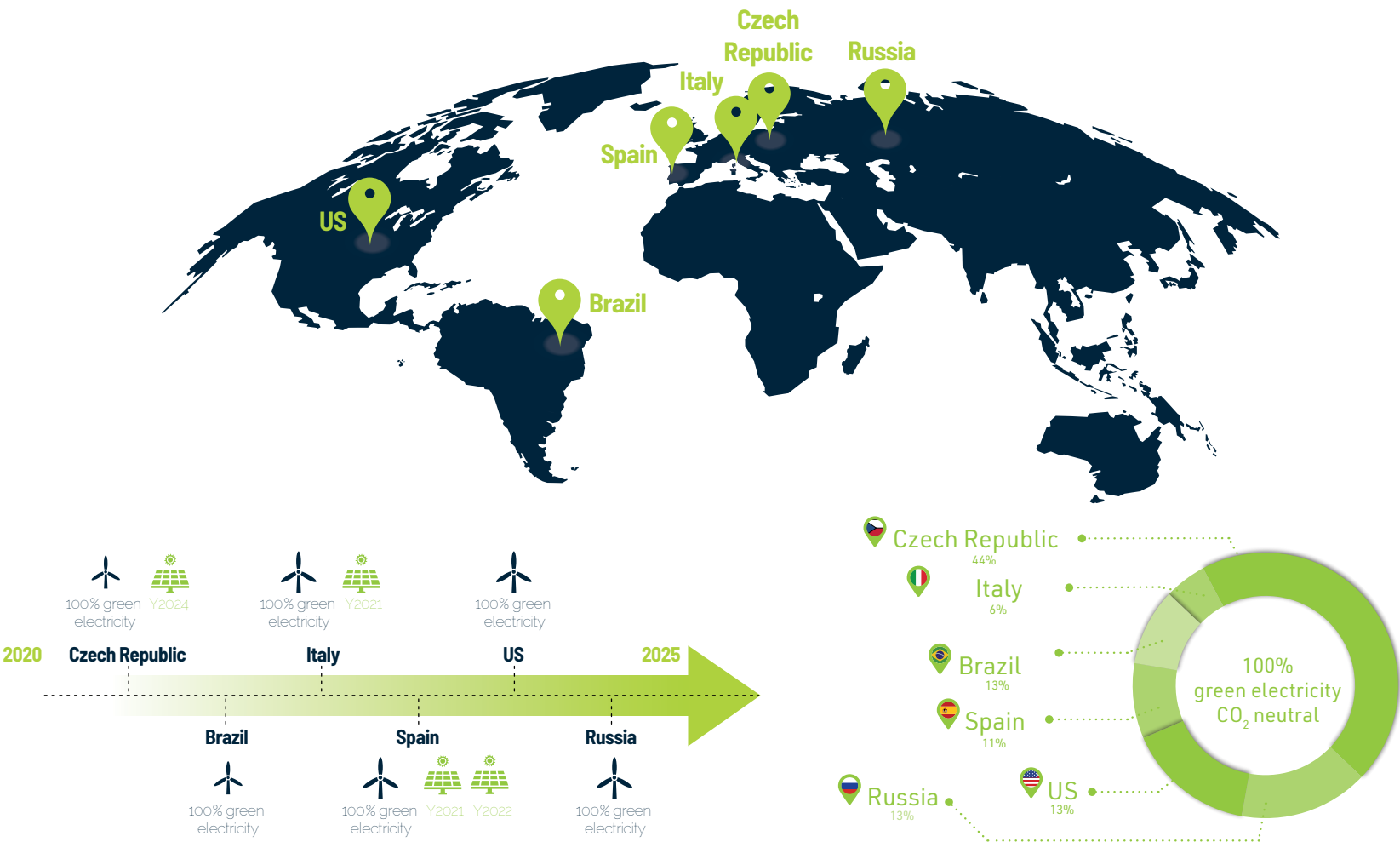
**19.505** MWh of electricity

**20.363** Indian households with green energy



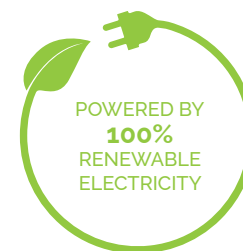
# We are neutral

For the third year in a row, Drylock retains the CO<sub>2</sub>-Neutral certificate, which demonstrates the carbon neutrality of its production.

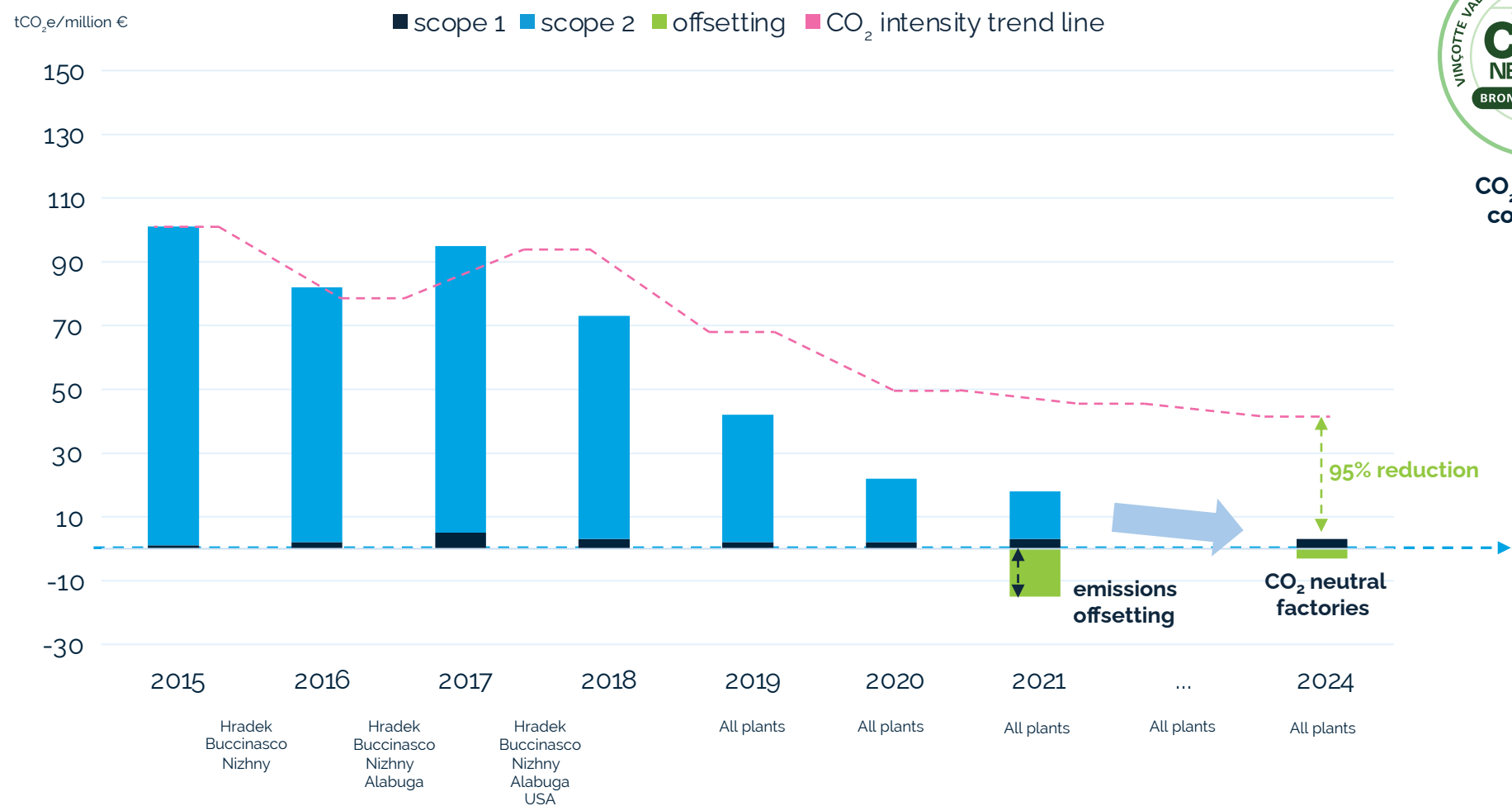




## Scope 1 & 2: our CO<sub>2</sub> intensity trend line



CO<sub>2</sub> neutral  
company



Market-based method (Greenhouse Gas Protocol)

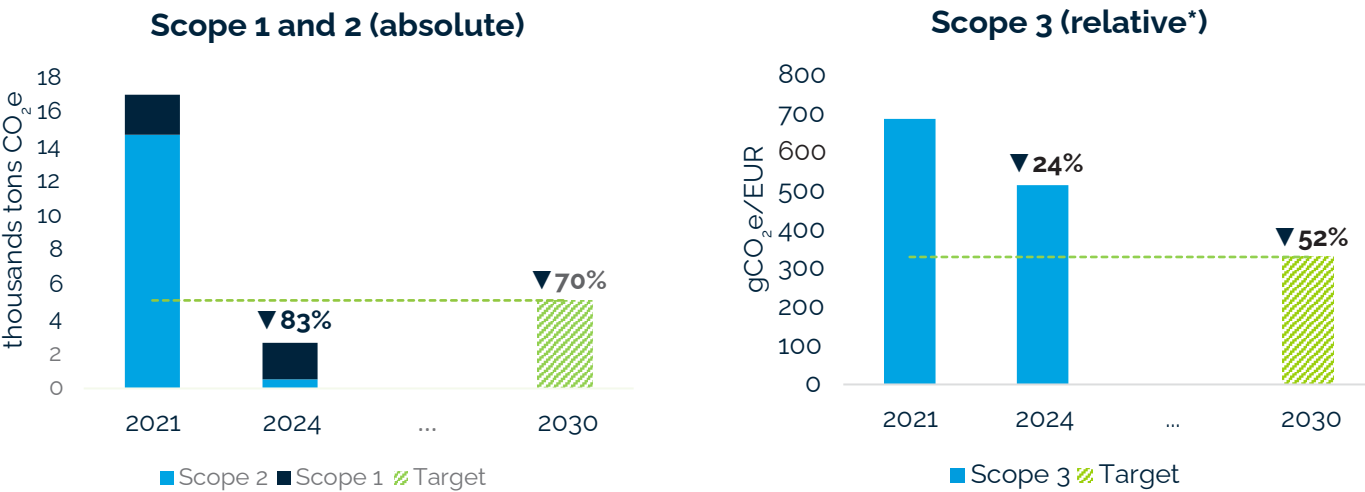
scope 1: emissions related to fuels consumptio  
scope 2: emissions related to electricity consumption

# Science based targets

To ensure our efforts align with global climate goals, we have committed to the **Science Based Targets initiative (SBTi)**, aligning with the **1.5°C scenario** set by the Paris Agreement. Our validated near-term targets include:

- 70% **reduction in absolute Scope 1 and 2 emissions by 2030** (vs. 2021 baseline)
- 52% **reduction in Scope 3 emissions per value added by 2030** (vs. 2021 baseline)

As of 2024, we have already **achieved an 83% reduction in Scope 1 and 2 emissions**, surpassing our target well ahead of schedule, and we are halfway towards meeting our relative target for Scope 3.



**To stay on track,**  
we have developed a clear and actionable reduction roadmap, available here:



**Learn more**  
about our targets on the SBTi dashboard:



\*GHG Scope 3 categories evaluated: Upstream transportation, Waste generated in operations, Upstream leased assets, Downstream transportation, End-of-Life treatment of sold products.



# Leader in sustainable innovation

“Where innovation meets sustainability and science leads the way”

If you're reading this report, you probably know by now: at **Drylock Technologies, innovation and sustainability go hand in hand**. By integrating these two pillars, we develop hygiene products that meet consumer expectations while minimizing environmental impact. In our mission to lead the hygiene industry toward a more responsible future, we want to prioritize moving beyond assumptions and guesswork, as the truth lies in data.

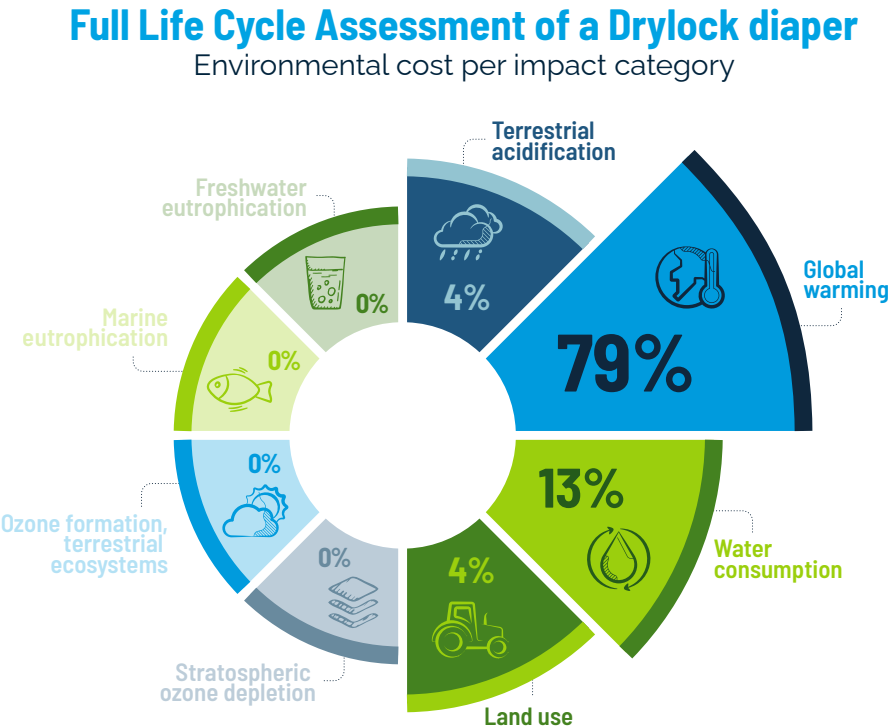
In collaboration with external experts, we conducted a **comprehensive Lifecycle Assessment (LCA)** to evaluate the environmental footprint of our company and products across every stage of their life, from raw material extraction to end-of-life disposal.

The findings were clear: **global warming is the most significant impact category**, with greenhouse gas emissions responsible for nearly **80 percent** of the total environmental footprint.

This number has become the foundation of our **climate and product strategies**, allowing us to concentrate on what matters most: reducing emissions that contribute to global warming. We apply a targeted and data-driven approach across all areas of our operations, including **ingredient selection, supply chain efficiency, use of renewable energy, and circular product design**.

To guide and support these actions, we perform a yearly **Company Carbon Footprint calculation** in partnership with an external expert. This ensures that our sustainability decisions are based on consistent and reliable data.

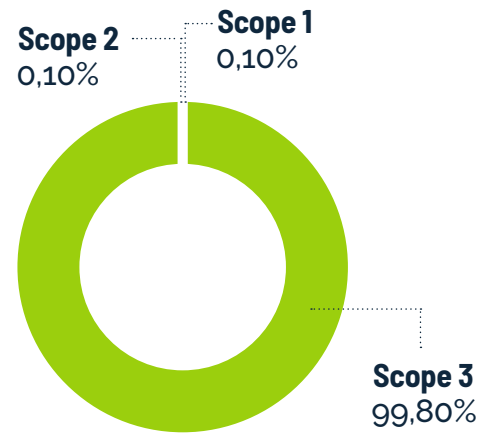
Other environmental factors like **water and land use** are primarily associated with **fluff pulp**, one of our key raw materials. This is why Drylock has invested significant resources to **reduce and optimize fluff content**, particularly through our **innovative tube design**. We also prioritize responsible sourcing by selecting suppliers with **FSC® and PEFC™ certification**, and we're actively exploring **lower-impact alternatives** such as **bamboo**.



## Global warming and Scope 1 & 2 Emissions

Our **targeted actions in recent years**, particularly those addressing **Scope 1 and Scope 2 emissions**, which are the emissions we **own and have the most direct control over**, are already delivering significant **tangible results**. Thanks to these focused efforts, **operational emissions now account for just 0.2 percent of our total greenhouse gas footprint**. This significant reduction is the result of our continued focus on **energy efficiency** and the **use of 100 percent renewable electricity across all our production sites worldwide**.

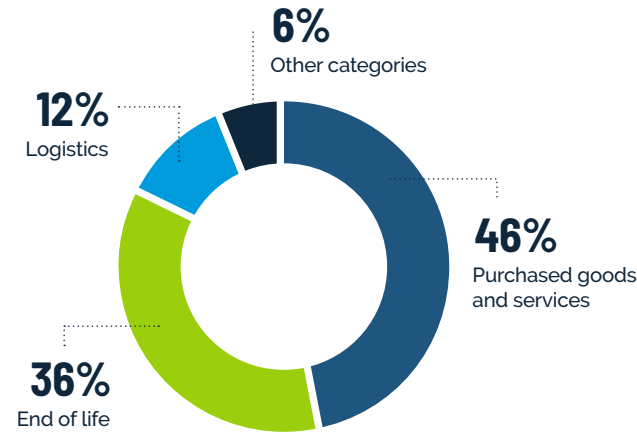
GHG emissions breakdown per scope



## Global warming and Scope 3 Emissions

As we look ahead, we are even intensifying our efforts in the most impactful areas. Guided by our Lifecycle Assessment (LCA), we systematically identify, measure, and prioritize emission sources based on their significance, starting with the largest contributors. The top three categories are **purchased goods and services, end-of-life treatment of products**, and **upstream and downstream logistics**.

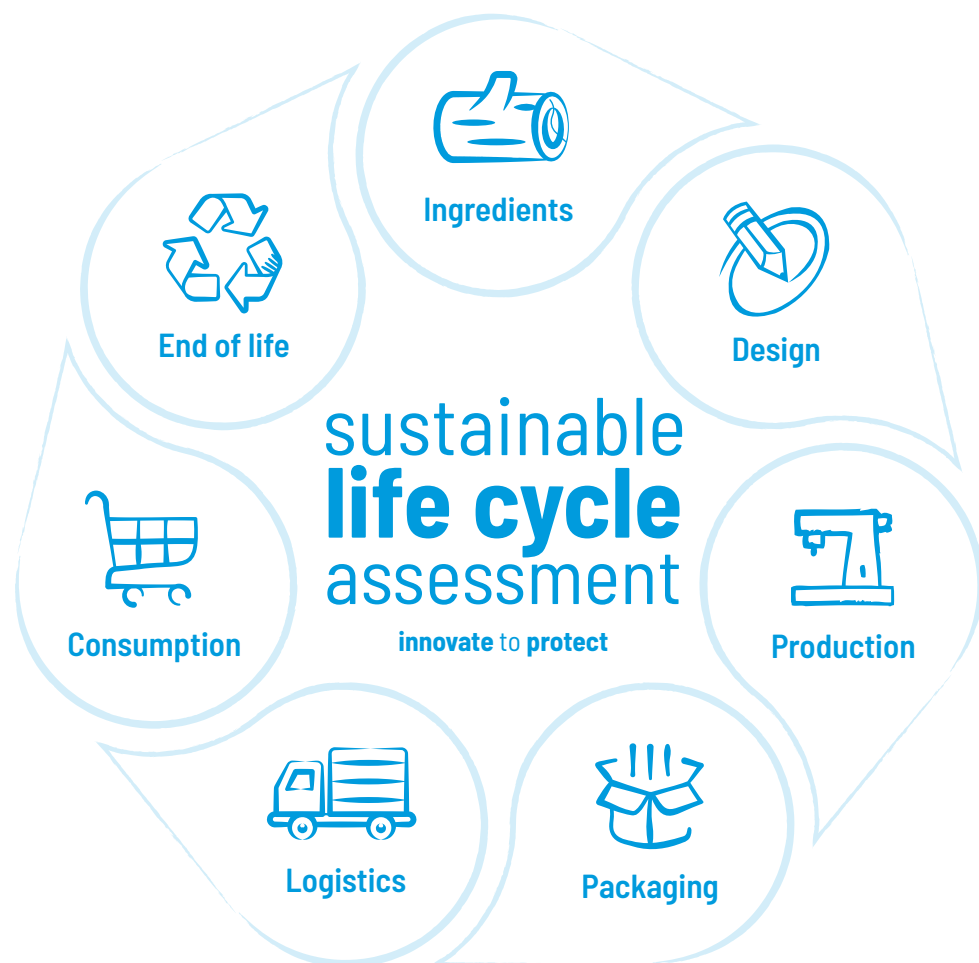
GHG emissions | top 3 categories in 2024



These categories will remain central to our climate strategy, and they are highlighted throughout this report. Our ongoing goal is to **continuously reduce emissions per product unit** by improving performance across each stage of the product lifecycle.



What follows is a detailed breakdown of our **sustainable LCA approach** and the specific actions we're taking to lead in sustainable innovation across **seven key areas: ingredients, design, production, packaging, logistics, consumption, and end-of-life.**



*Sustainable innovation. Real impact.  
For people. For the planet.*



## Ingredients

### Sustainable sourcing: the foundation of our environmental commitment

The path to sustainability starts with the materials that make up our products. **Raw materials are the single largest contributor to our environmental footprint**, accounting for **43 percent of total greenhouse gas emissions**, primarily from the production of **absorbents, nonwovens**, and other essential components.

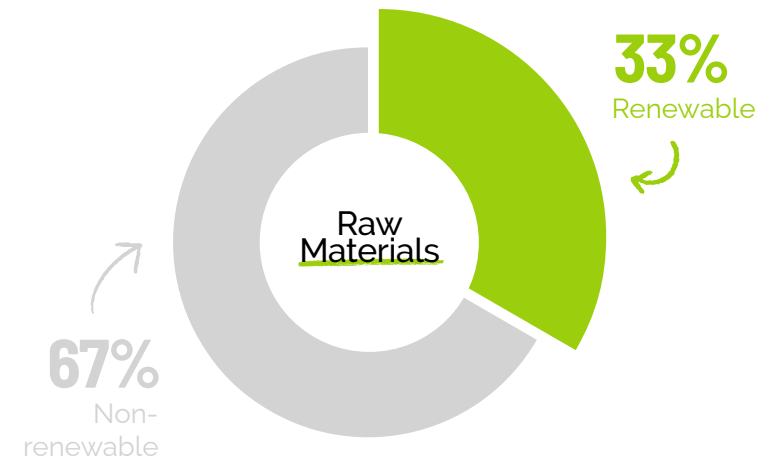
To address this challenge, we are focusing on **three key strategies**:

- 1. Reduce and optimize design:** Through smart and innovative design, we aim to **minimize material use and improve product efficiency**, resulting in a lower environmental impact across the product lifecycle.
- 2. Provide bio-based solutions:** We are actively working to integrate **bio-based alternatives** into our products to reduce dependence on fossil-based resources. To give an example, our **bio-based superabsorbent polymers (bioSAP)** offer a **significantly lower carbon footprint** compared to conventional SAP.
- 3. Ensure responsible sourcing:** We prioritize certified and responsibly sourced materials, including those with **FSC®, PEFC™, and GOTS certification**, to ensure that every ingredient meets our environmental and ethical criteria.

