

Sustainability report 2025



MODERNA[®] mp
creating smart plastics for happy pets



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On a mission to make every pet a happy pet

The landscape of sustainability is changing. Global recognition is growing, and legislations are being adapted to pursue a more sustainable future. However, public opinion is divided, and the environment still faces incredible challenges. As a leading manufacturer of plastic products for pets, we shoulder our responsibilities regarding the planet, its cherished animals, and their careful owners. Driven by passion and ambition, we are striving to develop new and innovative products that are both functional and defined by design. While doing so, we continuously reevaluate our manufacturing processes, our procurement strategy, the impact on our beloved pets, on the industry itself and of course on the planet.

For 3 generations, MODERNA has produced and guaranteed top quality plastic products for pets. As we continue to learn from the past and present, we want to inspire, lead by example, and innovate for the future. Thanks to our exceptional team, which we refer to as 'The People of MODERNA', we manage to stand out and make a difference on global scale.

'Innovation' is one of our keywords. As a manufacturer, our mission is to contribute to the wellbeing of our beloved pets. We create smart solutions that meet the needs of an ever-changing society and that blend-in perfectly with the evolving lifestyles of today's pet owners. For the production of these products, we carefully source raw materials. All of which are high quality, durable, strong, and 100% recyclable, to contribute to a sustainable future and minimize our environmental impact. We are extensively researching the implementation of recycled materials into our products and are committed to contribute to a circular economy. MODERNA is proud to produce high-quality products with the goal of an ever increasing recycled content, while operating on a mix of self-generated solar energy and certified 100% green energy.

With the United nations SDG's as our guideline, we aim to produce sustainable products with a minimal impact on our planet, while having a great impact on the lives of pet owners and their pets. This statement formed the foundation for our sustainability strategy, the MODERNA GREEN PACT.

Organizational details

Welcome to the world of MODERNA, a 3rd generation, 100% family owned business making plastic products for happy pets. We are producing and operating from Belgium and the USA.

MODERNA Products nv

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Entities included in the organization's sustainability reporting

This non-financial report comprises the MODERNA head office, and production facility in Belgium. MODERNA Products America is a separate entity and is therefore not fully included in this report.

MODERNA Products nv

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Reporting period and contact point

This non-financial report describes the period of 1 January 2025 – 31 December 2025. This period resembles the fiscal reporting period of MODERNA Products nv. This reporting is an annual event to assess the sustainable performance of MODERNA Products nv, and evaluate the green initiatives of the previous year.

Publication date:

01/06/2026

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Restatements of Information

Our commitment to innovation and excellence has led to the development of an ambitious methodology that is integrated into all of MODERNA's activities. In recent years, we have fully embraced sustainability in our methodology, which is reflected in our production processes, management, procurement, waste management, electricity sourcing, etc., and our annual sustainability reporting.

This report follows up on our previous reporting on the sustainability of 2024, and our base year reporting from 2022 – 2023. This report aligns with our fiscal year and has the same timeline as the 2024 report. We continued our efforts to improve our data collection by adding categories that were

not included last year and create distinctions within some import categories using primary data provided by the suppliers themselves, if available, combined with general datasets on industry averages.

This year's report will be structured differently than the previous ones. MODERNA will no longer report following the GRI standard. The switch is made to the VSME-reporting standard that is more in line with the size and complexity of MODERNA's company structure and the current legislations. Yet still covering the most impactful materials for us. (► See VSME Standard.pdf) MODERNA will implement aspects from both the basic and comprehensive VSME-module.

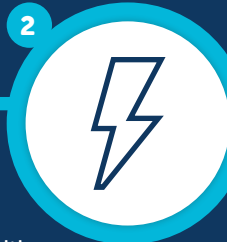


5 Key takeaways of 2025



Recycled content

The recycled content of all feedstock used in our production activity in 2025 was 38.67%. By using recycled material, 3.363.341 t CO₂ eq was avoided. If we would have used the blend of prime materials used in 2025 to replace all recycled materials, our actual carbon footprint would increase 26.9%



Green energy

100% of our energy used in 2025 was renewable! The transition to 100% green energy is good for an avoided carbon emission of 463.7 t CO₂ eq.

32% of the energy consumed in 2025, was generated by the 6153 solar panels installed at the MODERNA facility. The remaining energy was purchased from certified renewable sources. Resulting in 100% renewable energy!



Customer knowledge, transparency, education

Sustainability is no longer a hype, the consumer is less willing to actively chose a sustainable product and budget products are winning popularity. To further increase the sustainability of our product range, the importance and key insights of sustainability must be shared.



Getting certified

As we embrace transparency as a driver, we should substantiate our claims. To do so, we put great effort into achieving the following certifications last year:

- ISO-9001:2015 certification
- PSC-Accreditation
- QA-CER level 2 recycled content traceability certification



Reporting and data accuracy

The preparation of our third consecutive carbon footprint calculation provided new insights and additional experience, as well as improved communication with suppliers. These factors enabled us to add 10% more data entries than last year. These new data entries accounted for 397.3 tons of CO₂ equivalent (t CO₂ eq), which were not included in last year's report. Although our carbon emissions increased, we are making our carbon report more detailed year on year, which increases its strategic value.

In **1932**, Mr. Gabriel Saalen started a button factory in the backyard of his house. This became a blooming business that over time counted 180 employees. The second generation of the family, Mr. and Mrs. Jos Saalen, saw the potential and possibilities of transitioning into manufacturing plastic products for pets. In 1990 an investment program for new machinery started. Leading by example and keeping up with the exciting changes in the thriving pet products industry, their visionary mindset prepared MODERNA for the future.

Fast forward to the 3rd generation. At the helm of MODERNA since **1998**: Bart and Chantal Bonte-Saalen. Bursting with ambition and visionary in their own right, they are very proud of their heritage while building the future. Key moments from this era started with their first participation in 1996 at Interzoo Nuremberg, the launch of the first dual component plastic bowls in 2005, the 2008 world premiere of MODERNA's IML printed litter boxes, the opening of the warehouse in Atlanta (USA) in 2014 and the 2015 start of the MODERNA America production facility. The most recent cherry on the cake of MODERNA's innovative spirit is building a new state-of-the-art production facility in Izegem in **2022**.

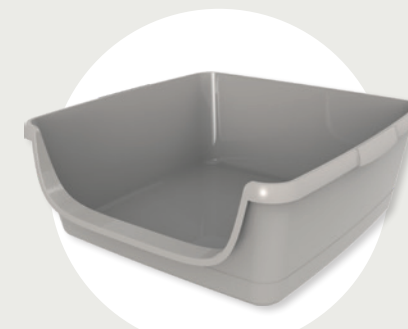
Looking at the future. Needless to say, we are proud of our heritage and the expertise we have built over the years. We're proud of our reputation as a trustworthy, reliable partner, shipping our products to over 83 countries. We are also proud of the effort we make to be true innovators in the pet industry when it comes to contributing to a sustainable future.