**Certification is just the start.** We go above and beyond by conducting **quality checks and social audits** to ensure that our suppliers comply with our **Code of Conduct** and **Sustainability Charter**. While this surpasses the scope of a traditional Lifecycle Assessment, it is a crucial part of our commitment to **transparency, traceability, and responsible value chain management**.

By focusing on these areas, we are taking measurable action **to reduce our environmental footprint** and lead the way toward a more sustainable hygiene industry.

**1/3** of our raw materials came from renewable sources in our European products in 2024



### Renewable raw materials in 2024

In 2024, **one third of the raw materials** used in our European products came from renewable sources. However, thanks to ongoing innovation and material selection, the **bio-based share can reach up to 70 percent**, depending on product size and design.

This demonstrates our progress as well as the potential for even greater impact as we continue to push the boundaries of sustainable product development.







# A collective effort for sustainable materials

The search for **materials** with a **lower environmental footprint** is a collective effort. It brings together the expertise of our partners (including suppliers, material specialists, production experts, and hygiene professionals) and the knowledge and dedication of Drylock's internal teams.

This journey requires **close collaboration, continuous exploration, and thorough testing**. It is not a one-time task but a long-term process that relies on continuous improvement and dedicated investment. Over time, this approach has led to meaningful innovation, resulting in new and improved materials that are either produced in more environmentally friendly ways or more biobased, biodegradable, or made with recycled content, all while maintaining high product performance.

## Drylock Technologies, a market leader in driving sustainable materials

	<b>Unbleached Fluff Pulp</b>	We have been using unbleached fluff since 2019. This naturally brown alternative to bleached pulp avoids chemical processing, reducing CO <sub>2</sub> emissions and organic compound residues. Certified under PEFC/FSC mix and ISO standards.
	<b>Biobased Superabsorbent Polymer (SAP)</b>	Drylock was one of the first companies to offer an absorbent core composed of raw materials of natural origin, up to 100%. It conserves fossil resources, reduces emissions, and maintains high performance. It is suitable for all product categories.
	<b>Bamboo-Based Fluff</b>	We recently started offering this fast-growing, renewable fibre that requires minimal water and no pesticides. It's a sustainable alternative to traditional wood pulp with a lower environmental footprint.
	<b>Recycled Materials</b>	Drylock has been at the forefront of replacing virgin fossil-based materials with mechanically and chemically recycled alternatives. These solutions enhance circularity and reduce the carbon footprint across multiple product lines.



## Driving Scope 3 progress through collective action

Recognizing that Scope 3 emissions can't be reduced through internal efforts alone, we run a dedicated **supplier engagement initiative each year**. This initiative focuses on **informing and guiding suppliers, collecting primary emissions data, and assessing cradle-to-gate impact** across our supply chain.

Through this process, we can set clear expectations for emissions reduction strategies, encourage suppliers to adopt their own climate targets, and build resilience by securing sustainable materials ahead of future market constraints.

Our belief is simple: meaningful change is only possible **when every link in the value chain takes its responsibility**. As we challenge ourselves to act, we also support and encourage our suppliers to do the same, and they can, in turn, influence their own partners. This ripple effect strengthens climate action across the entire supply chain.

This collaborative work is a vital part of our roadmap toward achieving our **Science Based Targets initiative (SBTi)** goals for Scope 3 decarbonization and building a more sustainable future for all.

### Certified facilities, smarter production



#### Leading with Transparency: MADE IN GREEN by OEKO-TEX®

Drylock Technologies has fully integrated **OEKO-TEX® MADE IN GREEN** certification across all of its European production sites. This certification ensures that products are manufactured in facilities that meet **strict environmental and social standards**, and that **all ingredients are tested for harmful substances**. This initiative reflects yet another area where **Drylock takes the lead**, setting a high benchmark for transparency and responsible manufacturing in the hygiene industry.

more  
responsible  
& greener  
ingredients





# Design

## Designing for life, driven by responsibility

We strive to create hygiene products that protect both **people and the planet**

At Drylock Technologies, we believe the core purpose of hygiene products is to **protect people, provide comfort, and enhance quality of life**. A secure fit, reliable performance, and ease of use are essential features we never compromise on.

At the same time, **sustainability is embedded into every stage of product design**. From initial concept to final production, our research and development teams work to create hygiene solutions that are both **high performing** and **environmentally responsible**.

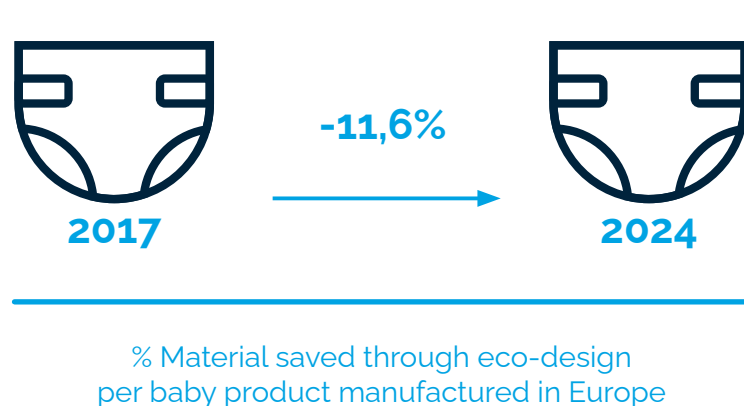
Over the years, we have pushed product optimization to near maximum efficiency. We've developed a range of **absorbent core technologies** guided by the principle that the use of fewer resources can lead to better outcomes. This approach has resulted in solutions that

Strong vision focused on **innovation and sustainability**

are thoroughly tested, reduce material use, prevent leakage, and lower overall product consumption. The result is a product that is lighter, more efficient, and consistently appreciated by consumers for its **comfort, discretion, and reliable fit**.

**By aligning sourcing decisions with innovation goals**, we can find the right balance between **product performance, cost efficiency,** and environmental responsibility. Every product decision is made with this balancing exercise in mind, ensuring that improvements in one area support progress in others.




This integrated approach reflects our commitment to developing hygiene products that protect people while respecting the planet, through intelligent design and purposeful innovation.



A standout example of this approach is the introduction of our **Magical Tubes®**. First implemented in our baby care products and later integrated into our incontinence range, these smart channels enhance fluid distribution and absorption.

However, their impact goes beyond performance: by enabling more efficient use of core materials, Magical Tubes® contribute to **decarbonizing product design**. Less material means fewer resources extracted, processed, and transported, resulting in a **lower carbon footprint** across the product's life cycle.

## Our design strategy

-  Material optimization & reduction: smartly restructured fibre distribution through the layers of absorbent material
-  Smart innovation, inspired by nature
-  Integration of new material into products: recycled materials, renewable or bio-based material

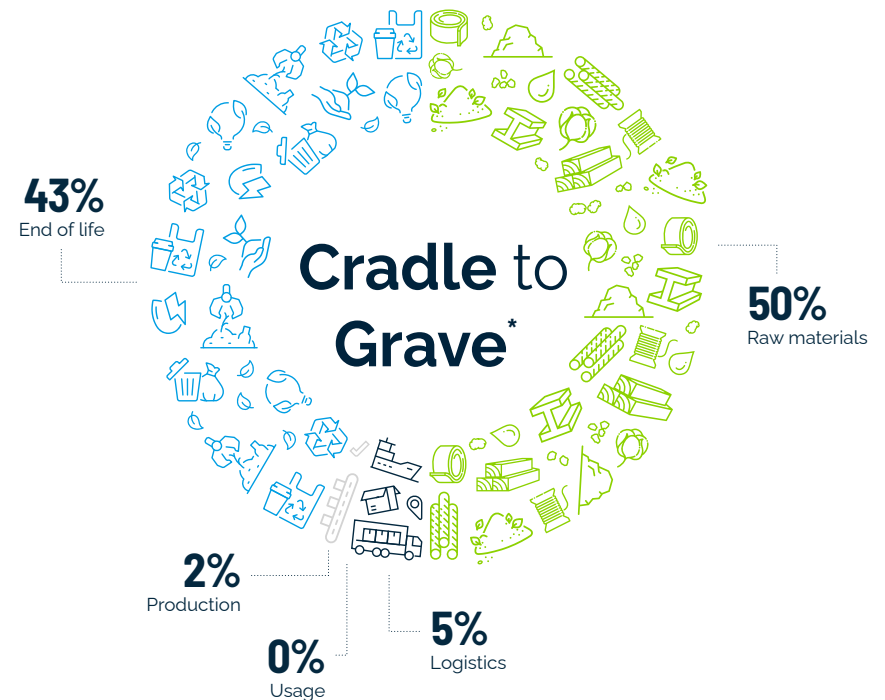
## Understanding and monitoring product impact

Understanding the environmental impact of our products is a responsibility we take seriously. For several years, we have collaborated with independent experts to conduct **Product Carbon Footprint (PCF)** and **Life Cycle Assessment (LCA)** studies across a wide range of materials and product categories. These evaluations have allowed us to map the carbon footprint of a standard diaper across its entire life cycle: from raw material extraction to production, use, and end-of-life.

To further improve the speed, accuracy, and accessibility of this data, **we are working toward automation of carbon footprint calculations.** This will not only streamline internal processes, but will also allow us to easily share meaningful information with our customers, as they are increasingly seeking transparency regarding the environmental footprint of their choices.

In response, Drylock is developing an **integrated system for continuous monitoring** that will provide **transparent, product-specific carbon data** covering all stages of the life cycle. This forward-looking approach enhances visibility, supports better decision-making, and lays a strong foundation for ongoing innovation and measurable progress along our sustainability roadmap.

## Product Carbon Footprint of a standard diaper



Emissions per piece will vary significantly based on the following factors:

- **Size** of the diaper
- **Energy** saved in production (all our electricity comes from **renewable** sources)
- Raw **materials**
- Upstream/downstream **logistics** (based on suppliers and customers' location)



\*Percentages obtained from Product Carbon Footprint studies performed by a third party



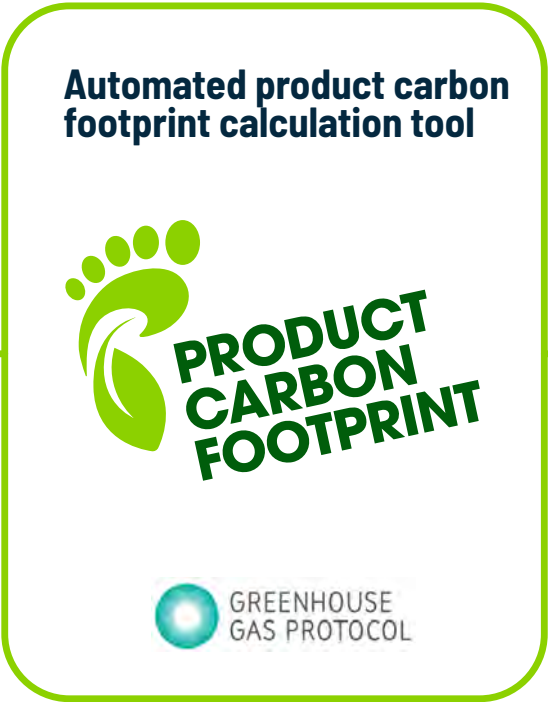
Our newly implemented internal tool allows us to make more informed purchasing decisions by generating **actual Product Carbon Footprints (PCFs)** based on verified greenhouse gas emissions data. In the coming year, the system will be continuously improved with **detailed input from suppliers, logistics partners, and production sites**, positioning it among the most advanced tools of its kind.

Beyond product-level insights, the tool will also enhance our **sourcing strategies** and **corporate sustainability reporting**. It offers a

deeper understanding of the carbon impact of individual ingredients and automates footprint calculations, ensuring both **accuracy** and **efficiency**.

To further strengthen its credibility, we are currently exploring **external validation** of the system in accordance with the **ISO 14067:2018 standard** and the **GHG Protocol**. This ensures that our reporting remains consistent, transparent, and aligned with globally recognized methodologies.

Operational data



Product carbon footprint

The screenshot shows a dashboard with various charts and data points. It includes sections for 'Overview', 'Raw materials', 'Logistics', 'Production', 'Upstream logistics', 'Total product carbon footprint', and 'Product comparison'. Each section contains bar charts, pie charts, and data tables.

- Product carbon footprint with **detailed insights**
- Product carbon footprint **simulations**
- Up to date **analytics**

# Production

## Efficient, clean and responsible production

Our production processes are designed to be as **efficient, clean, and responsible as possible**, reflecting our commitment to minimizing environmental impact throughout every stage of the product life cycle.

Thanks to ongoing decarbonization efforts, our **operational emissions now represent only 0.2 percent of our total greenhouse gas footprint**. This achievement is the result of targeted actions across our facilities, including the use of **100**

**percent renewable electricity, on-site energy generation, and continuous improvements in energy efficiency.**

In addition, we continue to **manage and optimize key aspects of our production footprint**, focusing on reducing **scrap and waste**, lowering **water usage**, and **replacing fossil-based energy sources** wherever possible. These combined efforts are central to our strategy to lead the hygiene industry toward a more sustainable future.

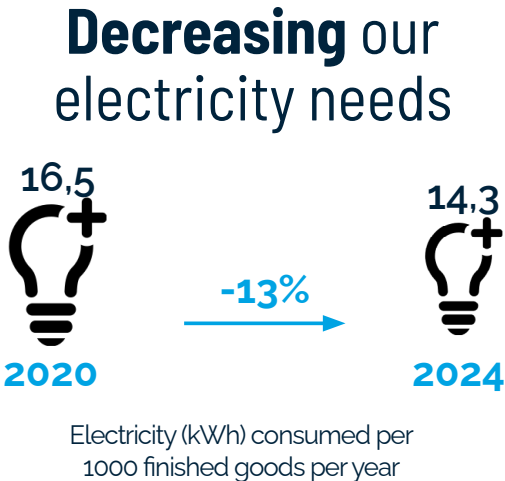
## Green energy as the backbone of our operations

In 2024, electricity accounted for 93 percent of our total energy demand. All this electricity was sourced from green energy, through a combination of on-site renewable generation and certified green electricity purchases. This means that renewable electricity is the main energy source powering our manufacturing operations!

Wherever feasible, we continue to avoid or replace fossil-based sources such as gas, fuel, and purchased steam to green renewable electricity. We continuously monitor our energy consumption which gives us essential data to calculate our greenhouse gas emissions and support further reduction efforts.

DID YOU KNOW?

Drylock was the first global hygiene company to operate entirely on 100% green renewable electricity and achieve CO<sub>2</sub>-neutral production



Built for tomorrow:

energy-efficient by design

Our Hrádek facility in the Czech Republic proudly holds a **LEED Silver certification**, an international benchmark for green building excellence. This recognition highlights our commitment to **energy efficiency, sustainable construction, and reduced environmental impact**, making Hrádek a flagship site in Drylock's journey toward climate-conscious production.





**A first in the industry:**  
100 percent renewable electricity since 2022

Drylock Technologies is a pioneer in sustainable manufacturing. Since 2022, **all of our production facilities worldwide have run entirely on renewable electricity**. We were the first global player in the industry to make this transition, marking a major milestone in our decarbonization journey and underscoring once again our commitment to climate action under the Science Based Targets initiative. Every product we manufacture is now produced using cleaner energy, supporting a more sustainable value chain from start to end.

Looking ahead, all facilities we will establish as part of our global growth strategy, will also be designed to operate using renewable electricity. This ensures that **our expansion is fully aligned with our climate goals** and reinforces Drylock's unique position as a **leader in responsible and forward-thinking manufacturing**.

**What our emissions could look like without green electricity**



Grid average



Drylock's actual impact(\*\*)

**>99% Reduction**

This is the difference **green energy** makes

\*\*Location-based and market-based Scope 2 emissions in 2024

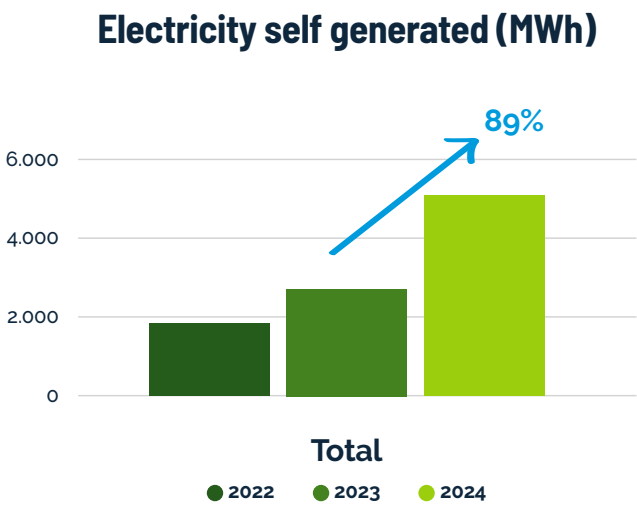


## Accelerating solar power across Europe

100 percent of the electricity used in our production facilities comes from renewable sources. As part of our broader strategy to strengthen energy independence and reduce emissions at the source, we have installed **solar panels at every European production site**.

In 2024, Drylock produced more than **5,000 megawatt hours** of solar energy across its European operations, representing an **89 percent increase** compared to the previous year. On average, this self-generated electricity covered **8 percent of each plant's total energy needs**, marking a significant milestone on our path toward energy self-sufficiency and long-term climate impact reduction.

Each installation has been carefully designed and calculated based on the energy profile of each production site, while also considering factors like local energy needs, grid capacity, and infrastructure limitations. Within these parameters, we continue to expand and optimize our solar energy footprint wherever possible.



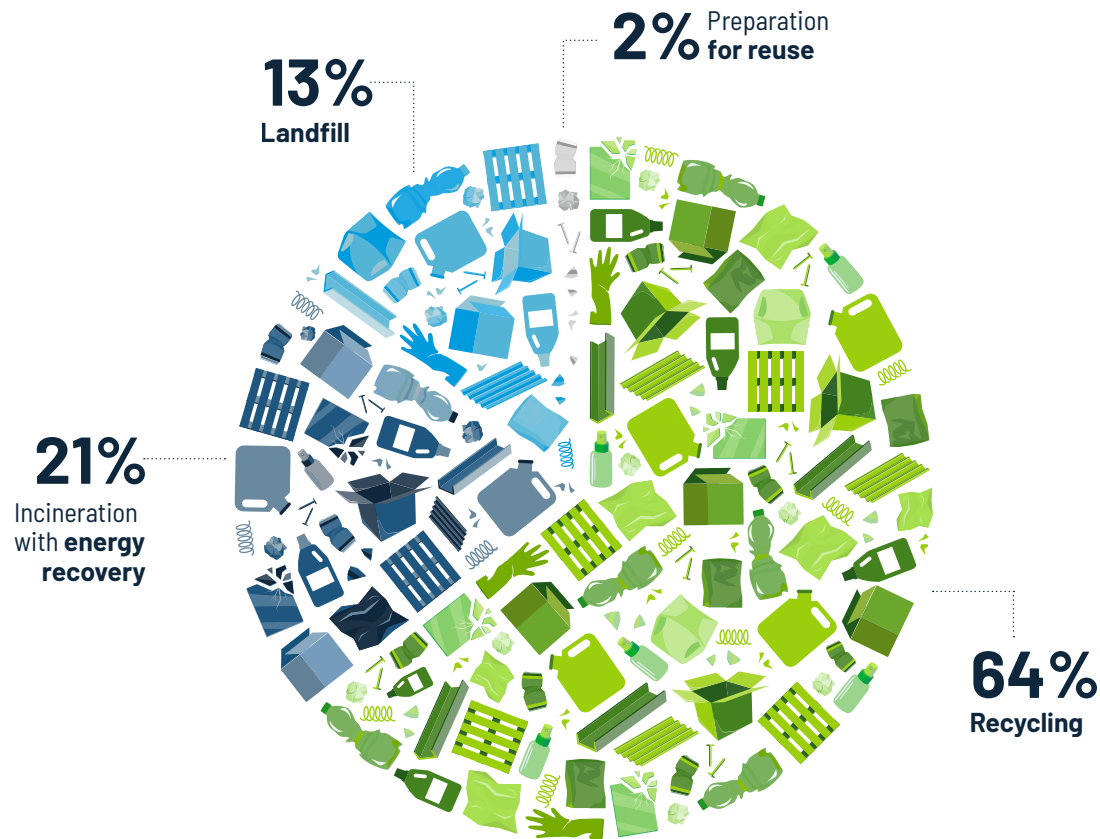




over **800** journeys  
around the Earth  
by electric car

The solar energy produced in our European plants in 2024 was enough to power over **33 million kilometres** of electric car travel

## Production scrap & waste management



### Turning waste into value

We prioritize waste prevention and reduction at every stage of production, aligning our efforts with the European Union's waste management hierarchy. Our goal is clear: to ensure materials are **recycled, upcycled, or used for energy recovery**, and to avoid landfill wherever possible.

This begins with smart product design and process efficiency. By focusing on **waste avoidance, intentional design, and continuous monitoring**, we build waste reduction into our operations from the ground up. As part of our efforts, we use **automated camera systems** that monitor and fine-tune production in real time, reducing waste at the source. We also collaborate with production line manufacturers to drive maximum efficiency and develop **smart, waste-free product designs**. It's a win for everyone.

In addition to avoiding waste, our **Project Zero Waste** initiative is focused on reusing or recycling all production waste. This is enabled through automated sorting and preparation systems that allow further **material valorisation**, turning waste into resources for future use.

We treat waste not as a burden, but as a **new material**: one that should ideally be reused at the highest possible level in the value chain. This approach directly supports our vision of achieving **zero waste to landfill by 2030**.



## Drylock Technologies closed loop

We are committed to embedding **circular economy principles** into both our product and packaging strategies. This means not only increasing the use of **recycled and renewable materials**, but also actively **reintegrating our own production waste** into new applications.

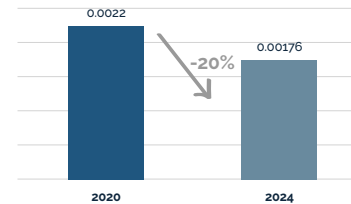
One of our key focus areas is packaging. We collaborate closely with multiple bag suppliers to **reuse our internal PP/PE waste**, including obsolete designs, plastic bag cut-offs, and stretch film, by converting it into new, high-quality packaging materials. This approach allows us to close the loop, significantly reducing plastic waste and contributing to a more circular and resource-efficient system.