2025 marks:

- 38.67% recycled content
- FTE's: 75
- 100% green energy
- 32% generated solar energy
- 6 product launches ↓



BN50 - Cubana



AW02 - HY Senior



BR61 - Ventura



AW60 - HY Nest



AY60 - Diamond



AL05 - HY Fit

VSME C2 – Practices, policies and initiatives for a more sustainable economy

SUSTAINABILITY STRATEGY, POLICIES AND STATEMENTS

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People, Pets, Planet

Making a change starts within ... and that's exactly what we are doing. It all boils down to the principle that applies to the viability of natural resources and ecosystems, in order to "sustain" social, economic and environmental life. Each step is an important one. Including sustainability in our workplace, for example. Add plants, choose sustainable suppliers, reduce energy, go paperless... uniting our team through a better work culture, better work-life balance and thus creating real engaged employees, just to name some examples.

We call it 'Betterness'

Sustainability is a journey we have chosen to follow as a business, and we'd like to bring our customers along on that journey. We're proud to develop programs and initiatives that support our customers' ambitions, while also driving our own internal Sustainability goals.

With a hands-on mentality we're taking on our design- and manufacturing principles to transform them further into responsible and smart processes. Our answer to tackling the environmental challenges is based on 4 Re's: Re-educating, Re-duce, Re-use and Re-cycle. At MODERNA, we added "purpose" to it and set our goals even higher. This attitude puts us in a prime position to be a future-proof partner. It's a step by step process, making gradual progress, together.... Every milestone that we reach on our journey to 'Betterness' is communicated through our newsletters, website, and our social media channels. The journey that started back in 2018.



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Along with the guidance of the 17 Sustainable Development Goals (SDGs) we were able to set a clear focus on what we wanted to achieve. These SDGs are a collection of 17 global goals designed to be a “blueprint to achieve a better and more sustainable future for all”. The United Nations SDGs have been our guideline to elaborating our sustainability strategy from which our own MODERNA GREEN PACT originates. The SDGs are part of UN Resolution 70/1, Agenda 2030.

Since every organization has different purposes and needs; we defined our role to primarily focus on 7 of them (see highlighted below) that play a major role in our organization. If every company has a clear focus on which of these 17 goals resonate most with them, we can make great progress

by working together across the entire industry. Being able to measure our improvement is therefore a tremendous added value, to track our impact and continuous improvement. This is, amongst other things, exactly what PSC is offering. Their improvement tools are giving clear guidance on the direction to follow and an overview of your current situation and progress.

- SDG 3: Good Health and Well-being
- SDG 4: Quality education
- SDG 5: Gender Equality
- SDG 7: Affordable and clean energy
- SDG 8: Decent work and Economic growth
- SDG 12: Responsible consumption and production
- SDG 14: Life below water



Social initiatives

Talking the talk and surely walking the walk ... at MODERNA we are one team with one goal. For 3 generations, MODERNA has guaranteed and produced top quality plastics for pets. Thanks to our exceptional team which we refer to as 'The People of MODERNA', a team of 75 individuals who share the same goal. We manage to stand out in order to make a difference on a local and global level. We firmly believe that inspirational leadership and sustainable governance, combined with a highly motivated workforce leads to a sustainable business.

Accompanying the employees of MODERNA, we embrace the concept of mixed teams and complete our workforce with external specialists. Our teams are set up for specific defined functions within our workflow. By involving external experts for well-defined projects, we ensure to have the necessary skills, knowledge, and talent in the right place without needing to reassign or restructure our full-time staff from their core responsibilities.

By creating a network of expertise with both external and internal talents that are complementary to each other, new insights, and a well-balanced pool of knowledge is created to continue to innovate in all processes. These mixed teams create a diverse, experienced and, motivating working environment. During the reporting period, human resources and recruitment responsibilities were managed by a representative from an external office. Their expertise in human resources provides a comprehensive, 360° approach to recruitment and employee management.

The Governance structure

The Governance structure works according to 5 principles: Accountability, Fairness, Transparency, Independence and, Social Responsibility.

These are applicable to the 4 P's: Purpose, People, Process, Performance.

Our management team comprises four managers, each leading a department with specific functions. Together with the CEO, they form the operational board. Their primary goal is to implement the strategy agreed upon by the Board. Our managers play a crucial role in overseeing departmental activities, implementing policies, making decisions, and ensuring our objectives are met. At MODERNA, we maintain very short communication lines. Managers serve as key points of contact for employees and facilitate communication from management to the production floor. They are known for their availability and ability to make swift decisions whenever needed.

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Commitments

Ethical Policy statement: Connecting with our values

MODERNA and its employees are committed to maintaining the highest standards of quality, integrity, honesty, and truthfulness. By upholding these values, we aim to protect both corporate and employees personal reputation, and to inspire confidence and trust in all our actions. We conduct our business with competence, fairness, and efficiency.



Human rights policy: PROUD

- To act fairly, honestly, and with integrity at all times and in everything that we do, and to comply with all applicable laws.
- To treat our employees, clients, contractors and suppliers, and all other stakeholders fairly and with respect.
- To create a high-quality, equal opportunity working environment for all our employees, based on merit and free from discrimination, bullying and harassment.
- To respect human right (► See Universal Declaration of Human Rights | United Nations) and the ETI Base Code (► See ETI Base Code | Ethical Trading Initiative).
- To focus on accurate and complete bookkeeping, records, and an integrated system of internal controls.
- To act consistently and reliably in accordance with our ethics policy, earning the trust of all our stakeholders.
- To provide a safe, healthy and fruitful environment for all our employees.
- To prohibit bribery and corrupt practices.
- To prohibit child labour.

Environmental Policy Statement: Connecting with our planet

At MODERNA, we firmly believe that sustainable entrepreneurship is a key pillar of longterm success. The triple bottom line (► See triple bottom line - People Planet Profit) sustainable approach to progress is deeply rooted in our corporate strategy. Good partnerships and clear communication, throughout the entire value chain of our products, are essential to achieve our mutual goal:

Minimize the impact on the local and global environment. For that reason, we continuously strive to work on our goals:

- Be compliant to all applicable environmental legislations, directives, and sustainability commitments.
- Reduce Consumption, prevent pollution, and reduce our overall impact trough waste management strategies based on 4 R's: Re-educate, Re-duce, Re-use, and Re-cycle.
- Continue research on transitioning from virgin feedstock to increase the recycled content in our products.
- Continue to make both short and long term investments in researching and implementing alternative technologies to reduce our environmental impact.
- Share our environmental passion throughout the entire MODERNA family, making staff aware of the sustainable responsibilities they bear. We encourage them through awareness initiatives, demonstrating that sustainability is achieved through efforts in all aspects of their work.
- Innovate in product development and process optimization to reduce our ecological footprint.
- Actively participate in global partnerships, engage in global goals, and contribute to the environmental movement to achieve our objectives.

This policy is annually reviewed, and if necessary revised to keep it relevant and up to date.

Sustainability as one of the benchmarks for decision-making

Good practice concerning sustainability is a part of our DNA, one of the core values of our company. Every decision we make is benchmarked against our sustainability policy before it is implemented. Next to our sustainability policy, we have made a strategic exercise called 'Vitamin-M' to determine our roadmap for the next five to ten years. This vision is transmitted from our managers to their teams in order to inspire the entire MODERNA Team and engage them in the MODERNA mission.

We are a member of the Pet Sustainability Coalition and thus learning, following and implementing their roadbook for good practice. Becoming a member was of great help on all levels. Achieving PSC Accreditation is a demonstration of our commitment to setting and achieving sustainability goals. Their regular assessments are a constant help, supporting our journey.

This strategy is set out by the Board and forms the foundation for all activities at MODERNA. It is translated into practical measures guiding the various departments. The measures themselves are reviewed monthly during the management meetings.

All challenges and work related difficulties are identified, addressed, and discussed through the short communication lines between the employees and the management team. Personal challenges are tackled discretely by a close collaboration between the management team, the Committee for Prevention and Protection at Work (CPBW) and an internal confidential advisor.

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Certifications and external assurance

To ensure we operate at the highest possible standard and stay on top of our policy commitments, we engage with third-party firms for external opinions. This collaborative approach allows us to thoroughly evaluate our performance, meet multiple standards, and ensure that the expectations of our valued customers are met.



ISO9001:2015

We are proud to announce that our quality management system is certified in 2025. This proves our commitment to continuous improvement and quality achieved by the contribution of all departments within MODERNA. (► See <https://www.sgs.com/en-be/services/iso-9001-certification-quality-management-systems>)

QA-CER

To achieve this certification, the handling, use, and claims of recycled content were audited. QA-CER Level 2 certification ensures that MODERNA truthfully uses and communicates information about post-consumer and post-industrial recycled content in our products. (► See <https://www.bqa.be/en>)



PSC-accreditation

MODERNA is a proud member of the Pet Sustainability Coalition. PSC is a collective of the pet industry to give our voiceless target group a voice. This coalition provides us with tools, consultancy, support, and education. Additionally, they grant accreditations to companies who are sustainability-led and are driven to reduce their impact on pets, people and the planet while conducting business in a transparent way. This accreditation is performed by an external partner of PSC, and MODERNA is proud to be one of these accredited PSC members. To obtain the accredited status, it is necessary to achieve a minimum score by successfully completing the third-party assessment and demonstrating the company's commitment to sustainable efforts. (► See <https://petsustainability.org/pscaccreditation/>)

Tapio

We annually calculate our carbon footprint to track the impact of our sustainability efforts. This carbon footprint calculation is validated and reported by Tapio. Tapio is a consultancy partner that provides a carbon footprint modelling tool, climate expertise, and help transition companies towards a low carbon economy. (► See <https://www.tapio.eco/>)

SGS

A leading quality assurance provider, with a global presence and a reputation for excellence, SGS provides comprehensive quality assurance and quality control services across various industries. SGS regularly does independent testing of our products, helping us meet the stringent requirements of both internal standards, internationally acclaimed standards, and the requirements set by our customers.



SMETA

We care, we care for our planet, happy pets, the pet parents but also about our employees. To prove our commitment to MODERNA employees and their wellbeing we evaluated our labour standards, health and safety, environmental performance, and ethics by getting a SMETA accreditation. The SMETA certification ensures good working conditions within MODERNA, and also throughout our entire value chain. SMETA is the world's most widely used audit to understand and further improve working conditions. (► See <https://www.sedex.com/solutions/smeta-audit/>)



Stakeholders and value chain due diligence

As a manufacturing company, MODERNA operates within a clearly defined value chain that consists of an upstream segment with suppliers of raw materials and intermediary goods, and a downstream segment composed of transport partners, retail customers, distributors and end consumers.

We maintain long-term relationships with **upstream** stakeholders, with suppliers and traders. Each internal department engages on topics relevant to their expertise from material specifications and compliance to operational and sustainability requirements. These contacts provide valuable insights into technological developments, sustainability risks, innovations and emerging regulatory challenges that are upcoming in the near and long-term future.

To promote responsible business practices across our value chain, we share our Code of Conduct with upstream suppliers and conduct a risk analysis validated by SMETA. This ensures that our procurement strategy aligns with our internal material topics and values.

Employees are essential stakeholders in our value chain and form the foundation of MODERNA's operations. We support our workforce through opportunities for both professional and personal development. Employment conditions including wages, working hours, leave entitlements and workplace standards are established through various internal structures and through a collective labour agreement (CAO) between employers and employees.

These mechanisms ensure transparent dialogue, fair conditions, and a safe work environment. They facilitate direct communication lines between management and all employees, creating an atmosphere where employees can contribute ideas to improve and adapt to issues as they arise.

Our **downstream** value chain consists of logistics partners, retail customers, and end consumers. Our sales team maintains ongoing communication with customers, evaluating product expectations, sustainability requirements and market trends. By participating in trade fairs and industry events, we strengthen these relationships and provide contact opportunities with the end consumers. By supporting several charities in our sector, we also keep in touch with the end-customer in a more direct way. An example is a training facility for guide dogs, and a close collaboration with an animal shelter. The combined collaborations with these charities, user feedback and interaction with end consumers, ensures that we remain informed about product performance, sustainability expectations and opportunities for improvement.

Maintaining relationships with business partners is an effort that helps us stay up-to-date with insights from likeminded companies. It also allows us to share our own values and experience. These measures guarantee responsible sourcing in alignment with our code of conduct. By establishing a collaborative and interconnected value chain, we are making significant progress towards the realization of a circular economy.



Membership Associations

Our close contact with the value chain and stakeholders is further strengthened by our engagement with multiple membership associations related to our industry. Through these associations, we keep in touch with the authorities and stay on top of the upcoming legislations. These associations also connect us to the market and consumers.



PSC

An American coalition that envisions a thriving and collaborative pet industry that creates positive impact for the communities and environments where we do business. Businesses such as ours are thus advanced through profitable environmental and social practices.

► See <https://petsustainability.org/>



APPA

The American Pet Products Association is a prominent name in the pet industry. This organization represents stakeholders including manufacturers, importers, and distributors of the pet industry. APPA is involved in advancing and promoting the industry while providing resources and information. APPA is also involved as a co-organizer in the Global Pet Expo, one of the largest trade shows for pet products.