*closing the loop  
on our packaging*

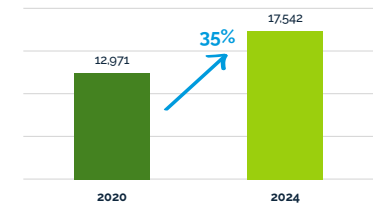


Our performance reflects our commitment. Since 2020, we have steadily reduced our **waste intensity ratio**, reaching a **20 percent reduction by 2024**. In parallel, we have significantly improved recovery rates, **increasing the amount of waste recovered annually by 35 percent compared to 2020**.

**Waste intensity ratio**  
(tons of waste/million finished goods)



**Total weight of waste recovered**  
(tons of waste)



These efforts not only reduce the loss of raw materials, but also help to lower our greenhouse gas emissions, supporting our Scope 3 targets under the **Science Based Targets initiative**. They are part of our broader sustainability strategy, ensuring that every step of our production process contributes to a cleaner, more responsible future.

## Responsible water management

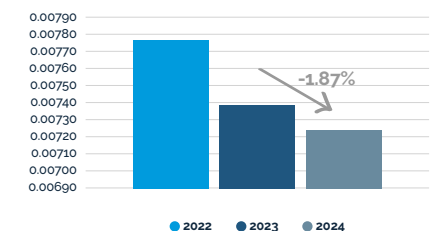
We take a responsible and measured approach to water management. Due to the nature of our production processes, we don't use any **water in manufacturing**, which means there is no risk of water contamination from our operations. Water is used only for **cleaning and sanitary purposes**, resulting in a low overall water withdrawal. This places us in the **low-risk category for water stress**.

Although water is not a material input in our production, we recognize its importance as a **limited and essential global resource**. That is why we remain committed to **monitoring our water consumption** and **tracking our water intensity ratio** every year. We continue to reduce this ratio annually, showing our dedication to continuous improvement

even in areas where our impact is relatively small.

Given our limited water use and low discharge volumes, we have not set formal water reduction targets. However, we continue to monitor usage carefully and act wherever we can achieve additional efficiencies.

**Water intensity ratio**  
(m<sup>3</sup>/1000 finished goods)



# Packaging

Sustainable packaging is not only a **strategic priority**, but a key material topic for both our internal teams and external stakeholders. Recognized as one of the most impactful areas in our Life Cycle Assessment, the **ingredients** used in our products and packaging contribute significantly to our environmental footprint. For that reason, we have developed a comprehensive and forward-thinking packaging approach that aligns with our broader sustainability goals: minimizing material use, transitioning away from fossil-based resources and maximizing circularity.

Drylock Technologies' packaging strategy consists of:

- **Minimizing material use:** by challenging our packaging design and eliminating unnecessary material, we have come to innovative solutions without compromising product integrity. With these alternatives we decrease our carbon footprint and conserve resources.
- **Transitioning away from fossil-based resources:** we continuously seek alternatives to fossil-based materials and aim to reduce plastic usage through renewable and innovative biobased sources.
- **Maximizing circularity:** to decrease the demand of virgin materials, support the recycling industry and bet for circularity, we incorporate as many **recycled materials** as possible in our packaging. Additionally, we ensure that 100% of our packaging is **recyclable**, **reusable** or **compostable**.



From pioneering paper-based and nonwoven packaging to introducing industry-first recycled and compostable solutions, we offer a broad portfolio of sustainable options tailored to meet both environmental and consumer expectations. With these initiatives we hope to not only reduce our carbon footprint, but also to reinforce our commitment to circularity, innovation, and responsible product stewardship.

LESS  
PLASTIC IS  
FANTASTIC

**30% less material,  
same high performance**

As part of our eco-design strategy aimed at minimizing material usage, we have cut plastic use in our bag portfolio by 30%, without compromising on performance.



100%   
of our packaging is **reusable, recyclable or compostable**

“ 28% of our primary packaging material in Europe came from renewable sources in 2024. ”

First in the market to offer **paper bags in all categories:** Baby, Fem care and Health care



All our primary packaging in Europe contains **at least 15% recycled content**

Paper bag packaging



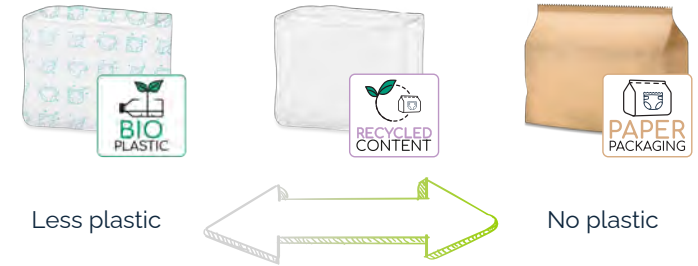
Recycled plastic packaging



Bioplastic packaging



## Sustainable Packaging Solutions



With more than half of consumers seeking alternatives to plastic, paper has become a preferred solution. In the EU, paper-based packaging is recycled more than any other material. Drylock was the **first personal hygiene company to offer paper packaging across its entire product portfolio**, and we've gone even further by introducing paper bags made from 100% recycled content.

In 2022, Drylock became the **first in the industry to eliminate 100% virgin oil-based plastic bags from its European portfolio**. Our European packaging contains at least 15% recycled plastic, with options available using 100% recycled polyethylene (PE). This shift is expected to reduce our virgin plastic consumption by at least 20% annually, without compromising product protection or quality.

Biobased plastics offer a renewable alternative to fossil-based materials. Derived from organic and biomass waste, these plastics are **100% recyclable and can reduce CO<sub>2</sub> emissions by up to 75%**. Compared to traditional plastics, bioplastics lower the carbon footprint by as much as 80%, supporting a circular economy and a more sustainable future.

### Coffee paper pouch

**Innovation often comes from looking beyond our own industry.** Inspired by the food sector, Drylock developed a revolutionary paper pouch for light incontinence products, fully recyclable, compostable, and glue-free. Drawing from the design of coffee filters, this pouch maintains all the benefits of traditional plastic wrappers, protection, portability, and hygiene, while eliminating plastic entirely. Developed through bold cross-industry collaboration, this solution is a testament to our creativity and commitment to sustainability. In fact, the material is so safe, you could drink coffee from it.



+30.000 kg of plastic avoided in 2024 thanks to the usage of coffee pouches as alternative



In 2024, our recycled primary packaging contained

**more than**

**-50%**

of recycled raw materials

### Better plastic example: Nonwoven packaging solution

We believe that innovation and sustainability go hand in hand. This year, we proudly introduced a **patented nonwoven packaging solution** that redefines how consumers experience our products, before they even open the pack.

Designed to **mirror the softness of the product inside**, this packaging creates an immediate sensory connection with consumers. But it's not just about feel, it's about responsibility. Made from a single, recyclable material that includes recycled content, the packaging is fully recyclable and offers the durability our products demand.

This innovation is the result of a close collaboration between our in-house teams, leading packaging experts, and our forward-thinking partner. In-store trials received overwhelmingly positive feedback, with consumers praising the packaging's tactile appeal and visual representation of product quality.



**For more information**  
about Drylock Technologies' packaging strategy, visit our site:



# Logistics

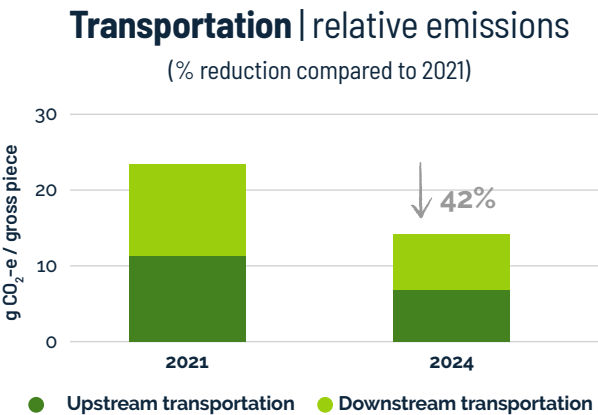
## Reducing emissions across our logistics network

In 2024, **transportation accounted for 12 percent of our global greenhouse gas emissions**, making it the **third largest contributor** to our overall carbon footprint. In response, we have made logistics a strategic priority in our emissions reduction efforts.

Thanks to targeted investments in a range of improvement projects, we have achieved a **42 percent reduction in transportation emissions per product** compared to 2021.

Our actions span the entire logistics chain. This includes sourcing raw materials through more sustainable channels, operating our own local automated warehouses, optimizing truck and container loads, and shifting to transport methods with lower emissions wherever possible.

### Sustainable logistics: more than 40% drop in emissions since 2021



Thanks to our investments in improvement projects and our decarbonization efforts, we reduced our transportation emissions per piece by 42% in 2024 compared to 2021.

### Optimizing logistics

Smarter logistics through strategic warehousing and localized production

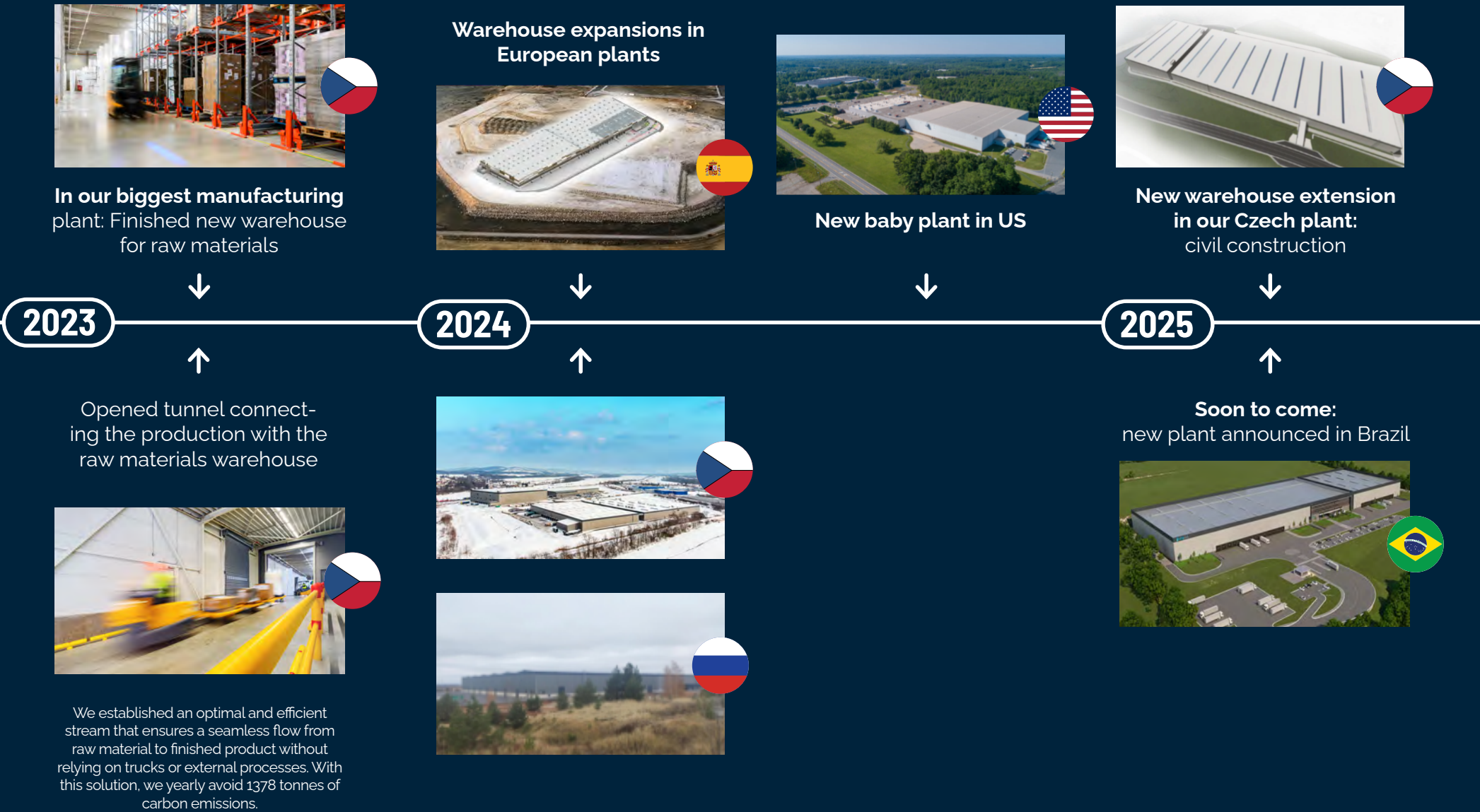
Over the past years, Drylock Technologies has made significant investments in **owning and operating advanced local warehousing facilities**. While this transition does shift some emissions from Scope 3 to Scope 2, it also delivers substantial benefits. By placing warehouses strategically close to our production sites and equipping them with modern automation technology, we've made the **storage of raw materials and finished goods significantly more efficient and sustainable**.

Our Life Cycle Assessment has shown that a considerable share of logistics-related emissions came from the distance between our production plants and storage facilities. In response, we launched a long-term initiative to build **automated warehouses as close as possible to our manufacturing locations**. This has greatly reduced transport needs and improved logistics efficiency.

This strategy has been implemented in multiple locations, and the results are already visible. But we did not stop there.

To take emissions reduction even further, we also **relocated production closer to key customers**. A clear example is our most recent production facility in the United States. By moving production nearer to a major American customer, we reduced emissions per shipment by **45%**.

This **dual approach** of placing warehouses closer to our plants and production closer to our customers continues to shape a **smarter, leaner, and more climate-responsible logistics network** across our global operations.





# The carbon emissions **avoided in transportation** yearly,

due to the **direct connection** between our  
biggest automated warehouse and the factory,



## are the same as the annual footprint of **206 EU citizens\***.

\*Based on the average CO<sub>2</sub> emissions per capita in the European continent in 2023.

## Maximizing space, minimizing impact

Reducing empty space in trucks and using each pallet as efficiently as possible are key elements in optimizing our logistics. In collaboration with our retail partners, we've developed a robust model to identify opportunities that allow us to make the most of every shipment.

By improving our palletization strategies, by for example replacing wooden pallets with slip sheets and applying skimming techniques, we are able to load more products per shipment while reducing the need for additional packaging. These improvements help us save space, decrease the number of trucks and ferries required, and reduce both fuel use and emissions across our transport network.

Throughout our European operations, we are rethinking how materials are moved by embracing circular logistics solutions. By introducing reusable pallets and load carriers for both incoming raw materials and outgoing finished goods, we are significantly reducing single use packaging and decreasing our environmental footprint.

This shift allows us to avoid the use of wood from uncontrolled sources, take full control over repair processes, and significantly extend the lifespan of our pallets and load carriers.



### Quantitatively, the use of reusable pallets over traditional wooden ones led to the following positive impacts in 2024:



Saving wood resources by  
**1.188.039 dm<sup>3</sup>**  
+ 1.186 trees



Diminishing emissions by  
**4.232.731 kg**  
+ 99 truck trips around  
the world



Reducing waste by  
**185.097 kg**  
+ 24 trucks of waste

By integrating **reusable carriers** into our shipping and repacking processes, we have drastically reduced the need for disposable materials like cardboard boxes, plastic film, and extra pallets, cutting waste at every step of the journey. With this solution, we also achieve a 65% reduction in our carbon emissions.

Through these diverse initiatives targeting different facets of logistics, we are confident in our continued ability to minimize the logistical footprint per product.







## We go green from Lovosice to Zeebrugge ...by train.

4× more fuel-efficient  
75 % less greenhouse gas emissions  
4.5 million kilometres saved (trucks)



**innovate to protect**

## Modal shifts

### Drylock Train

In 2023, Drylock Technologies launched its most ambitious logistics decarbonization initiative to date: the **Drylock Train**. This dedicated rail connection links our warehouse in Belgium with our production facility in the Czech Republic, covering a 1,300-kilometer route. Each week, the train transports 88 containers, carrying raw materials eastward and returning with finished products for distribution to the United Kingdom.

This shift from road to rail has already delivered a **10% improvement in palletization efficiency** and **75% reduction in greenhouse gas emissions** compared to conventional trucks. Looking ahead, Drylock is expanding this sustainable logistics network beyond Belgium, with new routes planned across the Benelux region and a pilot connection to Germany.



### Award-winning innovation:

Drylock wins Supply Chain Initiative of the Year



Our **Drylock Train** initiative was honored with the **Supply Chain Initiative of the Year** award at the prestigious **Grocer Gold Awards 2024**, hosted by the leading UK retail magazine *The Grocer*.

### Want to discover more

about Drylock Train? You can follow its journey alongside our Supply Chain Director in our exclusive vlog series



## Multimodal deliveries

With **road freight** responsible for **over a quarter of global transport emissions**, Drylock is actively rethinking how we move goods. We are committed to reducing our carbon footprint by shifting from trucks to more sustainable modes like rail and sea, without sacrificing the agility or reliability our customers expect. In 2024, we continued to transport finished products by train and shortsea shipping from our Spanish and Czech facilities to the ports of Valencia and Hamburg, reinforcing our commitment to greener logistics.

## Advancing road transport with electric trucks

Our journey with electric trucks began in 2022 with initial testing, but it was in 2024 that we took a decisive step forward by actively integrating electric vehicles into our logistics network wherever feasible, taking into account current range limitations.

These vehicles offer a compelling set of advantages. They produce zero tailpipe emissions, reduce noise pollution, and lower the overall carbon footprint of our transport operations when compared to traditional diesel trucks. Their use not only supports our broader climate goals but also improves the overall efficiency and sustainability of our supply chain.

## Driving change: our first electric truck route sets a new standard in sustainable logistics

In September 2024, we proudly launched our first electric truck route, marking a milestone not only for our company but also for the Czech Republic, as this was the first such route implemented in the country. This pioneering initiative connects our production facility in Hrádek with a key customer near Berlin, covering a distance of 300 km.

This route now accounts for 60% of all deliveries to this customer, totalling around 200 trips annually. Each one-way journey with this electric truck reduces carbon emissions by up to **268 kg CO<sub>2</sub>e**, the equivalent of emissions produced by **nine passenger cars** traveling the same distance.

But we didn't stop there. To further amplify the environmental benefits, we transitioned from single-use wooden pallets and cardboard boxes to **reusable transport carriers**. This change alone contributes to an **additional 65% reduction in carbon emissions** for this route.

Thanks to this initiative and others like it, we achieved a **31% decrease in emissions per piece in 2024**, with an even more ambitious **78% reduction expected in 2025\***. This project is a powerful example of how innovation and commitment to sustainability can go hand in hand, setting a new benchmark for eco-conscious logistics in our industry.



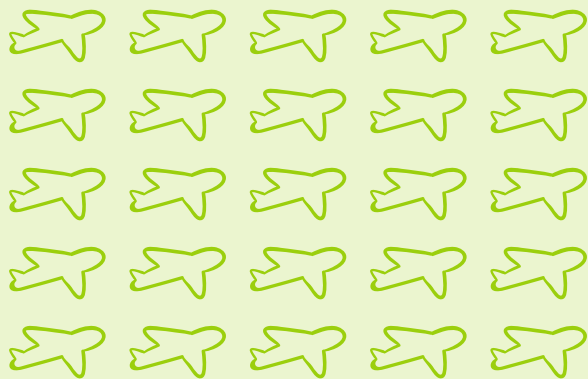
## Alternative fuel sources

As part of Drylock's broader sustainability strategy to decarbonize its logistics operations, we are actively evaluating **alternative fuel sources**, including advanced **biodiesels**. Biodiesels such as Hydrotreated Vegetable Oil (HVO) can reduce CO<sub>2</sub>e emissions by 90% compared to fossil fuel-based diesels. Following a successful

pilot, highlighted by strong performance and operational flexibility, we are now proceeding with the targeted implementation of HVO in selected logistics scenarios. This initiative represents a significant step in our commitment to reducing environmental impact across our supply chain.

## Supporting sustainable business travel

In 2025, we advanced our Scope 3 emission reductions by investing in **Sustainable Aviation Fuel (SAF)**, made from renewable waste like used cooking oil.



In 2024, this helped us avoid **13 tonnes of CO<sub>2</sub>** emissions, equivalent to 25 one-way flights between Brussels and New York.



While SAF has challenges like limited availability and cost, it remains a key short-term solution for lowering emissions from long-distance travel; reinforcing our commitment to full life cycle decarbonization.



# Consumption

Our materiality assessment with both internal and external stakeholders reinforces our focus: product safety, quality, and transparency are identified as top-tier priorities. That is not just good business, it is the foundation of trust.

## Customer health and safety



### Customer health & safety as top 1 priority

**Customer health and safety** is, and always will be, our **top priority**. Knowing that both retailers and consumers expect transparency, we take the trust they place in us seriously. That is why we aim to **set the standard for safety and health in the hygiene product industry**. Our products are carefully designed to **be free from chlorine, bleaching agents, lotions, parabens, and latex**. We also carry out **regular toxicological testing** in partnership with independent labs and experts to ensure our products meet the highest safety standards. It's all part of our promise to put people first and lead with integrity.



Toxicologically tested



Dermatologically tested



Microbiologically tested



Free from chlorine, bleaching agents and parabens



Free from perfumes and lotions



Hypoallergenic

## Our action plan is to:

### Keep ensuring the safety of the products by:

- Extensive testing
- Specialized employees, top-quality testing equipment
- Supply risk assessment
- Voluntary schemes / Audits compliance

### Monitor for legislative and certification schemes updates:

- Compliance with external certification schemes.
- Compliance with all applicable laws and regulations
- Participation in industry alignments

82%

Products certified with at least 1 health/eco labels (excl FSC/PEFC) (40% yearly target)

0

Product recalls since 2020

0

N° complaints related to contamination of the product with metal, plastic, glass or wood

## Trust and transparency: the EU Ecolabel keeps greening the absorbent hygiene products market

Our commitment to sustainability and customer health and safety is reflected in our **support for the EU Ecolabel**. Recognized by the **European Commission** as a **remarkable success story** in the **absorbent hygiene sector**, **Drylock** plays a key role by supplying bio-based materials such as cotton and

fluff pulp to brands pursuing certification. The EU Ecolabel sets **rigorous standards** to ensure products are free from hazardous substances and have a reduced environmental impact. This aligns with our values of transparency, innovation, and care, both for our customers and the planet.