► See <https://americanpetproducts.org/>



Unizo

Is a Belgian organization that represents the interests of entrepreneurs, enterprises, and liberal professions. They provide support and advocacy for their members and promote economic well-being. The organization aspires to build a vibrant business community, have a positive influence on the policy decision making, and empower their members.

► See <https://www.unizo.be/>



essenscia

Essenscia

Is the Belgian federation for the chemical and life sciences industry, representing more than 720 companies active in the chemical, plastics, pharmaceutical, and biotechnology sectors. They play a key role in representing the interests of this sector at national and international levels. Membership provides access to legislative insights and sector reports, and provides the opportunity to participate in sustainable initiatives, workshops, and industry roundtables.

► See <https://www.essenscia.be/>



Etion

A Flemish platform for entrepreneurs and managers that are committed to sustainable business practices. Etion provides opportunities for knowledge sharing, collaboration, and participation in workshops and events that focus on sustainability and value-driven entrepreneurship. This engagement helps MODERNA to stay ahead of sustainability trends and create a positive impact.

► See <https://www.etion.be/>



BLPP

Better Life for Pets & People is a nonprofit organisation that protects the important relationship between pets and people. Based in Belgium, it unites partners from the entire pet sector to protect this cherished relationship through scientific research and guidance for policymakers.

► See <https://www.betterlifeforpetsandpeople.be/>

Charity

Hachiko and Association Chiens Guides d'Aveugles are Belgian and French dog training centres, respectively. They train dogs to become guiding dogs, assisting people with disabilities in performing daily tasks and enhancing their quality of life. We also collaborate with a local shelter, providing them with essential products. In return, we gain invaluable insight into the needs of pets from the people who perform the noble job of training and helping these animals every day.



MATERIALITY ASSESSMENT

Several structured steps were taken to identify the environmental material topics that are most relevant to our operations. These topics form the focus of our efforts and annual sustainability reporting.

To establish a first longlist, we conducted a literature review of scientific publications evaluating the environmental impacts of injection moulding, as well as sustainability reports from partners across our value chain.

This provided a broad overview of potential environmental impact areas relevant to our sector.

In addition, a consumer perception study was carried out in collaboration with an external agency. This study offered insights into the sustainability aspects that customers consider most important when purchasing our products.

These findings were put together and discussed internally with our management board and sustainability team. Through this process, we selected the material topics that are most relevant for MODERNA, based on their environmental significance and the expectations of our stakeholders. In accordance with this internal evaluation, the following materials were selected:

- Material consumption and recycled content
- Energy
- Carbon footprint
- Waste
- Plastics End-Of-Life
- Social sustainability, occupational health, and safety
- Child labour



ENVIRONMENTAL IMPACT

Material consumption and recycled content

Within the plastic injection moulding process, the production of the plastic feedstock itself is among the highest impacting factors. As a plastic converting company, raw materials are MODERNA's main source of emissions. In order to strive to reduced total emissions and reach the 55% reduction goal set by the European Green Deal by 2030, emissions associated with sourcing raw materials must be reduced. In order to reach this goal, we are transitioning from using virgin materials to using recycled content in order to reduce this significant footprint of our feedstock.

MODERNA strives to a circular economy and truly believes recycled content is the way to go. Year after year, we make huge efforts to increase this important figure.

As the recycled content increases, the integration of recyclates starts to show challenges. But that doesn't hold us back, we keep on researching and optimizing the recycled content used in our products without making sacrifices on the product quality.

All products in our MODERNA brand range are made from a material blend in which quality, safety and recycled content are the highest priority. Last year (2024), the recycled content in these products did not decrease, and during testing of new products, we evaluate material blends with recycled content to improve the sustainability of all new products sold under our brand.

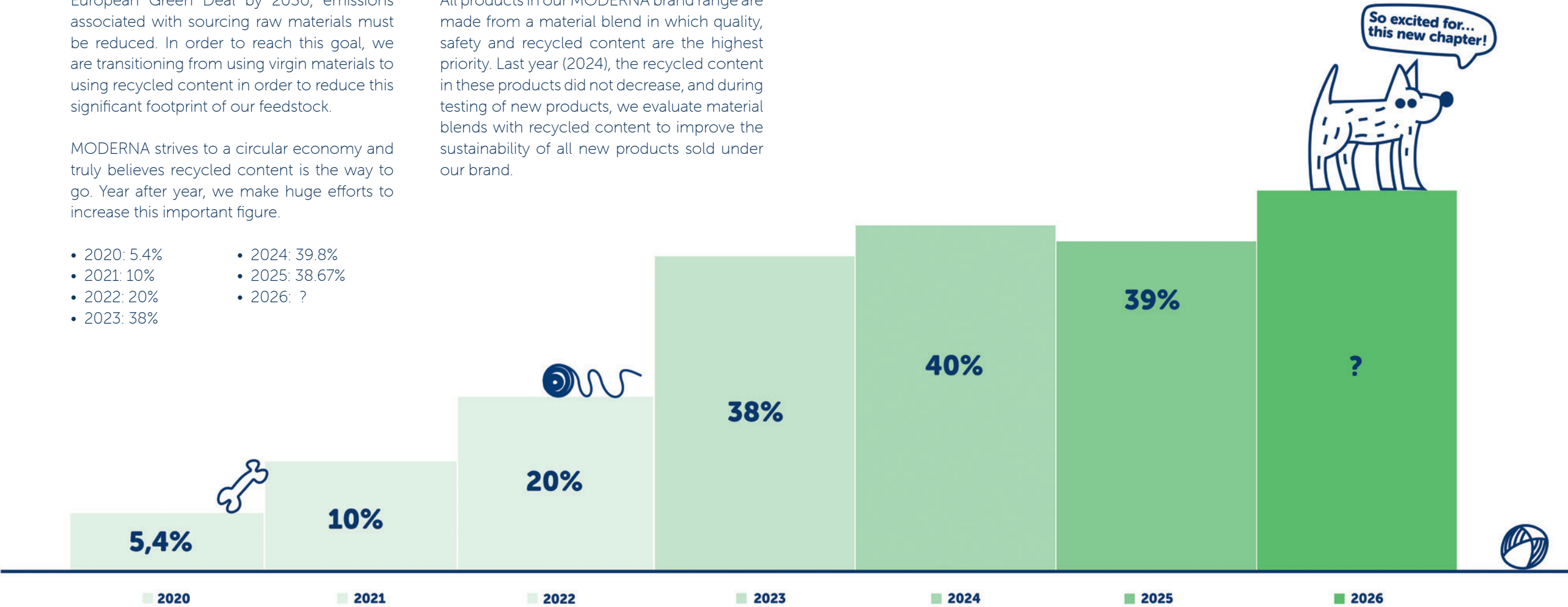
Unfortunately, our efforts did not suffice to further increase our overall recycled content this year (2025).