For more info:



## **Skin protection:** supporting the skin's natural defences

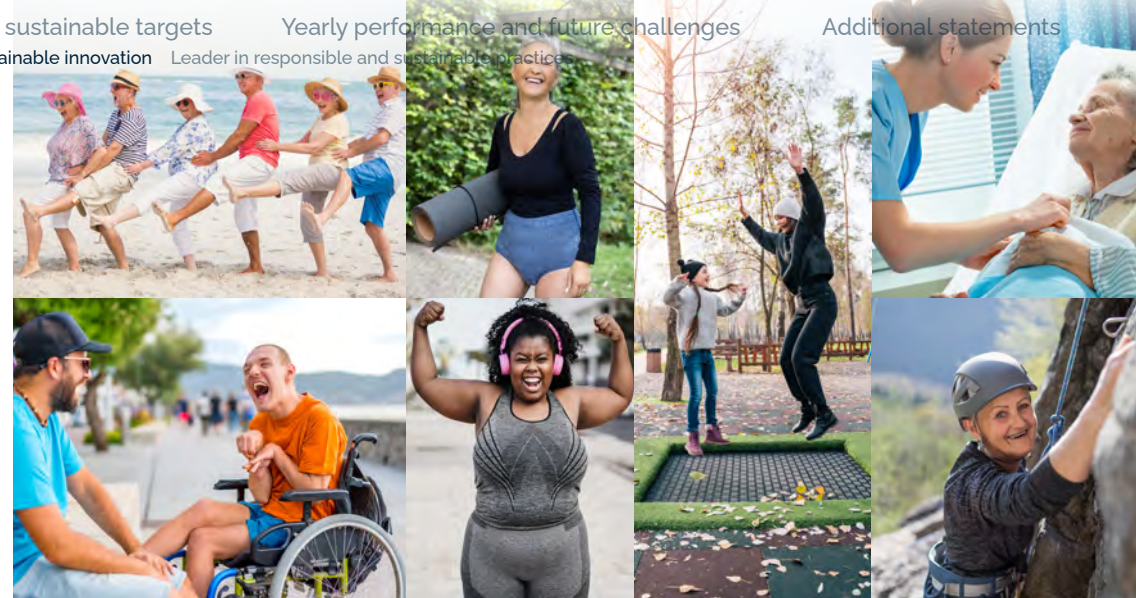
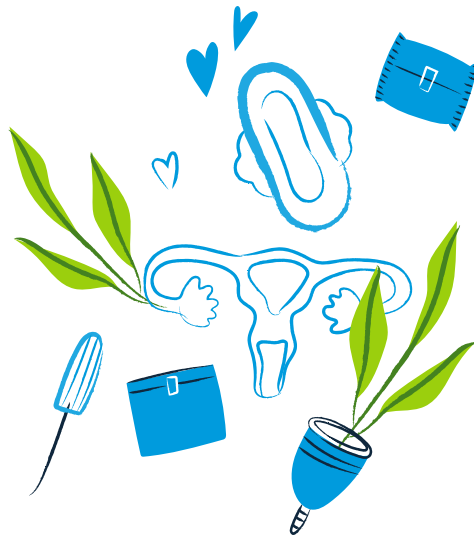
A healthy skin is more than just a surface: it is a living, protective barrier. Central to that barrier is the skin's microbiome, a delicate ecosystem that plays a key role in defending the body against external irritants. That's why we have made it a priority to develop products that not only perform exceptionally well but also respect and support the skin's natural balance.

This commitment is especially important in our **feminine care range**, where skin sensitivity and safety are paramount. To deepen our understanding of skin health at a biological level, we go beyond product development by collaborating with leading research institutes. These partnerships provide valuable insights that guide our innovation pipeline and help us design the next generation of skin-friendly products.

## **Collaborating on the largest** vaginal microbiome citizen study

In collaboration with the University of Antwerp, Drylock Technologies is supporting a groundbreaking study on how menstrual products impact vaginal and vulvar health.

The study, launched in October 2024, explores the effects of pads, tampons, cups, and menstrual underwear on the microbiome over five menstrual cycles. By combining biological samples with user feedback, the research aims to deliver deeper insights into product safety and guide healthier choices for women.



Did you know that our own brand of adult care products **Dailee** is supported by the **Skin Health Alliance**, the world's leading skin health accreditation body?

For more information visit:







## **EWG Verified™** Diapers You Can Trust

With thousands of consumer products on the market, it can be overwhelming to know which ones are truly safe for your family. That is why achieving **EWG Verified™** status for our diapers is so meaningful. This trusted mark from the Environmental Working Group ensures our products are free from EWG's chemicals of concern and meet their strictest standards for health and transparency. It reflects our unwavering commitment to both safety and environmental responsibility, offering parents confidence and peace of mind, knowing they are choosing diapers that are rigorously tested and proven safe for their baby's delicate skin.

## **Industry associations**

Since we want to uphold the highest standards of product safety and quality, Drylock Technologies is an active member of the leading global association and voice of the **Nonwovens and related industries trade association (EDANA)**. As an engaged member, we contribute to the development of best practices, regulatory guidance, and innovation standards that shape the future of hygiene products worldwide.

Our involvement with EDANA ensures we stay aligned with evolving expectations around safety, sustainability, and performance. With this, we reinforce our commitment to responsible manufacturing and product excellence.



Since 2021 Drylock Technologies has consistently achieved **clean reports in toxicological testing of both raw materials and finished products**, as verified by independent external laboratories.



## End of life

We recognize that the end of life of our products is not just a final stage. It is a defining moment in our sustainability journey. This phase alone accounts for **36% of our total greenhouse gas emissions**, making it the second most important area for innovation and action.

We design products and packaging that live longer, perform better, and leave a smaller footprint. Our approach focuses on circularity, offering solutions that are reusable, compostable, or biodegradable. We focus on minimalism from the start to avoid waste at the end stage, and we continue to reduce waste across our operations and product lifecycle.

**Recycling used diapers is a major topic, and Drylock continuously partners with leading recyclers known for the most advanced recycling systems, methods, and insights.**

However, current recycling methods have limitations in terms of effectiveness. These processes often result in low-quality material output due to a combination of low material yield, limited economic viability, and a lack of scalability. As such, diaper recycling in its current form is not the most sustainable or feasible end-of-life solution.

**Considering that approximately two-thirds of a used hygiene product is compostable, and that superabsorbent polymer (SAP) is not recyclable, our long-term vision is centered on full product compostability as a more viable and responsible path forward.**

To make this a reality, we have dedicated the past years to developing biodegradable SAP, without compromising on performance, marking a significant breakthrough that enables us to offer truly compostable hygiene solutions.

Conventional superabsorbent polymers (**SAPs**), widely used in personal care and hygiene products, are predominantly fossil-based and non-biodegradable. With growing consumer awareness and Drylock's strong sustainability vision, there is an increasing drive for more sustainable and circular solutions. As a result, the industry faces an urgent imperative to transition to SAP materials that ideally are both biobased and biodegradable without compromising performance.

Today, developing such biobased and biodegradable SAPs remains an emerging research area fraught with significant technical challenges. Recognizing this need, a **research project** has been launched by three Flemish companies, supported by Flanders Innovation & Entrepreneurship (VLAIO) under the umbrella of Catalisti, the spearhead cluster that accelerates innovation into business in Flanders' chemical and plastics sector, to pioneer the **development of sustainable SAP alternatives** capable of meeting future market expectations and environmental requirements.





## A compostable milestone

Driven by the climate crisis, we proudly introduced a groundbreaking innovation in sustainable hygiene in 2023, together with Love & Green: **the world's first fully compostable diaper, including biodegradable SAP**. This milestone is the result of a long-standing partnership, built on shared values and a commitment to environmental responsibility.

After two years of intensive research and development, conducted in close collaboration with innovative raw material suppliers, we achieved what was once deemed impossible: a high-performance diaper that is **100% industrially compostable and scalable for industrial production**. By 2024, this exclusive design reached full compostability without compromising on comfort, absorbency, or reliability.

“

*When Drylock mentioned composting diapers, Quinson-Fonlupt immediately thought of a partnership with ASE. The idea, as original as it was promising, aroused real enthusiasm: even though we specialize in recycling, it's rare to work on such innovative and meaningful projects. It was a real pleasure to work with the Drylock teams, thank you for this wonderful adventure together... and we look forward to the next one!*

”

**Quinson-Fonlupt**

“

*We are very proud to collaborate with DRYLOCK & Quinson-Fonlupt in this partnership. We bring our expertise in agronomic recovery to a common goal: reducing the ecological footprint and promoting a circular economy. Over the past four years, significant progress has been made thanks to the innovation of compostable materials. We look forward to continuing this CSR collaboration with DRYLOCK!*

”

**Agri Services Environnement (ASE)**

### Our joint mission: to decarbonize baby diapers

Compostable diapers are the solution for moving away from petrochemical plastics and controversial substances. In 2024, this became a reality as we launched and coordinated a test project with committed, expert partners: a **100% compostable diaper in an industrial environment!**



“

Since Love & Green was founded in 2011, we have dreamed of designing a truly revolutionary compostable diaper that is both baby-friendly and environmentally friendly. This dream was born out of a simple but alarming observation: disposable diapers generate tons of non-recyclable waste every year. We wanted to tackle the problem at its source by coming up with an alternative that breaks the mold.

This compostable diaper project would never have seen the light of day without the R&D excellence of our partner Drylock. Their expertise has made it possible to realize an ambitious vision: to design a diaper that is as effective as the best on the market, while incorporating innovative, compostable, and natural materials. Together, we have proven that it is possible to rethink an everyday product with a view to making a positive global impact. This is a source of immense pride and a new step in our mission: to combine parenting, high standards, and sustainability.

We have been working with Drylock since 2017. More than just a commercial relationship, we have built a true partnership based on shared CSR commitments. Like Love & Green, Drylock has made CSR a driving force behind its development and has invested in its factories (solar panels, reforestation) to achieve Ecovadis Platinum level recognition today! We are proud to work with an industrial partner like Drylock to revolutionize the hygiene market!

”

– Love & Green



## Committed stakeholders involved in the project

### Partner retailer



**Initiator** of the compostable diaper initiative

### Local partners



Nursing facilities



Transportation



Composting facilities

### Life cycle



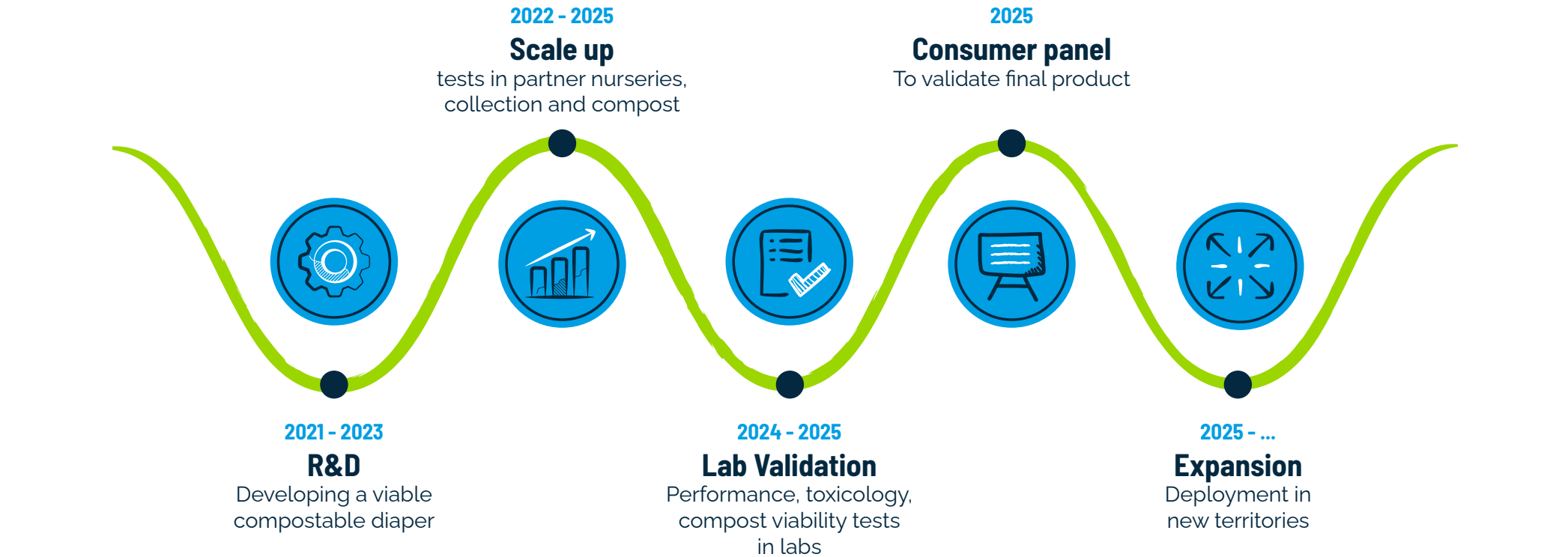
Crafted from a high percentage of natural, plant-based materials, the diaper is certified for composting in standard industrial composting facilities. We are actively working to further increase the bio-based content, pushing the boundaries of what sustainable hygiene can be.

#### A verified and traced composition

**Maximizing number of ingredients of natural or bio sourced origin**

**100% ingredients are biodegradable in industrial compost**

This innovation is already making a measurable impact by reducing the number of diapers sent to landfills or incinerators. It also opens new opportunities for composting in professional environments such as hospitals and childcare centres, paving the way for a more circular and responsible approach to hygiene.



### Looking ahead

We are now applying the same compostable principles to a wider range of baby care products, including baby pants. Our goal is to offer families and institutions more sustainable choices without needing to compromise on quality or comfort.

At Drylock, we believe that the end of life should be a new beginning. It is a chance to close the loop, reduce emissions, and create products that are better for people and the planet.

#### To learn more

about our compostable diaper and our collaboration with Love and Green, visit [Introducing the world's first compostable diaper.](#)



# Leader in responsible and sustainable practices

“Protecting our workforce”

As a **family-owned company**, we cultivate a culture of care and accountability. We ensure our people thrive in safe, inclusive, and empowering environments. Health and safety, along with human rights, are recognized as **key material topics** by both our internal and external stakeholders and are deeply embedded in Drylock's Sustainability Strategy.

When protecting our workforce, we not only focus on health and safety (which is not only a compliance requirement but a core value at Drylock, embedded across all levels of the organization), but also on employee well-being, transparency, and most importantly, cultivating a proactive, people-driven safety culture. This culture is owned and carried out by our teams, ensuring that our workforce's protection is a shared responsibility.

To reinforce our commitment, we regularly conduct **SMETA (Sedex Members Ethical Trade Audit)** audits across our manufacturing plants. These independent, globally recognized audits assess our performance in key areas such as labour standards, health and safety, environmental management, and business ethics. The insights gained from SMETA help us continuously improve our practices, ensure transparency, and uphold the highest standards of ethical and responsible manufacturing.

As Drylock Technologies **continues to grow**, we remain deeply committed to putting human rights and the well-being of our 3,944 employees, stakeholders, and communities at the core of everything we do. With a global footprint, we stand firm in our dedication to human dignity, safety, and equal opportunity for all.

This year, we have continued to advance our efforts across four key areas:

- ✓ health and safety: prioritizing a zero-incident culture through investments and proactive safety measures, training, and continuous monitoring.
- ✓ employee well-being: supporting mental, physical, and emotional health through dedicated programs and resources.
- ✓ diversity and inclusion: fostering an inclusive environment where every voice is valued and everyone feels a sense of belonging.
- ✓ empowerment & development: we ensure responsible employment, fair pay, and a supportive culture that empowers individuals through training, upskilling, and clear opportunities for career development and progression.





## Health & safety

**At Drylock Technologies, leadership means accountability.** We believe our people are our greatest asset, and their health, safety, and well-being are fundamental to our operations. Guided by our Code of Conduct, we prioritize creating a safe and secure environment for everyone in our facilities: employees, contractors, and visitors alike.

**We foster a culture where safety is everyone's responsibility.** Employees are empowered to speak up and immediately act when they encounter unsafe conditions, without fear of retaliation. To reinforce this, all plant workers receive annual safety training tailored to their roles. Each site has a dedicated health committee, and daily housekeeping routines are in place to proactively remove hazards and reduce risk.

**Monthly internal safety audits,** conducted under a structured plan, help ensure continuous improvement of our occupational health and safety management system. Trained personnel who oversee the quality of these processes, using the results to drive smarter, safer practices across the board. Regular safety meetings, visible signage, and facility-wide reminders keep safety top of mind. Through these efforts, we consistently earn top marks in external health and safety evaluations, recognition that reflects our ongoing commitment to a safe and healthy workplace.



Occupational Safety and Cipa team from Capivari, Brazil



Breast cancer prevention, Italy

Our policies also allow workers to remove themselves from potentially dangerous situations, ensuring their protection against any form of retaliation. In the event of an incident, we conduct thorough investigations to identify hazards, assess risks, and implement corrective actions. This rigorous approach helps us continually enhance our safety management system and maintain a secure environment for everyone at our facilities.

## Main risks & opportunities

Based on recent internal and external risk assessments, the main health risks at our manufacturing sites include residual energy, noise, and manual handling, especially when it comes to ergonomics. These risks were also linked to the most serious injuries during the reporting period.

Other risks, like fire or explosive atmospheres, are well managed. Our sites are equipped with automatic detection and suppression systems, and our teams receive regular safety training. We follow the hierarchy of controls recommended by local laws to make sure hazards are addressed in the most effective way.



## Living our safety values, every day, in all aspects

Across our global sites, we put our commitment to safety into action through meaningful local initiatives. From partnering with expert organizations for cancer prevention to raising awareness through campaigns like Pink October (breast cancer) and Blue November (prostate cancer), we stay proactive in protecting

our people. We also organize events like the Internal Week for the Prevention of Workplace Accidents to reinforce safe habits on the job. These efforts show how we turn our safety values into daily practices that protect and empower our teams.







Football, Alabuga - Russia



Padel, Segovia - Spain



On-site physical therapy, Eau Claire - US

## Employee well-being, inside and out

**Protecting our workforce means going beyond physical safety to support overall well-being.** We recognize that a healthy and balanced team is essential to our long-term success, which is why we promote initiatives that focus on both physical and mental health.

Across our locations, employees have access to a range of wellness resources, **health-focused** communications, and programs that promote active lifestyles and a supportive workplace culture. From fitness challenges and recreational sports to well-being workshops and employee assistance programs, we create meaningful opportunities for our people to stay healthy, motivated, and connected.

Recognizing that **mental health** is a global concern, we also support initiatives like our "Right to Disconnect" policy, encouraging employees to fully unplug outside working hours and maintain a healthier work-life balance.

### Employee consultation and/or participation:

- ✓ Short communication flows.
- ✓ Open dialogue and communication.
- ✓ Hotline and whistleblower available.
- ✓ Employee assistance programs.

### Employment and working conditions:

- ✓ Social benefits for all employees with unlimited contract.
- ✓ Focus on health insurance/medical plan for employees in development countries.
- ✓ Focus on physical health: physical therapy, wellness, weekly/monthly team building sport activities and fitness centre.



Race, Hradek nad Nisou - Czech Republic



Sport activities, Nizhny - Russia



On-site fitness center, Zele - Belgium



## Diversity & inclusion



As a global company, we recognize that **diversity and respect are material topics** essential to our long-term success and sustainability. We celebrate the diversity of our people and the unique perspectives they bring to our organization. **Discrimination or harassment** of any kind is **strictly prohibited**. Our **Code of Conduct** reinforces our commitment to equal opportunities for all, regardless of gender, background, sexual orientation, or any other aspect of individual identity.

We take a structured and transparent approach to fostering inclusion, guided by globally recognized frameworks such as the **UN Guiding Principles on Business and Human Rights** and the **Global Reporting Initiative**. Our Diversity Program is fully integrated into our broader environmental, social, and governance strategy and continues to grow by raising awareness and encouraging open dialogue.

Recent sessions have explored topics such as **gender equality, inclusive language, and respectful workplace behaviour**. To ensure every voice is heard and understood, we provide multilingual documentation, bilingual trainers, and language support that helps non-native speakers feel confident and included.

We have also established **measurable goals**. Practical initiatives such as maternity leave guides, equality plans, and clear procedures to prevent harassment based on gender identity or expression support our commitment to fairness and respect.

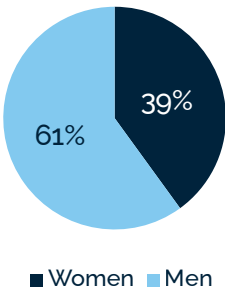
Campaigns like Lilac August, which raises awareness against domestic violence, further reflect our broader mission to create a safe, inclusive, and respectful environment for all. Through initiatives like our Inclusion Champions recognition, we also celebrate employees who actively foster a culture of belonging and equality across our organization.



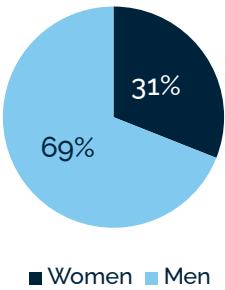


42  
different  
nationalities

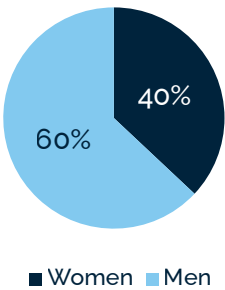
Gender split in the group



Gender split in management



Gender split in production



## Parental leave manuals

In our Czech plant, specific manuals are provided with instructions for colleagues who are going on **parental leave**. In them, there are described all needed steps, common questions and the benefits that are granted.

*"We strive to be an employer who cares about **good conditions for balancing work and personal life**. Therefore, in the future we will always look for ways to connect all roles to mutual satisfaction. During maternity or parental leave, employees can contact their line manager or the HR department at any time. Trust that even if we don't see each other every day, they will still be an integral part of our team," says Ondřej Kout, Head of HR*





# Empowerment & development

## Responsible employment and fair remuneration

We believe that fair and responsible employment practices are essential to building a resilient and empowered workforce. These principles are embedded in our sustainability strategy and recognized as key material topics by our stakeholders.

We ensure that all employees and contract workers receive wages above the living wage in their respective countries. Our approach is guided by internationally recognized benchmarks, such as the **IDH Living Wage Benchmark**, and is reinforced through annual reviews to ensure alignment with local economic conditions and evolving standards. As

part of this process, 100% of our internal workforce is included in regular living wage assessments.

Beyond fair pay, we are committed to creating secure, respectful, and supportive working environments. This includes transparent employment practices, equal access to opportunities, and a strong focus on long-term employability.

Our efforts have been consistently recognized externally, including receiving the **Pluxee Employer of the Year** award in the Czech Republic for five consecutive years.

### External assessment



All our operational facilities undergo regular **Sedex® SMETA audits**, one of the world's leading platforms for ethical trade. These assessments reinforce our commitment to ethical, transparent, and socially responsible labour practices, while helping us continuously improve working conditions, uphold business integrity, and ensuring we meet the **highest standards** across our global operations.