It is no secret that recycled materials come at a cost, both literally and figuratively. The low price of virgin materials and the increasing cost of recycled plastics last year have led to a prioritization of other aspects in the market, this caused a shift in our customers their focus away from recycled products. In addition to the price, it's undeniable that recycled materials can cause visual inconsistencies, like the presence of small black spots or colour variations. Consumers are less willing to choose sustainable products over those made from virgin materials. This is reflected in the reduced interest in our sustainable products last year.

Nevertheless, our management team remains committed to fully implementing recycled plastics in the MODERNA product lineup. All materials used in MODERNA-branded products will be carefully selected with the highest possible recycled content in mind without compromising on quality.

Therefore we renewed our QA-CER level 2 certificate to verify our traceability and communicate trustworthy recycled content claims of both Post-Consumer and Post-Industrial recycled plastics on all our products.

- 2020: 5.4%
- 2021: 10%
- 2022: 20%
- 2023: 38%
- 2024: 39.8%
- 2025: 38.67%
- 2026: ?



Energy consumption

Aligning with SDG 7, Affordable and clean energy, MODERNA developed an energy strategy to reduce its energy consumption combined with 100% renewable electricity. The MODERNA facility in Belgium recuperates all the excess heat recovered from its production activities and reuses it to heat the buildings within the facility. Natural ventilation reduces the required HVAC equipment and automated lighting installed in our state-of-the-art building, all contribute to reduce the total energy consumption. The remaining energy demand is fully covered by our 6153 on-site solar panels and renewable electricity sourced from certified green suppliers, enabling us to operate on 100% green energy.

- 32% self-generated solar energy
- 68% purchased green energy

In 2024, we generated solar energy equal to 35% of our total energy consumption. However, only 25% of our annual consumption was actual self-generated solar energy. Not all of our solar energy was generated during active production hours. Because of this, 30% of the generated solar energy had to be injected back into the electrical grid. Therefore the effectively used solar energy was only 25% of the our total energy consumption and 75% had to be purchased from renewable sources in 2024.



In 2025, we optimized our system, enabling us to use 32% of our generated electricity without the need to inject energy back into the local electricity network. **As a result, we reduced the amount of electricity we purchased for our consumption from 75% in 2024 to 68% in 2025.**

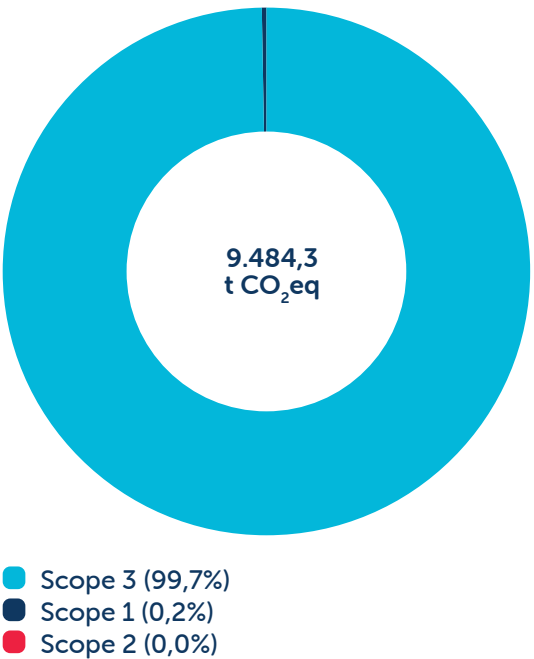
Emissions report

Both material consumption and energy, our most impactful material topics, have a direct impact on the greenhouse gas effect and global warming. To evaluate the sustainability efforts of MODERNA in 2025 and to track our progress, a Greenhouse Gas Emissions calculation was conducted in collaboration with Tapio. Tapio is an online carbon management software provider offering consultancy and auditing services for the calculation of carbon footprints. MODERNA used Tapio's software to calculate its carbon footprint according to the GHG protocol. Subsequently, Tapio validated the validity and correctness of the calculation.

The reporting period of 2025 is a follow-up assessment on the reporting of 2024 and the base year calculation of the period from 2022-2023. The emissions inventory of this measurement was compiled with the highest attention to detail. Building on the experiences of previous reports, we added emission factors that were unavailable at that time or were not prioritized for inclusion due to their complexity and lack of data. To continue to report transparently, we keep on working to include all emission factors and new data from our suppliers, rather than emission factors from datasets. Although the added emission factors are not our hot spots of emissions and therefore do not strongly influence the outcome of the assessment, it is valuable to evaluate all processes and intermediate products used in our activities. This report includes the purchasing of IML-labels, the combustion of fuels during the tests of our fire extinguishing system, a more detailed approach to upstream transport and the added emissions for the handling of specific waste streams.



The calculation of the carbon emissions for Scope 1, Scope 2, and Scope 3 of MODERNA in 2025 resulted in a total market based emission of **9484.3 tons of CO₂ equivalent** (t CO₂ eq) generated by the activities of MODERNA between 01/01/2025 to 31/12/2025. This is a 290 t CO₂ eq increase over last year. The majority of our ecological footprint is still situated on the level of Scope 3, showing the importance of continuing our efforts to collect primary data and include newly surfacing emission factors to evaluate all scope 3 activities, intermediate products and feedstock. Nevertheless, the following emission factors are excluded from the calculations due to limited control and insights by MODERNA: Transport downstream, Scope 3.



Scope 1. Direct GHG Emissions

The direct emissions of MODERNA are very limited and accounted for less than 1% of the total emissions in 2025. These direct emissions from daily operations come from the mobile combustion impact category, the fuels used for company vehicles and used during the tests of the emergency water pumps are included in this category and are responsible for the emission of 22.4 t CO₂ eq. Fugitive emissions from refrigerant leaks and other production emissions are also included but these have no direct emissions. Maintenance on our cooling system showed no leaks in 2025 and an internal air quality assessment within our production facility in 2025 showed no significant emission of greenhouse gases.

Therefore all Scope 1 emissions are emitted by the combustion of petrol or diesel by the company cars and the fuel consumed by the emergency water pump resulting in a total emission of 22.4 t CO₂ eq, accounting for only 0.2% of the total emission. This shows the importance of gradually switching all company cars to electric vehicles in reducing the Scope 1 emissions.

Scope 2. Energy indirect GHG emissions

Scope 2 emissions describe the indirect greenhouse gas emissions associated with the generation of purchased electricity consumed at our facility but generated externally in third-party energy production sites. These emissions are allocated to energy generating activities outside the MODERNA site.