## Fostering a culture of connection



Family Day, Nizhny - Russia



Kick-Off, Zele - Belgium



Family Day, Buccinasco - Italy

At Drylock Technologies, we are actively fostering and building a **shared culture** that unites employees across all our manufacturing locations while honouring the unique character of each site. Through initiatives like plant family visits and local events, we create meaningful opportunities for employees and their families to feel connected to the Drylock community.

These initiatives include Family Day celebrations, summer camps for employees' children, and festive holiday visits from Santa and Sinterklaas. We also recognize individual contributions through employee spotlights and anniversary milestones.

Whether it's celebrating achievements, encouraging team spirit, or welcoming families into our workplace, our goal is to nurture a culture of connection, appreciation, and shared pride.



Family Day, Alabuga - Russia



Family Day, Zele - Belgium



Family Day, Hradek nad Nisou - Czech Republic



Xmas dinner, Segovia - Spain



## Internal magazines

Our Czech plant publishes a quarterly **magazine** featuring local news, major events, employee spotlights, awards, and community initiatives. It serves as a platform to celebrate achievements and keep everyone informed and

connected. We also encourage the use of the **Munipolis** mobile app, which allows employees to stay up to date, take part in surveys and events, and share questions, concerns, or suggestions for improvement.



# Hear it from our people

To truly understand what it is like to work at Drylock Technologies, we invite you to hear directly from our employees. Their stories reflect the real impact of our social initiatives, from feeling supported and growing in their careers to being part of a genuinely caring team.

*"I work with people at Drylock and I enjoy it. I can build a team that is a joy to work with. I'm pleased when I manage to develop employees and move them up the career ladder, and the person who didn't believe they could do it at first thanks me later on for it. That is very satisfying."*



**Ondrej Cap**  
Shift Leader  
Hradek nad Nisou,  
Czech Republic



**Jana Jilkova**  
Safety Technician  
Hradek nad Nisou, Czech Republic

*"What I enjoy about my job is that it's varied and every day is a little bit different. I also enjoy having the confidence to work independently. And I appreciate that the company has accommodated me so that, given my personal situation, I can now work part-time."*

*"Working at Drylock is a unique experience. A welcoming company that thinks about the well-being of each employee. Here is a place where we can learn and grow professionally every day."*

*"I've been part of the maintenance team for a year. What I like most about my job is that I'm challenged every day, and this allows me to continue learning and growing professionally."*



**Javier Bravo**  
Maintenance Technician  
Polig de Hontoria, Spain



**Helena Forte**  
Human Resources Assistant  
Capivari, Brazil

## Whether you are

curious about our culture or interested in a career at Drylock, discover their experiences here:







## Sustainability rooted in people: The journey of Paul Buyck

*commitment, and results."*

From the fluffless diaper to paper packaging, Paul helped turn some of Drylock's most ambitious sustainability goals into reality. And he did it while balancing routine with disruption; the essence of innovation on the factory floor.

*"Innovation breaks habits," he says. "But when production, engineering, and suppliers pull together, great things happen."*

Drylock's model, focusing on product innovation while co-creating machines with partners, relies on collaboration. And Paul thrives in that space, working across teams, functions, and time zones.

*"You work with everyone here; from the line to the CEO. Every voice counts."*

He credits Drylock founder Bart Van Malderen for cultivating a culture of trust and challenge.

*"Bart gives us space to think big, and expects us to deliver."*

Paul's roots in the hygiene industry go back to 1988. He's worked with the Van Malderen family since 1999 and has been central to shaping Drylock's technical and cultural DNA. Even now, as he nears retirement, he remains hands-on, mentoring, visiting sites, and watching lines run like clockwork.

*"I know the sound of a machine when it's running right," he says. "They're like my babies."*

When asked what he's most proud of, Paul doesn't talk about lines or machines; he talks about people.

*"We never stopped improving. But it was never just me. It was always we. That's what makes it special."*

At Drylock, the motto is Innovate to Protect. Few have embodied that spirit more fully than Paul Buyck; by building not just machines, but trust, teams, and a future that never stands still.

**When Drylock launched over a decade ago, it wasn't just betting on innovation; it was betting on people. One of them was Paul Buyck, who joined in the earliest days and has quietly helped shape the company's global production success.**

*"There were no manuals back then," Paul recalls. "Just ideas, urgency, and trust."*

Over the past 13 years, Paul has installed more than 50 production lines across continents. He's worked hand in hand with global suppliers, building solutions and relationships in equal measure. *"Trust isn't given. It's earned, through time,*

# Career development

We are committed to supporting career growth through comprehensive skills training and development programs.

Employees have access to a broad range of opportunities designed to strengthen their expertise and stay aligned with evolving industry standards. This includes individual career mapping, personalized development plans, and structured performance evaluations to guide professional growth.

As Drylock continues to expand, new roles and responsibilities emerge, creating ongoing opportunities for learning and advancement across the organization.

We also provide training on key environmental, social, and governance topics to ensure our teams understand the broader impact of their work. By investing in the development of our people, we are building a knowledgeable and agile workforce, prepared to meet future challenges and contribute meaningfully to our shared goals.

In 2024, Drylock invested in the gradual launch of a **comprehensive learning management system** across the organization. Our goal is to strengthen career development opportunities for all employees by making training more accessible, consistent, and trackable. The system enables us to **monitor progress and ensure accountability** across all training efforts, supporting both white collar and blue collar employees.

We aim to reach at least 90 percent annual participation in key training areas such as sustainability, ethics, and safety. This ensures our entire workforce remains informed, capable, and aligned with our core values.

As Drylock continues to grow, new roles and responsibilities continue to emerge, creating ongoing opportunities for learning and advancement throughout the organization. **We also place a strong emphasis on internal growth.** Before opening any role to external candidates, we first share job opportunities internally. This approach gives our employees the chance to advance their careers and expand their knowledge and skills.

By **investing in the development of our people**, we are building a knowledgeable and agile workforce, prepared to meet future challenges and contribute meaningfully to our shared success.

91%

employees trained



+90.000

hours of training









work  
at **Drylock**

## Creating meaningful employment

**Creating meaningful employment is a key part of how we protect and support our workforce.** As Drylock continues to grow through new facilities, expansion projects, and an increasing global presence, we remain committed to generating local job opportunities in every region where we operate. This growth allows us to invest in people, offering stable and high quality employment that supports both individual development and broader economic resilience.

By focusing on the recruitment and development of local talent, we ensure that the benefits of our success are shared with the communities that support our operations. Whether we are opening a new plant or expanding an existing one, we view job creation not only as a business result but as a responsibility to contribute to sustainable and long-term prosperity.

### To explore

global career opportunities, visit:



## HR days: fostering a stronger workforce through shared learning

In a global organization like Drylock Technologies, aligning HR practices across borders is essential to ensure a consistent, people-centered culture. Bringing HR leaders together fosters connection, accelerates knowledge sharing, and strengthens our ability to respond to evolving workforce needs with a unified approach.

A new global initiative by bringing together all **HR managers** from our production sites worldwide for a dedicated week of collaboration at our headquarters in Zele. This gathering created space for open dialogue, best practice, cross-regional learning, and strategic alignment on the topics that matter most to our people.

Throughout the week, participants shared real experiences, challenges, and successes on subjects such as health and safety, diversity, employee engagement, onboarding, and recruitment. In-depth discussions covered communication strategies, local recognition efforts, and structured reviews of regional practices, including SWOT analyses.

By encouraging openness, inspiration, and mutual learning, this initiative **strengthened our commitment to protecting and empowering our workforce**. It also marked a key step in building a more cohesive, inclusive HR culture across all Drylock locations.





## Protect our systems

**Our commitment to protecting our workforce extends beyond physical safety, it includes safeguarding the digital environment our people rely on every day.** As a global company, Drylock Technologies depends on robust IT systems and information security to ensure operational efficiency, product quality, and reliable delivery. From production lines to financial systems, our digital infrastructure is essential to keeping business running smoothly and securely.



That's why we take cybersecurity as seriously as workplace safety. We invest in continuous training, advanced technologies, trusted external partners, and regular audits to maintain the highest standards. A thorough risk assessment has been conducted across the company to identify and prioritize potential threats, ensuring that proactive measures are in place. All our operational sites are included in the scope of our information security management system, and we align with industry best practices.



### Drylock IT academy

To strengthen our digital defences, we launched the **Drylock IT Academy**, focused on **building security awareness across the organization**. The program includes realistic phishing simulations powered by AI and interactive lessons through the Phished Academy, helping employees recognize and respond to threats effectively. By making cybersecurity training part of our culture, we ensure that our workforce is both informed and prepared to protect the systems that keep our business running.



### Smart and secure with AI

Artificial Intelligence is now a reality. We are investing in artificial intelligence to help our teams work more efficiently and stay secure. To support responsible and effective use of AI in the workplace, we have launched internal guidance and shared practical examples via **regular newsletters**. By fostering awareness around AI usage, we aim to empower our teams while maintaining strong digital governance.

# Social and environmental commitments



## Community development

As part of our annual tradition, in 2024, Drylock Technologies actively supported community development and meaningful causes across all the regions where we operate. From fundraising for breast cancer research, food banks, and hospices to providing Christmas gifts, warm clothing, and essential supplies for children and families in need, we focused on making a tangible difference.

Just as we've done in the past, we've partnered with local charities, cultural organizations, and municipal initiatives, sponsored and supported local sports, employment fairs, and heritage celebrations.

We also stood behind specialized causes, including support for the deaf-blind community, rural women's empowerment, and rare disease awareness through our contribution to diverse NGOs. Throughout all this, our goal remains untouched: **to uplift the communities we are proud to be part of.**

## Rare disease awareness

Through partnerships with organizations like "De Olho nos Olhinhos," Drylock Technologies helps raise public awareness of rare childhood diseases. In this case, the campaign is focused on raising awareness about retinoblastoma, a rare eye cancer that affects children under five. By featuring educational messages on our diaper packaging, we aim to inform families and support early detection efforts where they matter most.



## Supporting local artists

As part of our community development initiatives, we are very proud to collaborate with local artists such as Gonzalo Borondo and showcase his work in our factory in Segovia, Spain. The two pieces exhibited are part of a larger story, reflecting our commitment to working together:





## Drylock Forest

Our dedication to the environment is deeply rooted in our connection to the communities we serve. In 2023, we proudly launched the Drylock Forest next to our southernmost European plant in Segovia, Spain. Located on 35 hectares of arid land, the forest was created in collaboration with local authorities, schools, entrepreneurs, and community members to restore biodiversity and build a meaningful connection between people and nature.

The forest has been carefully designed by **local experts** to align with the **region's natural flora, supporting local wildlife and boosting biodiversity**. Several customers have visited the site and planted trees, adding a personal connection to the forest's story. Over 1,000 native trees have been planted, and since then, we have been looking to expand with an additional 700 trees, further strengthening our commitment to a greener, more sustainable future. Looking ahead, our vision is to expand the forest to 55 hectares, making room for an additional 1,000 trees and deepening our environmental impact.

By focusing on **forest conservation** and **promoting sustainable practices**, we aim to ensure the long-term health of our planet and secure a sustainable future for generations to come.



To learn more:







Apple Trees, Hradek nad Nisou - Czech Republic



Planting new trees, Alabuga - Russia

Inspired by the success of our **Drylock Forest**, we’ve launched similar initiatives in other locations, focusing on reforestation and the protection of local biodiversity



Celebration of World Environment Day, Brazil

As a commitment to the environment and the communities where we operate, we are also gradually installing **chargers for electric cars** in our manufacturing plants and sales offices across Europe. This initiative supports the shift toward cleaner mobility, not only for our employees but also for visitors and partners.



Honey from our own bees, Zele - Belgium



Beehives were installed in 2023 on the roof of our newly renovated headquarters as part of our commitment to preserving biodiversity. One year later, the bees are thriving and well cared for, thanks to regular maintenance and monitoring. This initiative not only helps combat declining bee populations but also demonstrates how to creatively use our infrastructure to support local ecosystems.



## Global solidarity

At Drylock Technologies, we recognize our responsibility to respond when communities face crisis. With operations across the globe, we are uniquely positioned to offer timely support where it's needed most. As part of our ongoing commitment to social impact, we continue to donate essential hygiene products to vulnerable groups affected by natural disasters and emergencies.

In 2024, our teams took action in response to several critical events. Following the devastation caused by Hurricane Helene in North Carolina, our Reidsville plant donated hygiene supplies to support displaced families and emergency shelters. In Spain, our Segovia plant responded to the severe floods caused by the Dana in Valencia by distributing essential products to impacted communities. Our Brazilian sites also continued to provide urgent relief during the annual floods, working closely with local partners to ensure affected populations had access to basic hygiene items.

# Caring beyond borders



## Supporting families in need

For the seventh year in a row, our Czech team partnered with the Liberec Food Bank to help families and individuals facing difficult circumstances. In 2024, **we donated over 6,000 kilograms of baby and incontinence products**: essential items that are often in short supply.

Every week, our team prepares the donations with care, making sure they are ready for pickup and distribution. These diapers go directly to people in need, including families with young children, seniors, and others who rely on the food bank's support. Through this simple yet powerful action, we're proud to make a meaningful difference in our local community.

These actions are not isolated: they reflect Drylock's broader ethos of collaboration and care, and our belief that business has a vital role to play in building resilience where it matters most.





## Responsible supply chain

A responsible supply chain is essential to building a truly sustainable business. Our **materiality assessment** confirmed that this is one of the most important areas for our stakeholders, and we treat it with the highest priority.

We've made strong progress in recent years. By introducing our **Supplier Code of Conduct**, we have set strict expectations for our **suppliers** when it comes to **environmental, social, and governance** standards. Compliance with these standards is a key factor when selecting suppliers and other business partners. As a living document, our Supplier Code of Conduct is regularly reviewed and updated to reflect evolving best practices and regulatory requirements.

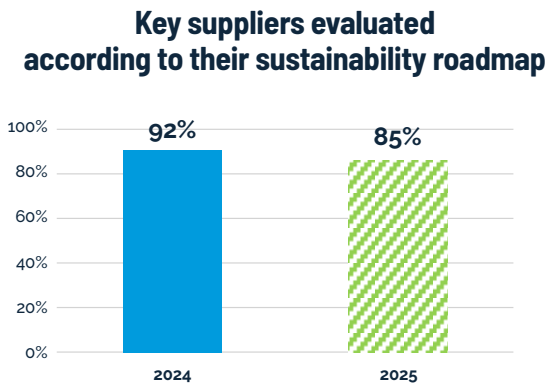
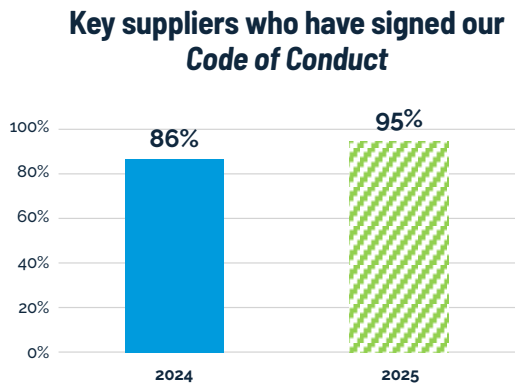
In 2024, 86% of our key suppliers were formally aligned with our Code of Conduct. We are working hard to raise that number to at least 95% by 2025. To get there, we carry out regular audits, site visits, self-assessments, and ESG screenings. This helps us stay close to what is happening on the ground and ensures that our standards are being met.

Our **Sustainability Supplier Charter**, which is reevaluated annually, provides a clear vision of Drylock's sustainability journey and communicates our expectations to suppliers. It serves

as a guiding 'lighthouse', offering direction while allowing suppliers the flexibility to innovate and adapt. The Charter includes a self-assessment designed to periodically gather detailed information about our suppliers' environmental, social, and governance practices. The results of these assessments are integrated into each supplier's overall performance rating, ensuring that sustainability is a key factor in our procurement decisions.

Based on the outcomes, **we identify areas where additional support or training may be needed**. This enables targeted follow-up actions, including but not limited to closer engagement with suppliers, tailored improvement plans, and, where necessary, influencing the outcome of tenders. By embedding ESG performance into our supplier evaluation process, we ensure that sustainability is not only encouraged but also rewarded.

This initiative also helps us better understand the challenges and opportunities our suppliers face in their long-term green transition. It opens the door for deeper collaboration with Drylock, fostering shared progress toward more sustainable supply chains. In 2024, **92% of our key suppliers** were evaluated on their **ESG performance**, already **exceeding our 2025 target of 85%**.



Internally, we make sure our teams are equipped to lead by example. All our key buyers get training on responsible sourcing, so they can make informed decisions that reflect our values.

## Respecting workers across the supply chain

At Drylock, we believe that protecting people starts with respect, and that respect should reach every corner of our supply chain. By requesting our suppliers to align with our **Supplier Code of Conduct**, we expect them to uphold **strong labour and human rights standards**, not only in their own operations but also with their own suppliers. This includes taking clear steps to prevent any form of modern slavery, such as forced labour, child labour, or human trafficking. We expect our partners to provide fair wages, safe working conditions, and equal opportunities, while also ensuring that workers are treated with dignity and can speak up without fear. These expectations are part of how we build long-term partnerships based on trust, transparency, and shared responsibility for doing what is right.

To ensure compliance, our **purchasing** and **sustainability teams** closely monitor supplier performance through regular **audits, direct feedback and self-assessments** such as the **Sustainability Supplier Charter**. We also consider results from external evaluations such as EcoVadis and Sedex Smeta audits as part of the yearly suppliers' sustainability evaluation. With this comprehensive approach, we are able to identify potential risks, support continuous improvement, and uphold our unwavering commitment to **respecting workers' rights throughout our entire supply chain**.



Looking ahead, we are also acting on climate. As part of our science-based targets, we've committed that by 2027, half of our suppliers by emissions will have their own science-based targets in place. This is a big step toward reducing our Scope 3 emissions and supporting a low-carbon future.

Building a responsible supply chain takes ongoing effort, collaboration, and transparency. That is why we are committed to continuous improvement and to working closely with our partners to create long-term, positive impact.



Due diligence process for raw materials

External accreditations		Policies and statements	Management systems and certificates		Quality control
			On plant level	On finished products	
Non-renewable raw materials		<ul style="list-style-type: none"><li>• Declaration of conformity</li><li>• Supplier code of conduct</li><li>• Supplier Sustainability Charter</li><li>• PETA declaration</li></ul>	<ul style="list-style-type: none"><li>• ISO9001</li><li>• ISO14001</li><li>• ISO 13485</li><li>• BRC</li><li>• IFS</li><li>• OEKO-TEX STeP</li></ul>	<ul style="list-style-type: none"><li>• Made in Green</li><li>• EU Ecolabel</li><li>• Nordic Swan</li><li>• Blue Angel</li><li>• Allergy Certified</li><li>• Asthma Allergy</li><li>• Skin Health Alliance</li></ul>	<ul style="list-style-type: none"><li>• Toxicological testing</li><li>• Dermatological testing</li><li>• Microbiological testing</li><li>• Supplier audits</li><li>• Documentation on material safety and quality</li></ul>
	Oekotex ST100				
Renewable raw materials					
Fluff pulp	FSC® PEFC®				
Organic cotton	GOTS OCS				
Green SAP	REDcert ISCC PLUS				
Green PE	REDcert I'm Green ISCC PLUS				

Protecting forests and biodiversity

Our commitment to preserving forests and biodiversity is deeply rooted in our sustainability strategy. They play a key role in climate regulation, provide habitats for countless species, and sustain the livelihoods of rural communities. As a manufacturer that relies on fibers, we fully recognize our **responsibility to minimize our impact**. Beyond initiatives like the Drylock Forest or the beehives in our

headquarters, we take concrete steps to reduce our environmental footprint throughout the supply chain. As part of this effort, **100% of the wood-based materials** we use come from controlled sources, including **FSC®** and **PEFC®** certified forests, and all **cotton** is **organically** sourced. These sourcing choices complement our broader actions to protect ecosystems and promote responsible production.



## Global vegan portfolio

We place great importance on animal safety and stand firmly against animal abuse. Supporting animal rights is a core part of our ethical approach to product development. That is why, since 2022, our **entire product portfolio** has been globally certified as **vegan**, fully compliant with PETA standards.

This certification guarantees that no animal testing or animal-derived ingredients are used in any part of our production process. By creating PETA-approved products, we prioritize the well-being of both our consumers and the environment, aligning with our values of innovation and responsibility.

Drylock was **one of the first** hygiene suppliers to launch PETA-approved, vegan-certified products

For more information, visit:



chemical &  
cruelty **free**



**vegan**





# Business ethics

Upholding strong business ethics is essential to how we operate. For us, this means maintaining high standards of integrity, transparency, and accountability in everything we do. This commitment is deeply rooted in our core values and plays a vital role in supporting our long-term success and the trust we build with stakeholders.

Drylock Technologies' business ethics are formalized in our **Code of Conduct**, a document that reflects both our corporate identity and shared values. Reviewed regularly by the Board of Directors, the Code is designed to **safeguard the human rights of all employees**, in line with globally recognized standards. It applies consistently across all our operations worldwide, ensuring that our ethical principles are upheld regardless of location. Every new team member is trained on its contents and must commit to its principles. As a document which is primarily relevant to employees and stakeholders within the organization, it is not disclosed publicly but always remains available for consultation through the Intranet of the company.

Everyone at Drylock Technologies shares the responsibility of understanding the legal and ethical issues that affect our work and always acting with integrity. Our Code of Conduct applies to all employees and third parties acting on our behalf, **ensuring a consistent standard across our operations**. It is clearly structured and covers essential topics including our core values, health and safety, employee well-being, human rights, child labour, fair wages, social dialogue, environmental responsibility, intellectual property, legal compliance, antitrust, conflicts of interest, and anti-bribery and corruption.

The Code is designed to **guide responsible decision-making, uphold high professional standards, and ensure compliance with applicable laws and regulations**. It equips our teams with the knowledge and tools they need to act ethically, respect one another, and stay aligned with our broader vision and mission.

We believe in treating one another with the same respect and fairness we expect in return. Respect in the workplace means acting with integrity, communicating openly, and supporting one another. This approach fosters **a culture where employees feel safe to be themselves and confident in speaking up**. To strengthen this commitment, we have implemented an incident reporting program that ensures concerns can be raised safely and responsibly.