In 2024, MODERNA switched to a renewable electricity contract. As a result, our **market based electricity Scope 2 emissions for 2025 are accountable for 0 t CO₂ eq**, taking into account that our contract is specified for 100% renewable energy. Market based emissions are calculated according to the emission factor of the contracted energy supplier. In parallel, we also report **location based Scope 2 emissions**, which reflect the average electricity grid mix in our region regardless of contractual arrangements. Using the average grid-mix emission factors, our **location based electricity consumption for 2025 results in 428.9 t CO₂ eq**.

100% of the energy consumption of 2025 was sourced from renewable sources. 32% was self-generated with the 6153 solar panels installed at our facility, combined with 68% of purchased electricity. Because of energy optimization, 100% of the self-generated energy could be used in our own production processes.

The only market based emissions from 2025 were produced by the external charging of our fleet of electric company cars. When these cars are charged at the MODERNA facility, renewable energy is used. Outside our facility, however, we have no control over the energy source. 2.3 t CO₂ eq was emitted in 2025 for the external charging of the company fleet. This results in a total market based scope 2 emission of 2.3 t CO₂ eq, responsible for less than 0.1% of our total emissions in 2025.

Scope 3.
Other indirect GHG emissions

The indirect emissions generated for the activities of MODERNA are largely emitted in upstream activities in the value chain of our products. A total of 99.8% of the total emission can be allocated to indirect emissions from both upstream and downstream activities.

Goods and services are emissions allocated to the production of materials, feedstock, and intermediate products that MODERNA requires for its own production. The sourcing of raw materials alone account for 5870.7 t CO₂ eq, equal to 62% of all emissions. If we also include the sourced cardboard, plastic foil and other intermediate products, the emissions of goods and services are 7278.5 t CO₂ eq, or 76% of all emissions. This highlights the importance of collecting primary sustainability data from our suppliers to make substantiated sustainable procurement decisions.



The largest contributor is the sourcing of prime polypropylene, with 5222.3 t CO₂ eq this is by far the largest source of greenhouse gas emissions, responsible for 55% of our total emissions. In comparison to the emissions of recycled polypropylene with 353.4 t CO₂ eq, only 4 % of the total emissions. To reduce our impact and continue our journey to a more sustainable industry, we should continue to increase our recycled content to further reduce our carbon footprint.

Capital goods represent the second largest impact category within our Scope 3 emissions. This category includes the upstream emissions of our production machinery, the MODERNA facility itself, IT hardware, and company vehicles. These

emissions from capital goods are amortised over their financial depreciation period, meaning that the climate impact associated with these long term goods is distributed across multiple years.

Despite this allocation, capital goods remain a significant contributor, accounting for **1598.1 t CO₂ eq** in 2025. The largest emissions originate from the carbon footprint of our production and office building. The second most important contributor is the sourcing of solid metal injection moulding tools. In 2025, mould production generated **185.9 t CO₂ eq**, representing approximately **2%** of MODERNA's total annual carbon footprint.

But these moulds are long lasting, essential to our production processes, and fully recyclable at their end of life. Their relative impact is lower compared to other material driven categories. As a result, capital goods while they are important, they are not considered a priority when compared to actions such as increasing the use of recycled raw materials.

The Scope 3 *energy supplies* are the emissions related to the upstream activities for energy generation and distribution, that are not included in Scope 2. The shift to green electricity made this category more relevant because the required infrastructure for renewable energy generation and distribution still contributes to global emissions even though there is no actual combustion of fuels. The GHG emissions related to the construction, maintenance and activities for the supply of our consumed energy in 2025, were accountable for 124.9 t CO₂ eq. To further reduce this impact, we must reduce our overall energy consumption. This is an everyday effort that we achieve by using automatic lighting, heat recuperation, and natural ventilation.

Upstream transport includes all emissions related to the transportations of our upstream goods and services. This includes both freight transport over sea and local transport by truck. The total impact of transport is 372,0 t CO₂ eq, with oversea transport as the biggest contributor. This metric makes it possible to track the impact of a shift to local sourcing and highlights the importance of reducing shipping distances.

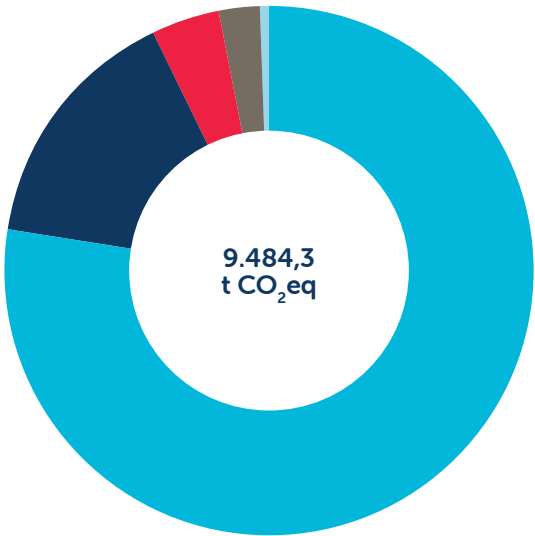
Waste generation is a combination of both waste generated in our production processes and the waste related to incoming goods, the packaging of resources, and the household waste from employees. The separated collection for recycling or incineration has led to an emission of 1.7 t CO₂ eq. This low emission reflects our efforts to reduce waste and handle the remaining waste as responsibly as possible.

Business travel accounts for 0.2% of MODERNA's total emissions. In 2025, the business travel of four sales representatives by train and plane emitted 19.7 t CO₂ eq. Their travel by car is included in the emissions from company-owned cars for scope 1 and 2.

Additionally, the *employee commuting* includes all commuting by employees who use private cars. The daily commute to and from work is responsible for an annual emission of 30.8 tons of CO₂ equivalent.