**Transparency, integrity, and accountability** are at the core of how we do business. Our ethical framework shapes the way we engage

with all stakeholders, from employees and customers to suppliers and local communities, ensuring our actions consistently reflect our values. We are committed to fostering a culture rooted in respect, fairness, and responsibility, while actively working to reduce our environmental impact and promote positive social change.

Our reputation is reinforced by a clear stance against corruption and unethical conduct. We are committed to making decisions based solely on legitimate business interests, in line with the integrity standards set out in our Code of Conduct. This principle is a **binding commitment for all employees**, who formally agree to uphold it. For **third parties**, including suppliers, we are **continuously developing and strengthening policies** such as our **Anti-Bribery and Corruption Policy** and **Supplier Code of Conduct**, both of which are regularly reviewed to ensure their effectiveness and alignment with our ethical expectations.







# Our sustainable targets

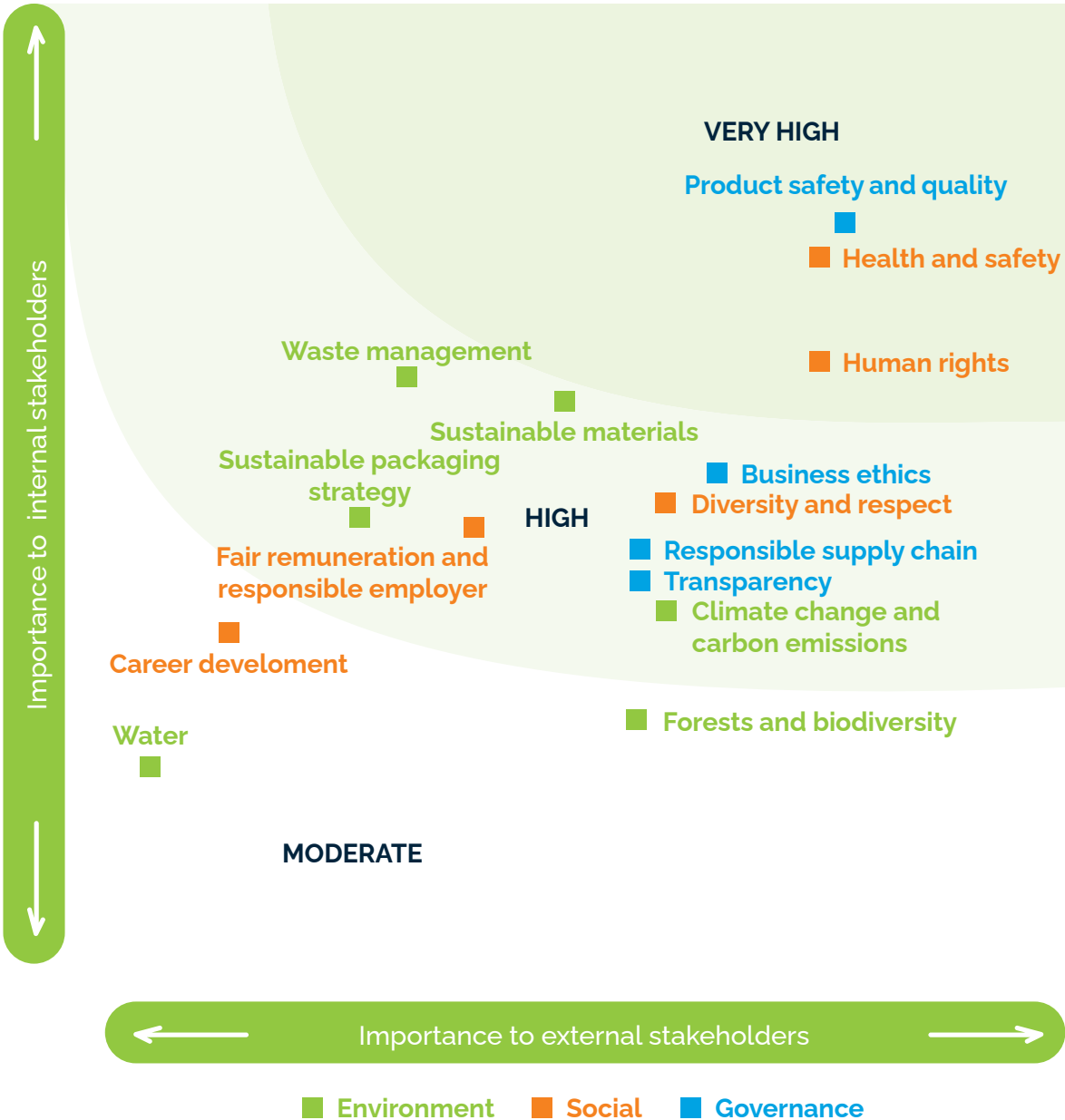
<b>Impact materiality assessment</b>	91
<b>Commitment to SDG</b>	100
<b>Our sustainable targets</b>	101

# Impact materiality assessment

Figure 1 - Reduced materiality matrix (Short term scenario)

As part of Drylock Technologies' Sustainability report, and, to better understand which topics are the most material for our stakeholders, we conducted in 2024 an **Impact Materiality Assessment**. This assessment examines how our company impacts the external environment and how external factors may affect our business.

As a result of the assessment, it was concluded that delivering **safe and quality products** along with conducting **ethical and safe business** resulted as high priority for our internal and external stakeholders alike.



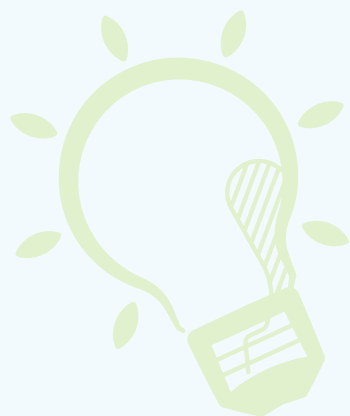


## The process



### Understand

Understand Drylock Technologies' context to map and define our key stakeholders group



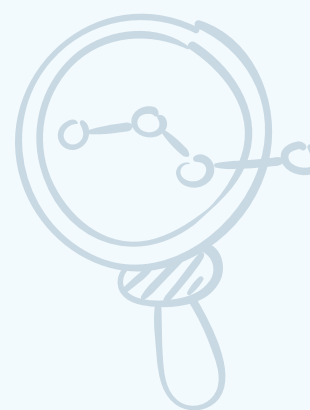
### Identify

Identify Drylock Technologies' actual and potential impacts on the economy, environment and people, by screening internal and external sources.



### Assess

Assess the significance of the identified potential impacts, by engaging with relevant stakeholders and experts.



### Prioritize

Prioritize the most significant impacts for reporting.



## Understand



**Stakeholder** participants included both **internal and external groups**. The main stakeholders were shareholders and investors, who provide financial backing and strategic direction, suppliers, who ensure the quality of raw materials, internal stakeholders such as Drylock employees and management, who drive operations and innovation, retailers, responsible for distributing our products, and consumers, who use and provide feedback on them. Other stakeholders were the future generation of consumers, current parents, industry associations, trend setters and innovators and external experts.

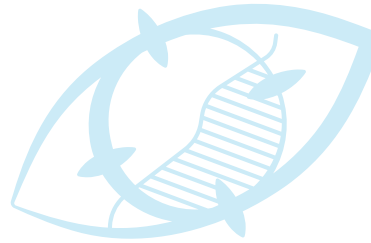


### Main stakeholders

Shareholders and  
Investors  
Suppliers  
Internal stakeholders  
Retailers  
Consumers

### Other stakeholders

Future generation of  
consumers  
Current parents  
Industry associations,  
trend setters and innova-  
tors and external experts



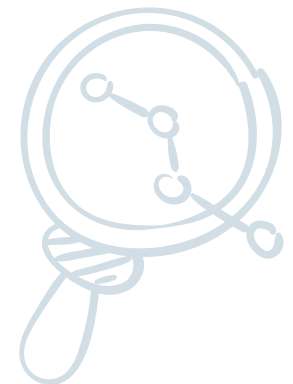
## Identify

Once Drylock Technologies' context was clear, we identified which were the most material topics. Before engaging with our stakeholders, we **examined ESG reporting frameworks and ratings, regulatory requirements, and industry peer materiality assessments** to compile a list of the 30 most significant ESG topics for Drylock Technologies.



## Assess

After defining the material topics, we **engaged with our stakeholders through surveys** to better understand how each group prioritized the 30 identified topics. As well, we considered the temporal impact and asked our stakeholders whether and how the significance of the topics will change in the short and long term.







To determine the material topics for reporting, the impacts get grouped into topics, and get prioritized based on significance. As a result of the exercise, a reduced list of 15 topics was obtained. The materiality matrix is displayed in Figure 1. The final selection and validation of these topics is conducted in collaboration with key internal stakeholders and management to ensure comprehensive results.

To further drive focus a **threshold** is set, delimited by the “Moderate” and “High” areas of importance in Figure 1. Topics above such threshold are considered material to Drylock Technologies. They are prioritized and integrated in our business strategy. The remaining topics below the line have a more limited impact. They are already tackled by legislation or are linked with a subject to voluntary reporting.

DRYLOCK STRATEGY	ESG	MATERIAL TOPICS
Develop	Environment	Climate change and carbon emissions
Develop	Environment	Sustainable materials
Develop	Environment	Waste management
Develop	Environment	Sustainable packaging strategy
Develop	Governance	Product safety and quality
Protect	Social	Health and safety
Protect	Social	Diversity and respect
Protect	Social	Fair remuneration and responsible employer
Protect	Social	Human rights
Drive	Governance	Business ethics
Drive	Governance	Responsible supply chain
Drive	Governance	Transparency

DRYLOCK STRATEGY	ESG	TOPICS WITH LIMITED IMPACT
Develop	Environment	Water
Develop	Environment	Forests and biodiversity
Protect	Social	Career development

The key internal stakeholders and management who validated the materiality topics represented the following Drylock Technologies' departments: finance, research and development, human resources, sales and business development, procurement, supply chain and production. Shareholders were also included as part of the validation process.

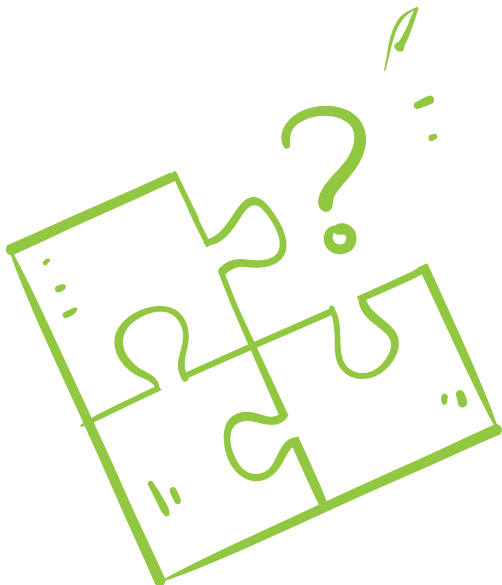
## Priority material topics by stakeholder group:

Each stakeholder group prioritized different material topics. In the following two overviews it is possible to notice how our stakeholders rate by significance the list of 12 selected material topics and 3 limited impact topics. The darker the dot, the more importance they place on that specific topic.

### Main stakeholders:

	Shareholder/ Investors	Suppliers	Drylock Technologies	Retailers	Consumers
Climate change and carbon emissions	●	●	●	●	●
Sustainable materials	●	●	●	●	●
Water	●	●	●	●	○
Waste management	●	●	●	●	●
Sustainable packaging strategy	●	●	●	●	●
Forests and biodiversity	●	●	●	●	●
Product safety and quality	●	●	●	●	●
Health and safety	●	●	●	●	●
Diversity and respect	●	●	●	●	●
Career development	●	●	●	○	●
Fair remuneration and responsible employer	●	●	●	●	●
Human rights	●	●	●	●	●
Business ethics	●	●	●	●	●
Responsible supply chain	●	●	●	●	●
Transparency	●	●	●	●	●
Cyber and information security	●	●	●	●	●

○ less important  
● important  
● more important



## Other stakeholders:

	Industry association	Trend setters & innovators	External experts	Future generation of consumers	Current parent
Climate change and carbon emissions	●	●	●	●	●
Sustainable materials	●	●	●	●	●
Water	●	●	○	●	●
Waste management	●	●	●	●	○
Sustainable packaging strategy	●	●	●	●	○
Forests and biodiversity	●	●	●	●	●
Product safety and quality	●	●	●	●	●
Health and safety	●	●	●	●	●
Diversity and respect	●	●	●	●	●
Career development	○	●	●	●	○
Fair remuneration and responsible employer	○	●	●	●	○
Human rights	○	●	●	●	●
Business ethics	●	●	●	●	○
Responsible supply chain	●	●	●	●	○
Transparency	●	●	●	●	●
Cyber and information security	●	●	●	●	●

## How our stakeholders perceive the temporal impact in our materiality topics:

Additionally, other stakeholders have also highlighted the temporal impact. The **future generation of consumers** expects a **9% average growth** in the importance of both **environmental and social** topics in the long term. **Current parents**, on the other hand, anticipate a substantial **67% average growth** in the importance of **environmental** topics over the long term.













This highlights a broad acknowledgment of the increasing relevance of sustainability across our operations and value chain.












○ less important

● important



● more important



ESG	Drylock Technologies Material topics	Description	SDGs	Our sustainability KPIs	Corresponding GRI Standards Material Topic
Environment	Climate change and carbon emissions	Evaluates and mitigates the risks that climate change presents to our business and pursues opportunities to reduce carbon emissions through sustainable practices and innovations.	  	<ul style="list-style-type: none"> <li>Percentage reduction in CO<sub>2</sub>eq emissions (Scope 1 and 2)</li> <li>Percentage reduction in relative CO<sub>2</sub>eq emissions (Scopes 1, 2 and 3)</li> <li>Electricity intensity ratio</li> <li>Renewable electricity</li> <li>Carbon neutrality</li> </ul>	302, 305, 308
	Sustainable materials	Utilizes resources that are sourced and processed in a way that minimizes environmental impact. Optimizes material usage.	 	<ul style="list-style-type: none"> <li>Percentage of material saved through eco-design</li> </ul>	301, 308
	Waste management	Implements strategies for the collection, transportation, disposal, and recycling of waste materials to minimize environmental impact and promote sustainability.	  	<ul style="list-style-type: none"> <li>Waste subject to material or energy recovery</li> <li>Scrap rate</li> </ul>	306
	Sustainable packaging strategy	Develops and uses packaging materials that reduce environmental impact, focusing on recyclable, biodegradable, or reusable options to support a circular economy.		<ul style="list-style-type: none"> <li>Share of primary packaging containing recycled raw materials</li> <li>Share of virgin oil-based plastic avoided on primary packaging</li> <li>Percentage of material saved in packaging</li> </ul>	301, 306, 308
Social	Health and safety	Ensures the well-being of employees and the public by maintaining safe working conditions and preventing accidents and illnesses through robust health and safety policies.		<ul style="list-style-type: none"> <li>Products certified with at least 1 eco-/health labels</li> <li>Percentage of clean tox reports</li> <li>Lost time accident frequency rate</li> </ul>	403
	Diversity and respect	Fosters an inclusive environment where diverse backgrounds and perspectives are valued, promoting mutual respect and equality within the organization.	 	<ul style="list-style-type: none"> <li>Percentage of employees being trained in business ethics topics</li> <li>Percentage of new employees trained in the Code of Conduct</li> <li>Reported incidents on discrimination</li> </ul>	401, 405

ESG	Drylock Technologies Material topics	Description	SDGs	Our sustainability KPIs	Corresponding GRI Standards Material Topic
Social	Fair remuneration and responsible employer	Ensures fair compensation for employees and upholds ethical standards in treatment, benefits, and working conditions, promoting a responsible and supportive workplace.	  	<ul style="list-style-type: none"> <li>Lost time accident frequency rate</li> </ul>	401, 405
	Human rights	Upholds the basic rights and freedoms of all individuals, ensuring dignity, equality, and respect in all aspects of life and work within the company.		<ul style="list-style-type: none"> <li>Percentage of employees being trained in business ethics topics</li> <li>Percentage of new employees trained in the Code of Conduct</li> <li>Reported incidents on discrimination</li> </ul>	401, 405
Governance	Product safety and quality	Guarantees that products meet safety and quality standards and are free from defects, providing consumers with reliable and high-quality goods.	 	<ul style="list-style-type: none"> <li>Number of products recalls</li> <li>Number of complaints related to contamination of the product with metal, plastic, glass or wood</li> </ul>	416
	Business ethics	Adheres to principles and standards that guide ethical behaviour in business operations, promoting honesty, integrity, and fairness.		<ul style="list-style-type: none"> <li>Percentage of employees being trained in business ethics topics</li> <li>Reported breaches of the Code of Conduct related to anti-corruption or anti-competitive practices</li> </ul>	205, 206
	Responsible supply chain	Manages the supply chain to ensure ethical practices, environmental sustainability, and social responsibility from sourcing to delivery.	  	<ul style="list-style-type: none"> <li>Suppliers signed declaration of conformity</li> <li>Percentage of key suppliers who have signed or are aligned with our Supplier Code of Conduct</li> <li>Key suppliers* having signed our Supplier Charter on Climate Action</li> <li>Key suppliers* evaluated according to their ESG/sustainability roadmap</li> <li>Key suppliers* scanned for external audits compliance against ESG topics</li> </ul>	308
	Transparency	Maintains openness, honesty, and straightforwardness about company operations, decisions, and performance, fostering trust and accountability.		<ul style="list-style-type: none"> <li>EcoVadis score</li> <li>SBTi commitment</li> </ul>	205, 206

\*Key suppliers: Top 50 suppliers – based on yearly purchasing volumes including all Drylock entities

ESG	Drylock Technologies limited impact topics	Description	SDGs	Our sustainability KPIs
Environment	Water	Manages water usage efficiently to ensure availability and quality, reducing the environmental impact of our operations and preserving this vital resource.		<ul style="list-style-type: none"> <li>Water intensity ratio</li> </ul>
	Forests and biodiversity	Protects and promotes the health of forest ecosystems and biodiversity, ensuring the sustainability of natural habitats and the species that depend on them.		<ul style="list-style-type: none"> <li>Percentage of certified or controlled wood-based raw materials</li> <li>Percentage of organic cotton used in our products</li> </ul>
Social	Career development	Provides opportunities and programs for employees to grow their skills, advance their careers, and achieve their professional goals, supporting long-term success and retention.	 	<ul style="list-style-type: none"> <li>Percentage of employees trained</li> </ul>



Commitment to SDG

SUSTAINABLE  
DEVELOPMENT GOALS

Our priority sustainable development goals

As a leading global manufacturer of hygiene products, Drylock Technologies is committed to conducting business responsibly and ethically. We prioritize the well-being of our partners, the communities we serve, and the planet we inhabit. Our sustainability strategy is in line with the 2030 Agenda for Sustainable Development from United Nations and focuses on goals 3, 4, 5, 7, 8, 9, 11, 12, 13, 15 and 17.

Being Drylock

Our goal is to maintain our leading position in the industry by creating high quality hygiene products that live up to the expectation of consumers while protecting the environment.



Contributing to our Communities

Our long-term vision is to continue to add value to our communities by joining the global efforts towards limiting global warming to 1.5°C (Paris Agreement).



Maintaining integrity and running a compliant business










Our long-term vision is to maximise integrity and fairness in everything we do, ensuring that our business continuously meets the highest professional, compliance and ethical standards.



Our sustainable targets








PILLAR	SDG	THEME	KPI	Unit	2021	2022	2023	2024	Target	Target Year	Status	REMEDIATION ACTIONS
Environment	<div>7</div> <div>7</div> <div>9</div> <div>13</div>	Climate change and carbon emissions	Percentage reduction in absolute CO <sub>2</sub> eq emissions (Scope 1 and 2)	%	-	87	84	83	70% reduction from a 2021 base year (SBTi target)	2030	On track	
			Percentage reduction in relative CO <sub>2</sub> eq emissions (Scope 1 and 2 / 1000 finished goods)	%	-	90	89	88	70% reduction from a 2021 base year	2030	On track	
			Percentage reduction in relative Scope 3 GHG emissions (gCO <sub>2</sub> e/gross piece)	%	-	6	17	8	25% reduction from a 2021 base year	2030	On track	
			Percentage reduction in relative Scope 3* GHG emissions (gCO <sub>2</sub> e/EUR)	%	-	19	25	24	52% reduction from a 2021 base year (SBTi target)	2030	On track	
			Electricity intensity ratio	kwh/1000 finished goods	14.8	14.6	14.3	14.4	To maintain ratio below 15 kWh/1000	2030	On track	Previous target was to achieve 13.5 kWh/1000 finished goods by 2025. Target redefined to 15 kWh and target year to 2030.
			Renewable electricity	%	68	100	100	100	To maintain 100%	2030	Target met	
			Carbon neutrality	% production sites	100	100	100	100	To maintain the status of carbon neutral company	2025	Target met	
	<div>9</div> <div>12</div>	Sustainable materials	Percentage of material saved through eco-design	%	7.4	11.4	11.6	11.6	To achieve 14.5% of material saved from a 2017 base year	2025	On track	
	<div>12</div>	Water	Water intensity ratio	m3/ 1000 finished goods	0.0096	0.0077	0.0074	0.0072	To maintain ratio below 0.008 m3/ 1000 finished goods	2030	Target met	Previous target was to maintain decreasing tendency. Target redefined to improve feasibility over time
	<div>11</div> <div>12</div> <div>15</div>	Waste management	Waste subject to material or energy recovery	%	91	88	87	87	To achieve 100%	2030	On track	
			Scrap rate	%	3.30	3.15	2.95	3.05	To maintain rate below 3.15%	2025	On track	
	<div>12</div>	Sustainable packaging strategy	Share of primary packaging containing recycled raw materials	%	48.0	63.0	78.0	89.0	To maintain at least the coverage of 45%	2030	Target met	
			Share of virgin oil-based plastic avoided on primary packaging	%	11.5	20.6	37.0	42.0	To maintain at least the coverage of 20%	2030	Target met	
			Percentage of material saved in packaging	%	13	22	27	30	To achieve 40% saved from a 2019 base year	2025	On track	
	<div>15</div>	Forests and biodiversity	Percentage of certified or controlled wood-based raw materials	%	100	100	100	100	To maintain the coverage of 100%	2030	Target met	
			Percentage of organic cotton used in our products	%	100	100	100	100	To maintain at least the coverage of 95%	2030	Target met	

\*GHG Scope 3 categories evaluated: Upstream transportation, Waste generated in operations, Upstream leased assets, Downstream transportation, End-of-Life treatment of sold products.