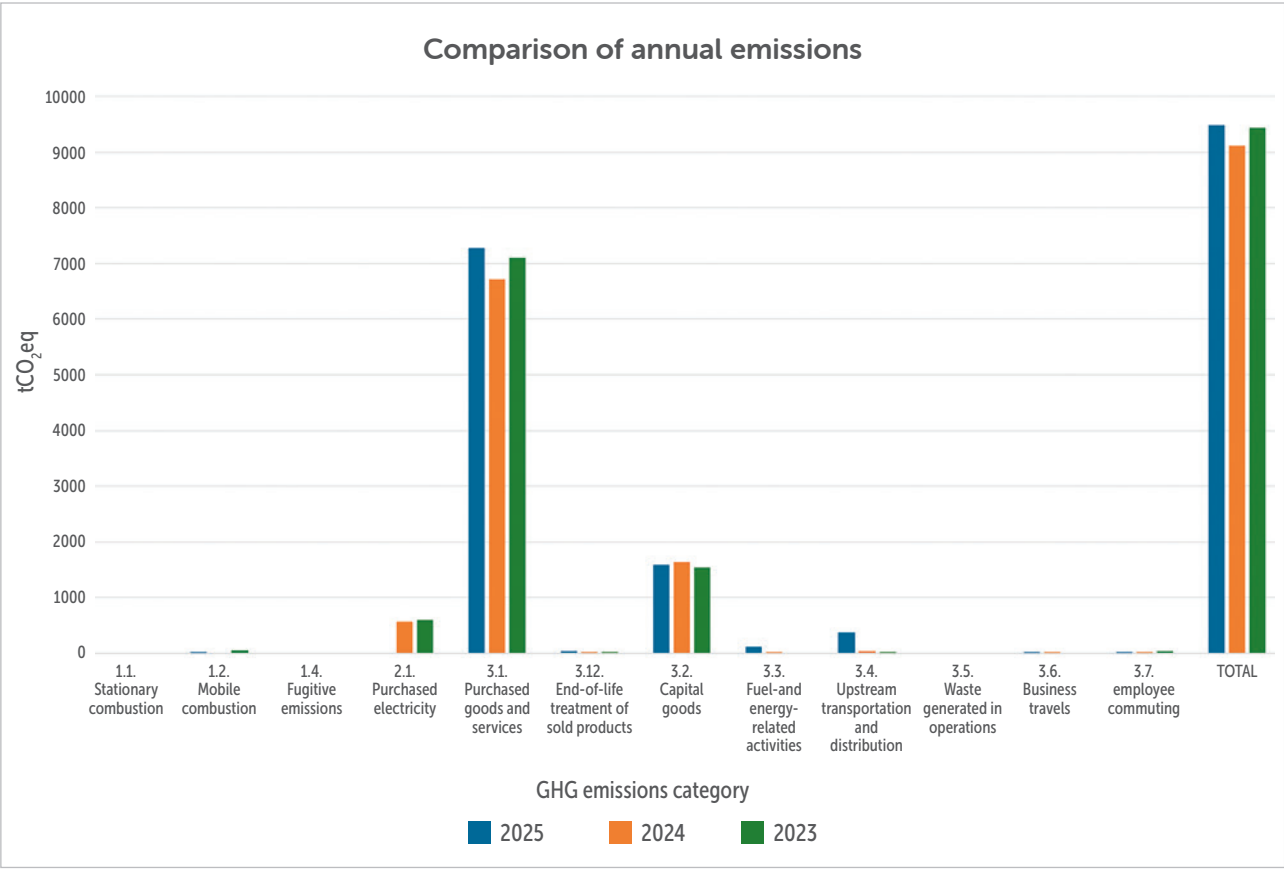
Finally, the impact of the *end-of-life* of all products that are put on the market accompanied by their packaging. The waste management and handling of this waste is included in the calculations but the actual incineration, recycling, landfill or other handling emissions are not included and

are allocated to the emissions of the waste management facilities themselves, this strategy follows the GHG protocol. The end-of-life of all products we have put on the market and their packaging materials in 2025 were accountable for 33.9 t CO₂ eq, equal to 0.4% of our total emissions.



- Products & services (76,7%)
- Capital goods (15,1%)
- Logistics (3,9%)
- Mobility (2,6%)
- Energy Consumption (1,3%)
- Sold products (0,4%)
- Waste (0,0%)
- Fugitive/Process emissions (0,0%)





CATEGORY	2022-2023		2024		2025	
	TOTAL	%	TOTAL	%	TOTAL	%
Scope 1 - Direct emissions from activities	59,33	0,6%	14,44	0,2%	22,36	0,2%
Mobile Combustion	58,61	0,6%	14,44	0,2%	22,36	0,2%
Fugitive Emissions	0,72	0,0%	0,00	0,0%	0,00	0,0%
Scope 2 - Indirect emissions from the use of purchased electricity	519,83	5,6%	502,18	5,5%	2,3	0,0%
Electricity	519,78	5,6%	501,33	5,5%	0	0,0%
Electricity (charging company car, external)	0,05	0,0%	0,85	0,0%	2,3	0,0%
Scope 3 - Indirect emissions in the value chain	8.644	93,7%	8.677	94,4%	9.460	99,8%
Goods and services	6.941	75,3%	6.860	74,6%	7.279	76,8%
Capital Goods	1.333	14,5%	1.474	16,0%	1.598	16,8%
Energy supply	222	2,4%	205	2,2%	125	1,3%
Upstream transportation	65	0,7%	46	0,5%	372	3,9%
Waste	0,56	0,0%	1,65	0,0%	1,71	0,0%
Business Travel	14,65	0,2%	28,02	0,3%	19,72	0,2%
Commuting	37	0,4%	32	0,3%	31	0,3%
End-of-life	31	0,3%	30	0,3%	34	0,4%
TOTAL	9.223	100,0%	9.194	100,0%	9.484	100,0%

Evolution of MODERNA's emissions

Following the GHG Protocol in annual reporting has the potential to reveal trends in a company's carbon footprint and link strategic choices directly to their environmental impact. The evolution of our efforts and actions, as well as the market trends, are reflected in the results of our three consecutive reports.

The transition to 100% green electricity is the first noticeable difference. The market based scope 2 emissions of MODERNA are reduced to 2.3 t CO₂ eq from 502.18 t CO₂ last year. By shifting to renewable electricity, all scope 2 emissions are avoided, except for the charging of our company cars outside of the company facilities. This action directly avoided 499.88 t CO₂. A reduction equal to the annual carbon footprint of 34 Flemish inhabitants. [► See Statistiek Vlaanderen, 2024\)](#)

The reduction in the recycled content of our production, combined with an increase in production output, has had the greatest environmental impact. Since last year, the emissions related to Scope 3 goods and services have increased by 5.8 %. A total of 7279 t CO₂ eq were emitted upstream in the value chain for the production of our feedstock and intermediate products used in our production in 2025. This increased emission reflects the 5% increase in production output and the 1% reduction in recycled content in our material consumption. Additionally, we have improved the reporting by including the carbon emissions related to the production of the in-mould labels we use in our processing, and improved data collection for other categories as we further improve our carbon footprint report. Our key takeaway is the importance of sustainable feedstock, as recycled materials have a carbon footprint about 10 times lower than the footprint of prime materials.

This year's report also included the overseas freight shipments as these were not included in previous reports. Last year's implementation of overseas deliveries have led to an increase of 326 t CO₂ eq. The increased emissions resulting from the shift to prime materials and overseas deliveries underscore the importance of using recycled materials sourced locally. This approach, combined with optimized product design for material reduction and shipment efficiency, is our priority for reducing our impact on the planet.