PILLAR	SDG	THEME	KPI	Unit	2021	2022	2023	2024	Target	Target Year	Status	REMEDIATION ACTIONS
Social		Health and safety	Products certified with at least 1 eco-/health labels	%	43%	52%	77%	82%	To maintain at least the coverage of 40%	2030	Target met	
			Percentage of clean tox reports	Number	100	100	100	100	To maintain the coverage of 100%	2030	Target met	
			Lost time accident frequency rate	Number	1,39	2,01	1,24	1,10	To maintain frequency rate below 1.5	2030	Target met	Previous target was to maintain decreasing tendency. Target redefined to improve feasibility over time
	 	Diversity and respect	Percentage of employees being trained in business ethics topics	%	92	90	90	90	To maintain a coverage of at least 90%	2030	Target met	
			Percentage of new employees trained in the Code of Conduct	%	-	90	90	90	To maintain a coverage of at least 90%	2030	Target met	
			Reported incidents on discrimination	Number	-	0	0	0	To maintain a yearly target of no incidents	2030	Target met	
	 	Career development	Percentage of employees trained	%	92	90	89	91	To maintain a coverage of at least 90%	2030	Target met	
	  	Fair remuneration and responsible employer	Lost time accident frequency rate	Number	1,39	2,01	1,24	1,10	To maintain frequency rate below 1.5	2030	Target met	Previous target was to maintain decreasing tendency. Target redefined to improve feasibility over time
		Human rights	Percentage of employees being trained in business ethics topics	%	92	90	90	90	To maintain a coverage of at least 90%	2030	Target met	
			Percentage of new employees trained in the Code of Conduct	%	-	90	90	90	To maintain a coverage of at least 90%	2030	Target met	
			Reported incidents on discrimination	Number	-	0	0	0	To maintain a yearly target of no incidents	2030	Target met	

\*Key suppliers: Top 50 suppliers – based on yearly purchasing volumes including all Drylock entities



PILLAR	SDG	THEME	KPI	Unit	2021	2022	2023	2024	Target	Target Year	Status	REMEDATION ACTIONS
Governance		Product safety and quality	Number of product recalls	Number	0	0	0	0	To maintain a yearly target of no product recalls	2030	Target met	
			Number of complaints related to contamination of the product with metal, plastic, glass or wood	Number	0	0	0	0	To maintain a yearly target of no complaints	2030	Target met	
		Business ethics	Percentage of employees being trained in business ethics topics	%	92	90	90	90	To maintain at least the coverage of 90%	2030	Target met	
			Exported breaches of the Code of Conduct related to anti-corruption or anti-competitive practices	Number	-	0	0	0	To achieve 0 breaches related to anti-corruption or anti-competitive practices on a yearly basis	2030	Target met	
		Responsible supply chain	Suppliers signed declaration of conformity	%	100	100	100	100	To achieve 100% compliance on a yearly basis	2030	Target met	
			Percentage of key suppliers* who have signed or are aligned with our Supplier Code of Conduct	%	76	82	86		To maintain a coverage of at least 95%	2050	On track	
			Key suppliers having signed our Supplier Charter on Climate Action	Number	-	62	78	84	To obtain coverage of 100%	2050	On track	
			Key suppliers evaluated according to their ESG/sustainability roadmap	%	54	54	94	92	To maintain a coverage of at least 85%	2050	On track	
			Key suppliers scanned for external audits compliance against ESG topics	%	100	100	100	100	To achieve 100% compliance on a yearly basis	2030	Target met	
		Transparency	EcoVadis score	Score	-	Silver (Top 15%)	Silver (Top 15%)	Platinum (Top 1%)	To maintain score in the top 15%	2030	Target met	Previous target was to maintain yearly improvement tendency in overall score. Since we obtained the highest score by achieving Platinum medal, the target gets updated to maintain our score in the top 15%.
			SBTi commitment	Status	-	Targets submitted	Targets approved	Targets approved	To meet targets published in <a href="https://sciencebasedtargets.org/companies-taking-action">https://sciencebasedtargets.org/companies-taking-action</a>	2030	On track	

\*Key suppliers: Top 50 suppliers – based on yearly purchasing volumes including all Drylock entities



# Yearly performance and future challenges

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# Environmental data

## CLIMATE DATA – GHG emissions

### Carbon intensity ratio of scope 1 & 2 emissions (market-based)

	UNIT	2020	2021	2022	2023	2024
Scope 1	kgCO <sub>2</sub> / 1000 finished goods	0.33	0.3	0.17	0.19	0.19
Scope 2	kgCO <sub>2</sub> / 1000 finished goods	2.19	1.91	0.05	0.05	0.06
Total Scope 1 & 2	kgCO <sub>2</sub> / 1000 finished goods	2.52	2.21	0.22	0.24	0.25

### Scope 1 & 2 emissions market-based

	UNIT	2020	2021	2022	2023*	2024*
Scope 1	tCO <sub>2</sub> eq	2,179	1,742	1,669	2,124	2,138
Scope 2	tCO <sub>2</sub> eq	14,362	15,120	498	530	702
Total Scope 1 & 2	tCO <sub>2</sub> eq	16,540	16,862	2,167	2,654	2,840

### Scope 1 & 2 emissions location-based

	UNIT	2020	2021	2022	2023*	2024*
Scope 1	tCO <sub>2</sub> eq	2,179	1,742	1,669	2,124	2,138
Scope 2	tCO <sub>2</sub> eq	37,380	39,880	50,226	52,763	74,090
Total Scope 1 & 2	tCO <sub>2</sub> eq	39,549	41,622	51,895	54,887	76,228

### Emissions related to Scope 3

	UNIT	2020	2021	2022	2023*	2024*
1. Purchased goods and services	tCO <sub>2</sub> eq	-	457,836	540,982	491,352	608,442
2. Capital goods	tCO <sub>2</sub> eq	-	23,218	29,008	22,994	33,285
3. Fuel- and Energy-related activities not included in scope 1 or scope 2	tCO <sub>2</sub> eq	-	4,335	3,646	4,065	8,848
4. Upstream transportation	tCO <sub>2</sub> eq	-	88,211	100,232	81,692	77,270
5. Waste generated in operations	tCO <sub>2</sub> eq	-	12,080	13,185	8,399	4,812
6. Business travel	tCO <sub>2</sub> eq	-	368	912	1,091	2,250
7. Employee commuting	tCO <sub>2</sub> eq	-	17,562	9,050	13,649	15,406
8. Upstream leased assets	tCO <sub>2</sub> eq	-	8,980	15,013	17,299	14,217
9. Downstream transportation	tCO <sub>2</sub> eq	-	94,109	58,516	61,048	76,092
12. End-of-Life treatment of sold products	tCO <sub>2</sub> eq	-	274,534	398,768	441,054	465,151

## ENERGY CONSUMPTION

### Energy consumption within the organization

	UNIT	2020	2021	2022	2023*	2024*
Fossil fuel consumption from propane (LPG)	MWh	1,022	755	338	307	913
Fossil fuel consumption from oil	MWh	1,009	1,112	1,006	882	1,127
Heat and steam consumption from fossil fuels	MWh	7,945	8,950	11,573	11,315	12,348
Total fossil fuel consumption	MWh	9,976	10,816	12,916	12,503	14,388
Renewable electricity consumption	MWh	108,426	113,923	146,719	154,195	160,544
Electricity intensity ratio	kWh/1000 finished goods	16.5	14.8	14.6	14.3	14.4
Total renewable energy consumption	MWh	108,426	113,923	146,719	154,195	160,544
Total non-renewable energy consumption	MWh	9,976	10,816	12,916	12,503	14,388
Share of renewable energy in total energy consumption	%	92%	91%	92%	92%	92%
Total energy consumption	MWh	118,402	125,088	161,054	167,387	175,682
Energy intensity ratio	kWh/1000 finished goods		17.7	16.3	15.3	15.5
Energy intensity per net revenue	MWh/M€	202	180	154	142	143
Car fuels (diesel/gasoline)	MWh		349	493	2,983	2,676

### Use and production of renewable electricity

	UNIT	2020	2021	2022	2023	2024
Production volumes produced with renewable electricity	%	70	70	100	100	100
Percentage of renewable electricity used in all production facilities	%	70	68	100	100	100
Production plants with on-site renewable electricity generation	Number	1	2	2	2	3
Amount of green electricity generated on-site	MWh	335	1,347	1,867	2,679	5,057

\* Linked to Drylock Technologies growth



MATERIALS

Renewable raw materials

	UNIT	2020	2021	2022	2023	2024
Share of renewable raw materials in our products	%	30	27.6	27.6	31.1	33.2
Share of renewable raw materials in our primary packaging	%	12	18	22	27	28
Share of renewable raw materials in our secondary packaging	%	-	100	100	100	100

Sustainable procurement

	UNIT	2020	2021	2022	2023	2024
Share of fluff coming certified sources (FSC®/ PEFC™ )	%	64.5	59	97	100	100
Share of fluff coming from controlled sources	%	35.5	41	100	100	100
Share of cotton from organic sources	%	100	100	100	100	100

Product quality and safety

	UNIT	2020	2021	2022	2023	2024
Share of products containing at least 1 eco-/health labels*	%	-	43	52	77	82

CIRCULAR SOLUTIONS

	UNIT	2020	2021	2022	2023	2024
Percentage of packaging that is reusable, recyclable or compostable	%	-	100	100	100	100
Share of recycled raw materials in our products	%	-	< 0.1	1-2	< 0.1	< 0.1
Share of primary packaging containing recycled raw materials	%	-	48	63	78	89
Share of virgin oil-based plastic avoided in primary packaging	%	-	11.5	20.6	37	42
Share of recycled raw materials in our recycled primary packaging	%	<5	21.6	36	49	52
Share of secondary packaging containing recycled raw materials	%	-	70	70	81	88
Share of recycled content in secondary packaging containing recycled raw materials	%	-	78	93	95	94

WASTE

Production volumes

	UNIT	2020	2021	2022	2023	2024
Production volumes	Million pieces	6,802.00	7,955.00	10,059.00	10,793.78	11,167.12

Waste generation

	UNIT	2020	2021	2022	2023	2024
Waste intensity ratio**	tons of waste/ million finished goods	0.0022	0.0021	0.0019	0.0017	0.0018

\*Calculated based on European volumes. FSC®/ PEFC™ certifications not included on the calculations.  
\*\*Waste: hazardous and non-hazardous. All production plants included.  
\*\*\*Other: domestic waste, cleaning waste, residual waste, etc.

Total weight of non-hazardous and hazardous waste

	Non-hazardous (kton)					Hazardous (kton)				
	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Re-use	0.00	0.10	0.05	0.00	0.34	0.00	0.00	0.00	0.00	0.00
Recycling	10.89	10.66	10.67	12.98	12.98	0.00	0.01	0.01	0.10	0.05
Incineration for energy generation/recovery	1.95	4.34	5.20	3.56	4.11	0.08	0.09	0.07	0.07	0.07
Incineration without energy generation/recovery	-	-	-	-	-	-	-	-	-	-
Landfill	1.80	1.47	2.23	2.56	2.69	0.02	0.00	0.00	0.00	0.00
Total	14.64	16.57	18.14	19.10	20.12	0.10	0.10	0.09	0.17	0.12

Waste recovery

	UNIT	2020	2021	2022	2023	2024
Total weight of waste recovered	tons of waste	12,971	15,336	15,860	16,708	15,860

Composition of production waste

	UNIT	2020	2021	2022	2023	2024	Sorting strategy
Paper and cardboard – packaging	%	17	16	14	15	16	<div></div>
Plastic - packaging (film)	%	9	9	23	10	9	<div></div>
Production scrap	%	50	45	24	27	29	<div></div>
Solvent	%	<1	<1	<1	<1	<1	<div></div>
Textiles	%	<1	<1	<1	<1	<1	<div></div>
Used oil	%	<1	<1	<1	<1	<1	<div></div>
WEEE	%	<1	<1	<1	<1	<1	<div></div>
Wood	%	5	6	9	7	3	<div></div>
Metals	%	<1	<1	<1	<1	<1	<div></div>
Other***	%	17	23	29	40	42	<div></div>

Preparation for re-use  Recycling  Incineration with energy recovery  Landfilling

WATER

	UNIT	2020	2021	2022	2023	2024
Water intensity ratio	m³/ 1000 finished goods	0.0105	0.0096	0.0077	0.00738	0.00725
Amount of water consumed	m³	71,627	76,544	77,029	79,710	80,927

# Social data

## WORKFORCE

	UNIT	2020	2021	2022	2023	2024
Total employees at year end (headcount)	Number	-	3,485	3,652	3,769	3,944
Number of employees with permanent contract	Number	-	3,102	3,542	3,728	3,888
Number employees with temporary contract	Number	-	383	110	41	56
Percentage of employees with unlimited duration contract	%	-	89	97	99	99
Employees per category						
Blue collar	Number	-	2,537	3,010	3,134	3,264
White collar	Number	-	948	604	635	662
Management	Number	-	304	336	391	385

## Turnover and absenteeism rates

	UNIT	2020	2021	2022	2023	2024
Turnover rate*	%	-	-	-	19	17
Absenteeism rate	%	-	15.00	14.00	4.60	4.54

## Diversity, equity and inclusion

	UNIT	2020	2021	2022	2023	2024
Number of women in total employees	Number	-	1,289	1,497	1,490	1566
Number of men in total employees	Number	-	2,196	2,155	2,279	2408
Number of non-binary employees	Number	-	0	0	2	2
Percentage of women workforce	%	41	37	41	40	39
Percentage of men workforce	%	59	63	59	60	61
Number of women employed in management, mid management, and top executive positions	Number	-	112	114	120	121
Percentage of women employed in management, mid management, and top executive positions	%	36	37	34	31	31
Number of women working in production	Number	-	785	945	842	991
Percentage of women working in production	%	-	37	45	37	40

\*excluding retirements, dismissals and temporary employees

	UNIT	2020	2021	2022	2023	2024
Employees by age group						
Percentage of workforce under 30 years old	%	-	33	33	34	31
Percentage of workforce between 30-50 years old	%	-	54	55	53	54
Percentage of workforce over 50 years old	%	-	13	12	13	15
Employees working in management mid management, and top executive positions - age group						
Percentage of management under 30 years old	%	-	-	-	9	9
Percentage of management between 30-50 years old	%	-	-	-	76	78
Percentage of management over 50 years old	%	-	-	-	15	13
Inclusive diversity						
Percentage of employees with disabilities	%	-	1.47	1.56	1.50	1.66
Number of different nationalities	Number	-	31	35	40	42

## HEALTH AND SAFETY

	UNIT	2020	2021	2022	2023	2024
H&S Risk Assessments						
Percentage of production facilities in which a H&S risk assessment has been conducted	%	-	-	88	100	100
Employees covered by H&S management procedure that is internally audited	Number	-	-	2,261	2,766	2,967
Employees covered by H&S system that has been externally audited and certified	Number	-	-	3,119	3,634	3,806
Health and safety training						
Employees who received a health and safety training	%	-	-	-	84	84
Average number of H&S training hours per employee	Number	-	-	-	8	8

	UNIT	2020	2021	2022	2023	2024
Work-related injuries						
Employees						
Fatal accidents	Number	0	0	0	0	0
High-consequence work-related injury¹	Number	-	-	0	4	1
Recordable work-related injury²	Number	-	-	67	45	35
Total health and safety incidents	Number	-	-	67	49	36
of which male	%	-	-	71	73	75
of which female	%	-	-	29	27	25
Fatal accidents rate	Ratio	0	0	0	0	0
High-consequence work-related injury rate	Ratio	-	-	-	0.11	0.03
Recordable work related injury rate (frequency rate)³	Ratio	1.31	1.39	2.01	1.24	1.10
Severity rate⁴	Ratio	29.00	61.00	67.00	54.92	59.50
Working hours (200,000)	Number	-	32.30	33.70	36.31	31.85
Contractors						
Fatal accidents	Number	-	-	-	0	0
Recordable work-related injury	Number	-	-	-	2	1
Maternity and paternity leave						
Total of female employees entitled to maternity leave	Number	-	-	75	88	72
Total of female employees that took maternity leave	Number	-	-	75	88	72
% of affiliates offering maternity leave	%	-	-	100	100	100
Total of male employees entitled to paternity leave	Number	-	-	91	106	95
Total of male employees that took paternity leave	Number	-	-	72	75	70
% of affiliates offering paternity leave	%	-	-	79	71	74

CAREER DEVELOPMENT

	UNIT	2020	2021	2022	2023	2024
Percentage of employees trained⁵	%	76	92	90	89	91
Total number of training hours	Number	73.696	66.894	73.477	82.965	90.626
Average number of training hours per employee	Number	13	21	22	22	23
of which male	Number	-	-	23	21	20
of which female	Number	-	-	21	21	24

HUMAN RIGHTS

	UNIT	2020	2021	2022	2023	2024
Employees who received an employment contract⁶	%	100	100	100	100	100
Employees who are granted paid annual vacation	%	100	100	100	100	100
Percentage of production facilities included in Sedex Membership	%	100	100	100	100	100
Employees covered by social benefits	%	-	-	100	100	100
Employees in developing countries that have health insurance or a medical plan	%	-	-	100	100	100
Employees trained on discrimination	%	-	-	100	100	100
Living wages						
Percentage of direct employees that are included in living wage benchmarking analysis⁷	%	-	-	-	-	100
Employees whose wages fall below the agreed living wages	Number	-	-	-	-	0

BUSINESS ETHICS

	UNIT	2020	2021	2022	2023	2024
Training in Business Ethics	%	-	-	90	90	90
Training in the code of Conduct, percentage of new employees	%	-	-	90	90	90
Reported breaches of the Code of Conduct⁸	Number	-	-	99	51	61
Training in anti-corruption policy	%	-	-	-	100	100
Operations assessed for risks related to corruption⁹	%	-	-	-	100	100
Corruption incidents	Number	-	-	-	0	0
Corruption incidents in which employees were dismissed or disciplined	Number	-	-	-	0	0
Corruption incidents with business partners that led to contract termination or non-renewal	Number	-	-	-	0	0
Public legal cases for corruption incidents	Number	-	-	-	0	0
Anti-trust cases	Number	-	-	-	0	0
Number legal actions for anti-competitive behavior	Number	-	-	0	0	0

SECURITY MANAGEMENT SYSTEM

	UNIT	2020	2021	2022	2023	2024
Operational sites with an information security management system externally certified	%	-	-	100	100	100

¹Fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months

²Lost time injuries: injuries that occurred in the workplace that resulted in an employee's inability to work at least the next full work day

³Number of recordable work-related injury per 200,000 hours worked.

⁴Number of total lost days compared with the total number of hours scheduled to be worked by the employees. Days mean scheduled work- days, weekends, and holidays. The counting of lost days starts the day after the accident.

⁵Number of employees having participated in at least one training course

⁶In accordance with local laws and regulations.

⁷Living wage benchmark analysis are based on a methodology recognized by IDH, the Sustainable Trade Initiative Living Wage Benchmark Methodologies

Recognition Process. In reporting year, the company identified no cases across its operation where employee wages were below the respective living wages

⁸Of the reported breaches, none were related with breaches to the anti-corruption or anti-competitive policies, but they were related with Human Resources. There were no incidents on discrimination. There were no employees dismissed during the year for breaching the company's anti-corruption policy. There were no confirmed breaches financially material. For the reported breaches, actions have been taken to solve the problems.

⁹A comprehensive framework has been developed to assess our operations for corruption-related risks. Formal risks assessments are conducted regularly across the organization, with initial evaluations already completed in key operational areas, representing approximately 100% of our operations.



# Sustainable procurement

TOPIC	UNIT	2020	2021	2022	2023	2024
Sustainable Supply Chain for buyers training	%	-	100	100	100	100
New suppliers screened using environmental criteria	%	100	100	100	100	100
New suppliers screened using social criteria	%	100	100	100	100	100
Key suppliers* signing/aligned with Drylock's Supplier Code of Conduct	%	-	76	82	86	86
Key suppliers having signed our Supplier Charter on Climate Action <i>(or shared own climate action vision including SBTI)</i>	%	-	-	62	78	84
Key suppliers evaluated according to their ESG/ sustainability roadmap	%	-	54	54	94	92
Key suppliers scanned for external audits compliance against ESG topics	%	100	100	100	100	100

\*Key suppliers: Top 50 suppliers, based on yearly purchasing volumes including all Drylock entities  
Based on our internal assessments and third-party audits, in 2024 there were no current suppliers identified as having significant and potential negative social and/or environmental impacts. The potential environmental and social impacts identified in our supply chain are listed in our Supplier Code of Conduct.

# Additional statements

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# Additional statements

## General information

### Company information

Drylock Technologies NV is a leading private label hygiene products manufacturer, whose shares are 75% owned by VM Invest N.V. and 25% by Sofina S.A. The registered office of the headquarters is Spinnerijstraat 12, 9240 Zele, Belgium. The Group mainly conducts operations in the fields of hygiene and health, in the following countries of operation: Belgium, United Kingdom, France, Germany, Italy, Spain, Czech Republic, Russia, Brazil and United States.

### Entities included in the report

The entities covered in this report are aligned with the ones included in the financial reporting. They are detailed in <https://drylocktechnologies.com/plants/> and are the following: headquarters (Zele), manufacturing plants (Polig de Hontoria, Hrádek nad Nisou, Nizhny Novgorod, Alabuga, Buccinasco, Eau Claire - Wisconsin, Reidsville - North Carolina, Capivari - Sao Paulo, Poa) and sales offices (Cailloux Sur Fontaines, Hertfordshire, Buchholz, Berlin). The same approach was used on all entities when consolidating the information, without differing across the disclosures in this Standard and material topics.

### Timeframe and restatements

Unless otherwise stated, Drylock Technologies' Sustainability report relates to the calendar year ending on December 31, 2024, aligning with the period for the Annual financial reporting. The publication date of this report is Q3 2025. The sustainability information gets published annually.

There are no restatements of information made from previous reporting periods. There are no significant changes on active sectors, value chain description and relevant business relationships, compared with previous reporting periods.

### Contact point

For questions about the report or reported information, please reach out to [sustainability@drylocktechnologies.com](mailto:sustainability@drylocktechnologies.com).

### External assurance

The Sustainability Report is presented and endorsed by the Board of Directors prior to public disclosure. In accordance with

the timeline stipulated in the EU's CSRD and the corresponding Belgian legislation, the first assurance audit by an independent audit firm will be performed over the reporting period 2027.

## Statements on workers

### Employees

All employees' data presented in the Yearly Performance section in this report is based on a head-count methodology, where each individual employee is counted as one, regardless of their full-time or part-time status. This approach provides a straightforward view of the total number of people employed by the organization.

The numbers are reported as a snapshot at the end of the reporting period. This means that the headcount reflects the exact number of employees actively employed as of the final day of the specified period. Any fluctuations in staffing levels during the period are not captured in the data, as the figures represent a point-in-time measure rather than an average across the reporting period. This methodology is used to ensure consistency and comparability across reporting periods, making it easier to track changes in the overall workforce size.

The total workforce consists of employees from 42 different countries, reflecting a diverse and international team. Of this total 61% are men and 39% are women, demonstrating a balanced representation across genders. This breakdown provides insight into the overall composition and diversity of our global employee base.

During the reporting period, there were no significant fluctuations in the number of employees. Any changes that occurred were primarily due to regular turnover, seasonal hiring, or business growth, which are typical for our operations. These variations were consistent with past trends and did not represent major shifts in the overall workforce size between reporting periods.

### Other workers

In the reporting period, there is a total of 56 workers who are not employees but whose work is controlled by the organization.

The most common types of these workers are packers and warehouse workers, typically engaged through temporary or agency contracts. They support core operational functions, such as packaging and logistics, to ensure smooth production and distribution processes.

The data presented is based on a head-count methodology, where each individual employee is counted as one, regardless of their full-time or part-time status. This approach provides a clear view of the external workforce size at a specific point in time.

The numbers are reported as a snapshot at the end of the reporting period. Any fluctuations in external workforce levels during the period are not captured in the data, as the figures represent a point-in-time measure rather than an average across the reporting period. This methodology is used to ensure consistency and comparability across reporting periods, making it easier to track changes in the external workforce size.





## Governance

### Governance structure

Our governance structure includes a Board of Directors that addresses various aspects of the organization's operations and impacts. It's the highest governance body responsible for decision-making and oversight of the organization's impacts on the economy, environment, and people. There is no separate Audit Committee, Compensation Committee nor Sustainability Committee.

The composition of the Board of Directors is diverse and balanced, comprising:

- Both executive and non-executive members, ensuring a mix of internal and external perspectives.
- One independent member, who provides objective judgment and oversight.
- Members with varying tenures, contributing to a blend of fresh insights and experienced judgment.
- Members who hold a limited number of significant positions outside the organization to ensure sufficient time and attention to their duties.
- Competencies that are relevant to the impacts of the organization, ensuring informed decision-making.

This structure and composition ensure that our governance body is well-equipped to oversee the organization's impacts effectively and make decisions that align with our commitment to sustainable development.



### Nomination process of highest governance body

While there is no specific selection process for our Board of Directors, we have a diverse and competent board that can effectively oversee the organization's impacts on the economy, environment, and people. The criteria used for appointing members of the Board of Directors include:

- **Views of stakeholders** (including shareholders): We consider the views of our stakeholders, including shareholders, to ensure that the governance body represents their interests and the broader community's interests.
- **Diversity:** We strive for a governance body that reflects the diversity of our society, including gender, cultural, and professional diversity, to enrich our discussions and decisions.
- **Independence:** Independence is a critical factor in our selection process to ensure that members can make objective decisions without conflicts of interest.
- **Competencies relevant to the impacts of the organization:** the Board of Directors is comprised of individuals with competencies that align with the organization's impacts on the economy, environment, and people, ensuring informed and effective oversight.

These criteria help us maintain a robust governance structure capable of steering the organization towards sustainable success.

### Chairman of the Board

The chair of our Board of Directors is a senior executive within the organization. Nonetheless there is a clear separation of roles, which enhances the board's ability to provide independent oversight. Since the chair is also a senior executive, their function within the organization's management is clearly defined to avoid overlap with their role as chair. The individual has extensive knowledge and experience within the company, providing valuable insights into executive management while leading the governance body. Conflicts of interest are prevented and mitigated through established policies, regular reviews, and disclosures, ensuring that the chair's dual roles do not compromise their ability to act in the best interest of the organization and its stakeholders.

### ESG Impacts management and responsibilities

Our organization's Board of Directors plays a pivotal role in steering the organization towards sustainable development. The Board of Directors, along with senior executives, is actively involved in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development. This ensures that our core values and objectives are aligned with

our commitment to sustainability at all levels of operation. The Board of Directors oversees the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people by:

- Engaging with stakeholders to support these processes, ensuring that a wide range of perspectives are considered in our decision-making.
- Considering the outcomes of these processes, the Board of Directors evaluates the effectiveness of our strategies and policies in achieving our sustainability goals.

The Board of Directors reviews the effectiveness of the organization's processes regularly. The frequency of this review is determined by the need to respond to dynamic external and internal factors, ensuring that our practices remain relevant and effective in managing our impacts.

Our organization's Board of Directors delegates responsibility for managing the organization's impacts on the economy, environment, and people as follows:

- The Board of Directors delegates responsibility by:
  - Appointing senior executives with the responsibility for the management of impacts. This ensures that there is a clear line of accountability within the organization's leadership structure.
  - Delegating responsibility for the management of impacts to other employees, who are empowered to take necessary actions and make decisions within their areas of expertise.
- The process and frequency for senior executives or other employees to report back to the Board of Directors on the management of the organization's impacts are structured to ensure regular and comprehensive updates. The reporting is systematic and occurs at planned intervals to maintain consistent oversight and accountability.

### Sustainability reporting

Our Board of Directors is responsible for reviewing and approving the reported information, including the organization's material topics. The process for reviewing and approving the information involves several steps to ensure accuracy and completeness. Initially, the sustainability report is prepared by a dedicated team, which compiles all relevant data and narratives. This draft report is then reviewed by the Management Team and subsequently the members of the Board of Directors, focusing on different sustainability aspects. This process ensures that the reported information is thoroughly vetted and aligns with our organizational values and goals.

## Knowledge on Sustainable Development

Our organization has implemented several measures to advance the collective knowledge, skills, and experience of the Board of Directors on sustainable development:

- We have established a continuous learning program that includes regular training sessions, workshops, and seminars focused on sustainable development topics. These educational initiatives are designed to keep the Board of Directors informed about the latest trends, practices, and regulations in sustainability.
- The members of the Board of Directors also participate in external sustainability forums and conferences, which provide opportunities for the Directors to engage with thought leaders and experts in the field, further enhancing their understanding and expertise.
- Additionally, we facilitate knowledge-sharing sessions where members of the Board can exchange insights and learn from each other's experiences related to sustainable development challenges and solutions.

These measures ensure that our Board of Directors remains at the forefront of sustainable development knowledge, enabling them to guide the organization effectively in its sustainability journey.

## Conflicts of interest

To prevent and mitigate conflicts of interest, our Board of Directors implements rigorous processes, including:

- Regularly reviewing and updating our conflict-of-interest policy.
- Requiring members to disclose any potential conflicts proactively.
- Establishing clear guidelines for recusal and abstention from decision-making when conflicts are identified.

We are committed to transparency and disclose conflicts of interest to our stakeholders. This includes, but is not limited to, conflicts relating to:

- **Cross-board membership:** We disclose any instances where our governance body members serve on multiple boards, ensuring stakeholders are aware of potential overlaps.
- **Cross-shareholding with suppliers and other stakeholders:** We report any significant shareholdings that could influence decision-making or relationships with suppliers and stakeholders.
- **Existence of controlling shareholders:** We identify any controlling shareholders and explain their influence on the organization.
- **Related parties, their relationships, transactions, and outstanding balances:** We provide detailed information about transactions and balances with related parties to avoid any perception of impropriety.



## Communication of critical concerns

Critical concerns are communicated to the Board of Directors through a structured process that ensures timely and efficient transmission of information. This process includes regular reports, ad-hoc meetings, and a dedicated communication channel for urgent matters. The Board of Directors is kept informed of all critical concerns to make informed decisions and take appropriate actions.

During the reporting period, no critical concerns were reported to the highest governance period.

## Performance evaluation

The performance of the Board of Directors is evaluated through self-assessments. This process is designed to assess the effectiveness of the governance body in overseeing the management of the organization's impacts on the economy, environment, and people. The evaluation considers various factors, including strategic leadership, risk management, and sustainability integration into corporate strategy. The evaluations are conducted internally on a continuous basis.

Actions taken in response to the evaluations include adjustments to organizational practices to enhance governance effectiveness. These actions are part of our commitment to maintaining a high standard of governance and ensuring that our governance body is well-equipped to lead the organization towards sustainable success.

## Policies and practices

### Embedding policy commitments

We are deeply committed to responsible business conduct, ensuring that our ethical, environmental, and social commitments are fully integrated into all aspects of our operations and partnerships.

Responsibility for implementing our policy commitments is distributed across multiple levels of the organization, ensuring alignment from leadership to day-to-day operations. The Legal Team oversees the strategic direction and ensures compliance with our commitments at C-level. Operational responsibility is further delegated to department heads and managers, who are accountable for embedding these commitments into their respective teams and functions. Clear roles and responsibilities are outlined for each department, with regular performance reviews and audits to monitor progress.

Our commitments are integrated into the core of our organizational strategies through key sustainability and governance frameworks. These commitments are reflected in:

- **Strategic planning:** Sustainability and responsible business practices are central to our long-term goals and are embedded into our corporate strategy.
- **Operational policies:** Policies such as our Code of Conduct, Environmental Policy and Human Rights Policy outline how we implement responsible practices in areas like supply chain management, labour practices, and environmental stewardship.
- **Procedures:** These commitments guide day-to-day decision-making, from procurement processes to stakeholder engagement. Each business unit has developed operational procedures that ensure adherence to these commitments.

We place strong emphasis on implementing our responsible business commitments in collaboration with our partners and stakeholders. This includes:

- **Supplier engagement:** We incorporate our ethical and sustainability standards into supplier contracts and monitor compliance with our environmental, social, and governance (ESG) expectations.
- **Partnerships and collaborations:** We work closely with stakeholders, including industry associations, NGOs, and local communities, to uphold our commitments to responsible conduct. We actively engage in dialogue and encourage partners to adopt similar practices.

To ensure thorough understanding and effective implementation of our commitments, we provide regular training to employees across all levels.

### Remediation of negative impacts

As a responsible company in the hygienic disposable sector, we are committed to addressing any negative impacts that may arise from our operations. Our commitment is to not only comply with legal requirements but to ensure that any harm is rectified in a fair and transparent manner, with the involvement of affected stakeholders. Therefore, we are looking into developing comprehensive systems to identify and remediate negative impacts caused by our activities.

We have a formal Whistleblowing Policy to allow individuals or groups to report any issues related to our operations. While we currently accept feedback through customer service channels and employee reporting systems, we are working towards implementing a structured grievance process that ensures timely and effective resolution. This system will be accessible to all stakeholders, including customers, employees, and suppliers.

In addition to grievance mechanisms, we are actively designing processes to identify and mitigate any negative impacts that we may contribute to. This includes collaborating with our suppliers and partners to ensure ethical practices throughout our supply chain. As part of our long-term sustainability goals, we are exploring partnerships with third-party organizations to help assess and remediate impacts on communities and the environment

We believe that the effectiveness of our grievance approach depends on the active involvement of stakeholders. We are committed to involving the intended users, customers, employees, and suppliers, in the design and review of these mechanisms. Our aim is to establish regular stakeholder consultations and feedback sessions to ensure the process is user-friendly, accessible, and responsive to their needs.

We are committed to ensuring that our grievance mechanisms are effective in addressing concerns. While we are in the early stages of establishing a formal tracking process, our goal is to implement key performance indicators (KPIs) to monitor the time to resolution, stakeholder satisfaction, and recurrence of issues. We will also actively seek feedback from users of the system to make continuous improvements and ensure transparency in how grievances are addressed.

### Legal and regulatory compliance

During the reporting period, we had no significant instances of non-compliance with laws and regulations. This outcome reflects our strong commitment to legal compliance across all operational areas.

We continuously monitor our activities to ensure adherence to all applicable regulations in the healthcare retail sector.

During the reporting period, we did not incur any fines or non-monetary sanctions related to non-compliance with laws and regulations. Internal controls are embedded in our finance procedure and compliance awareness programs are established to ensure all operations meet the highest standards of regulatory adherence.

We have not experienced any significant instances of non-compliance with laws and regulations during this reporting period. This is a direct result of our proactive compliance approach designed to prevent and detect potential issues early.

We define 'significant instances of non-compliance' as any violation of laws or regulations that results in substantial financial penalties, non-monetary sanctions, or significant reputational damage. We determine these instances through a combination of internal monitoring, legal compliance reviews, and feedback from external stakeholders. Our legal & compliance team works closely with all departments to ensure early detection and rapid response to any potential compliance issues.

## Stakeholder engagement

The organization's approach to stakeholder engagement is designed to be inclusive, transparent, and responsive.

We engage with a diverse group of stakeholders, including employees, customers, suppliers, local communities, investors, and regulatory bodies. Stakeholders are identified based on their interest in and impact on our business operations.

The purpose of our stakeholder engagement is to understand and consider the different perspectives and needs of our stakeholders. This helps us make informed decisions, foster trust, and build long-term relationships.

To ensure meaningful engagement, we employ various methods such as surveys, focus groups, public consultations, and direct dialogue. We also provide regular updates on our activities and progress, ensuring that stakeholder feedback is

considered in our decision-making processes.

## Business ethics

### Anti-competitive behaviour

As a healthcare retailer, we recognize the importance of fair competition, and we maintain a zero-tolerance approach to any violations of antitrust, anti-competitive and monopoly legislation. We have established clear policies and training to ensure all employees and partners are aligned with these legal frameworks. We are committed to taking immediate corrective action if any issues are identified through our internal or external monitoring or audits.

In the reporting period, we maintained a strong commitment to legal compliance and adherence to regulations.



Statement of use	Drylock Technologies has reported in accordance with the GRI Standards for the period 1 January 2024 – 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standard	Disclosure and name	Location	Omission/ Reason/ Explanation
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	Additional Statements - General Information	
	2-2 Entities included in the organization's sustainability reporting	Additional Statements - General Information	
	2-3 Reporting period, frequency and contact point	Additional Statements - General Information	
	2-4 Restatements of information	Additional Statements - General Information	
	2-5 External assurance	Additional Statements - General Information	
	2-6 Activities, value chain and other business relationships	Our Company – About Drylock Technologies, Our Company – Our Business Categories, Our sustainability vision – Develop – Sustainable LCA, Our sustainable targets – Impact materiality assessment, Additional Statements - General Information	
	2-7 Employees	Yearly performance – Social data Additional Statements - Statements on workers	Omission: 2-7 Reason/Explanation: Information unavailable/incomplete
	2-8 Workers who are not employees	Additional Statements - Statements on workers	
	2-9 Governance structure and composition	Additional Statements - Governance	
	2-10 Nomination and selection of the highest governance body	Additional Statements - Governance	
	2-11 Chair of the highest governance body	Additional Statements - Governance	
	2-12 Role of the highest governance body in overseeing the management of impacts	Additional Statements - Governance	
	2-13 Delegation of responsibility for managing impacts	Additional Statements - Governance	
	2-14 Role of the highest governance body in sustainability reporting	Additional Statements - Governance	
	2-15 Conflicts of interest	Additional Statements - Governance	
	2-16 Communication of critical concerns	Additional Statements - Governance	
	2-17 Collective knowledge of the highest governance body	Additional Statements - Governance	
	2-18 Evaluation of the performance of the highest governance body	Additional Statements - Governance	

GRI Standard	Disclosure and name	Location	Omission/ Reason/ Explanation
General Disclosures			
GRI 2: General Disclosures 2021	2-19 Remuneration policies		Omission: 2-19 Reason/Explanation: Information unavailable/incomplete
	2-20 Process to determine remuneration		Omission: 2-20 Reason/Explanation: Information unavailable/incomplete
	2-21 Annual total compensation ratio		Omission: 2-21 Reason/Explanation: Information unavailable/incomplete
	2-22 Statement on sustainable development strategy	Our company - Statement from our CEO	
	2-23 Policy commitments	Leading the way in sustainability – Leader in responsible and sustainable practices – Business ethics, Our sustainable targets	
	2-24 Embedding policy commitments	Additional Statements – Policies and practices	
	2-25 Processes to remediate negative impacts	Additional Statements – Policies and practices	
	2-26 Mechanisms for seeking advice and raising concerns	Leading the way in sustainability – Leader in responsible and sustainable practices – Protecting our workforce, Leading the way in sustainability – Leader in responsible and sustainable practices – Business ethics	
	2-27 Compliance with laws and regulations	Additional Statements – Policies and practices	
	2-28 Membership associations	Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA, Leading the way in sustainability – Leader in responsible and sustainable practices – Protecting our workforce, Leading the way in sustainability – Leader in responsible and sustainable practices – Business ethics	
	2-29 Approach to stakeholder engagement	Additional Statements – Stakeholder engagement	
	2-30 Collective bargaining agreements		Omission: 2-30 Reason/Explanation: Information unavailable/incomplete

GRI Standard	Disclosure and name	Location	Omission/ Reason/ Explanation
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Impact materiality assessment	
	3-2 List of material topics	Impact materiality assessment	
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Leading the way in sustainability – Leader in responsible and sustainable practices – Business ethics	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Yearly performance – Social data	Omission: 205-1b Reason/Explanation: Information unavailable/incomplete
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Yearly performance – Social data	Omission: 205-2 Reason/Explanation: Information unavailable/incomplete
	205-3 Confirmed incidents of corruption and actions taken	Yearly performance – Social data	
Anti-competitive Behaviour			
GRI 3: Material Topics 2021	3-3 Management of material topics	Leading the way in sustainability – Leader in responsible and sustainable practices – Business ethics	
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Yearly performance – Social data, Additional Statements – Business ethics	
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Yearly performance – Environmental data	
	301-2 Recycled input materials used	Yearly performance – Environmental data	
	301-3 Reclaimed products and their packaging materials		Omission: 301-3 Reason/Explanation: Not applicable
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Leading the way in sustainability – Leader in climate action, Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA	

GRI 302: Energy 2016	302-1 Energy consumption within the organization	Leading the way in sustainability – Leader in climate action, Yearly performance – Environmental data	
	302-2 Energy consumption outside of the organization	Yearly performance – Environmental data	
	302-3 Energy intensity	Yearly performance – Environmental data	
	302-4 Reduction of energy consumption	Yearly performance – Environmental data	
	302-5 Reductions in energy requirements of products and services	Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA, Yearly performance – Environmental data	
GRI Standard	Disclosure and name	Location	Omission/ Reason/ Explanation
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Leading the way in sustainability – Leader in climate action, Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Yearly performance – Environmental data	
	305-2 Energy indirect (Scope 2) GHG emissions	Yearly performance – Environmental data	
	305-3 Other indirect (Scope 3) GHG emissions	Yearly performance – Environmental data	
	305-4 GHG emissions intensity	Yearly performance – Environmental data	
	305-5 Reduction of GHG emissions	Leading the way in sustainability – Leader in climate action, Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA, Our sustainable targets	
	305-6 Emissions of ozone-depleting substances (ODS)		Omission: 305-6 Reason/Explanation: Information unavailable/incomplete
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions		Omission: 305-7 Reason/Explanation: Information unavailable/incomplete

GRI Standard	Disclosure and name	Location	Omission/ Reason/ Explanation
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA	
	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA
		306-2 Management of significant waste-related impacts	Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA
		306-3 Waste generated	Yearly performance – Environmental data
		306-4 Waste diverted from disposal	Yearly performance – Environmental data
		306-5 Waste directed to disposal	Yearly performance – Environmental data
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA, Leading the way in sustainability – Leader in responsible and sustainable practices – Business ethics, Leading the way in sustainability – Leader in responsible and sustainable practices – Social and environmental commitments	
	308-1 New suppliers that were screened using environmental criteria	Yearly performance – Sustainable procurement	
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Leading the way in sustainability – Leader in responsible and sustainable practices – Business ethics, Leading the way in sustainability – Leader in responsible and sustainable practices – Social and environmental commitments, Yearly performance – Sustainable procurement	

Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Leading the way in sustainability – Leader in responsible and sustainable practices – Protecting our workforce	
	401-1 New employee hires and employee turnover	Yearly performance – Social data	Omission: 401-1 Reason/Explanation: Information unavailable/incomplete
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Omission: 401-2 Reason/Explanation: Information unavailable/incomplete
	401-3 Parental leave	Yearly performance – Social data	
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Leading the way in sustainability – Leader in responsible and sustainable practices – Protecting our workforce	
	403-1 Occupational health and safety management system	Leading the way in sustainability – Leader in responsible and sustainable practices – Protecting our workforce	
	403-2 Hazard identification, risk assessment, and incident investigation	Leading the way in sustainability – Leader in responsible and sustainable practices – Protecting our workforce	
	403-3 Occupational health services		Omission: 403-3 Reason/Explanation: Information unavailable/incomplete
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Leading the way in sustainability – Leader in responsible and sustainable practices – Protecting our workforce, Yearly performance – Social data	
	403-5 Worker training on occupational health and safety	Leading the way in sustainability – Leader in responsible and sustainable practices – Protecting our workforce, Yearly performance – Social data	
	403-6 Promotion of worker health		Omission: 403-6 Reason/Explanation: Information unavailable/incomplete



GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Leading the way in sustainability – Leader in responsible and sustainable practices – Protecting our workforce	
	403-8 Workers covered by an occupational health and safety management system	Leading the way in sustainability – Leader in responsible and sustainable practices – Protecting our workforce, Yearly performance – Social data	
	403-9 Work-related injuries	Leading the way in sustainability – Leader in responsible and sustainable practices – Protecting our workforce, Yearly performance – Social data	
GRI Standard	Disclosure and name	Location	Omission/ Reason/ Explanation
	403-10 Work-related ill health		Omission: 403-10 Reason/Explanation: Information unavailable/incomplete
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Leading the way in sustainability – Leader in responsible and sustainable practices – Protecting our workforce	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Yearly performance – Social data	
	405-2 Ratio of basic salary and remuneration of women to men		Omission: 405-2 Reason/Explanation: Information unavailable/incomplete
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA, Leading the way in sustainability – Leader in responsible and sustainable practices – Business ethics, Leading the way in sustainability – Leader in responsible and sustainable practices – Social and environmental commitments	

GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Yearly performance – Sustainable procurement
	414-2 Negative social impacts in the supply chain and actions taken	Leading the way in sustainability – Leader in responsible and sustainable practices – Business ethics, Leading the way in sustainability – Leader in responsible and sustainable practices – Social and environmental commitments, Yearly performance – Sustainable procurement
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA, Leading the way in sustainability – Leader in responsible and sustainable practices – Business ethics
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Leading the way in sustainability – Leader in sustainable innovation – Sustainable LCA







always  
looking ahead  
with **vision** and  
a **strong belief**

Bart Van Malderen  
CEO Drylock Technologies