To compare annual emissions, the carbon intensity metric can be used to measure the output of one kilogram of products. The carbon intensity is the annual carbon footprint divided by the total material output. This metric eliminates the effects of different production outputs on the comparison of annual carbon footprints by measuring how much greenhouse gas was emitted for the production of 1 kg of material every year.

In 2025, the production of 1kg material had an intensity of 2.09 kg CO₂ eq. This is a reduction from 2024, where the intensity of 1kg production was 2.13 kg CO₂ eq, following the production intensity of 2.07 kg CO₂ eq in 2023, but this report had included less data.

MODERNA is progressing on its journey to produce more sustainable products. This carbon footprint directly reflects our efforts, as well as areas that require more attention. We will continue to work on these areas in the future more directly with the insights from our carbon footprint report.



VSME B6 – Water Water

At MODERNA, we use water in a closed-loop cooling system to produce our plastic products. Since our processes do not require water as a consumable resource, our water management is straight forward and includes only the cooling and sanitary systems.

However we still aim to reduce our water consumption by optimizing the water used in auxiliary facilities. We have a rainwater collection system that provides water to all sanitary appliances and the discharge is managed through separated circuits for black, and grey water.

The entire facility has tap water fountains that provide the employees with cooled, sparkling, and mineral water, which reduces the consumption of plastic bottles. Finally, the kitchens use tap water too.

Thanks to these efforts, the total water consumption in 2025 was 309 m³, equivalent to the consumption of 4.4 average households in Flanders with 2.3 people per household.

► See <https://vmm.vlaanderen.be/feiten-cijfers/water/waterfactuur/gemiddeld-leidingwater-verbruik-gezinnen>

Environment

MODERNA is located in an industrial area next to the Roeselare-Leie canal. The centralization of the industry in this area minimizes the nuisance to neighbouring residential areas and provides an easy access to motorways. This area is not classified as protected, but as it is located next to a waterway, we believe that the biodiversity in and around the water is important.

The MODERNA team is organizing regular waste cleanups along the canal and we are helping in the local biodiversity by the installation of beehives and the production of our own MODERNA honey.

VSME B7 – Circular economy and waste management Waste

At MODERNA a waste cascading philosophy is applied. Remove, recycle, reduce. Removing waste is the best approach to waste management. Providing filtered water dispensers and reusable bottles combined with reusable coffee cups for our coffee machines, drastically reduced the amount of plastic bottles and paper cups used in our facility. Other waste that cannot be removed from the workplace is carefully sorted into one of our more than ten separate waste streams.

We partnered with local businesses who offer tailored services dedicated to our waste streams. They are responsible for the recycling activities in our waste cascading philosophy. We collect the waste streams separately and provide the paper waste, plastic foil, plastic production waste, ink toners, metal and wood waste, EPS, spray cans, ... Our waste processing partners collect them for appropriate treatment of these waste streams, ensuring each stream is directed to a suitable valorisation route like recycling or dismantling.

This waste management system was reviewed entirely in 2025 and the sorting instructions are now communicated clearly throughout MODERNA. New waste streams are created and an even closer collaboration is set up with waste management providers to carefully handle all waste rather than discarding them in general household waste. This has resulted in a 17% reduction in the total amount of household waste in 2025 compared to 2024!

Production-waste and EOL

This same cascading philosophy of waste is applied to our products and production processes. First of all, packaging materials and unnecessary production materials are removed from the products. By clever design, the material usage in the products is optimized and most of our products can be stacked without outer packaging, this makes bulk transport possible. Not only reducing packaging waste, but also reducing the downstream transportation emissions.

4.2% of our production output was discarded as waste in 2025 during the production process, or because of product characteristic that deviated and did not holding up to our strict quality standards. This deviation is either caused by the transition period between the production of different colours or during material switches were the blend of materials cannot guarantee the desired material quality.

The introduction of different recycle grades in our production portfolio has increased the production of scrap significantly due to more frequent material changes. Matching different blends tailored to specific products and colours has led to more material and colour switches, yet better quality and colour consistency. Colour deviations in the feedstock also cause scrap. Recycled materials can have differing colours in between batches and these colour alterations will lead to rejected products. But this production waste is 100% recycled in the close proximity of the MODERNA plant.

After a long period of intensive use by the end customer, the plastic products will be discarded and this end-of-life phase is still of our concern. To reduce the impact of our products up to the final stage of their lifecycle, we provide recycling instructions for our 100% recyclable products.

With these efforts we remove, recycle, and reduce our waste production, re-educate the consumer, and limit the environmental impact.



SOCIAL

Employment

The MODERNA team consists of 75 full-time employees with an average of 5 employees on long-term leave over the timespan of the reporting period. There was a turnover of 16 employees, where 9 left the company while 7 new engaged team members joined MODERNA. We believe in a sustainable team,

and it is paying off. 24 of our current employees have over 10 years of experience at MODERNA.

- Employees younger than 30: 14
- Employees between 30 and 50: 43
- Employees older than 50: 18

VSME B9 – Health and safety

Occupational health and safety

Optimizing health and safety measures is a continuous process. We care for the safety and good health of our employees and to evaluate MODERNA's working conditions, an external company conducted an ergonomics and prevention analyses on the most impactful working stations were experts analysed the safety and ergonomic actions. Some operations were adapted in collaboration with the experts and the operators themselves to create a safer and less impactful environment.

A similar exercise was executed for the deskbound jobs, the use of computers and monitors were evaluated and guidance was shared on the positioning of chairs, keyboards and the monitors, to optimize the ergonomic position and reduce physical complaints. The air quality was also evaluated by an external expert on the presence of volatile organic compounds (VOC), odours, other nuisances and hazardous substances. Ever since the air quality is monitored for CO₂, dust particles, humidity, and VOC's.



VSME B10 – Remuneration, collective bargaining and training

Training, education, and safety

All new employees receive a safety-training and where necessary additional safety courses will be provided according to the machines they will be operating, to ensure a safe working environment. Voluntary first-aid trained employees receive regular training from an external specialist and all employees receive internal fire prevention trainings making sure the entire MODERNA team knows how to behave and handle in case of a fire. On top of that, there was a general training and teambuilding day during paid hours where all employees received an external first-aid training and a fire extinguishing and prevention training, that was provided by the local fire brigade. An internal safety and prevention advisor keeps track of the general safety and well-being of all employees. Unfortunately there were 2 minor work related accidents last year. But without long term absence and there were no work-related long term illnesses or health related issues.

The prevention advisor took notice of the minor incidents and adjustments were made to prevent similar accidents in the future. Thanks to all these measures, we are able to eliminate almost all work-related accidents and we will continue to monitor the safety and health measures. Therefore we can go back to the 0 accidents achievement of last year, since we want to see our People of MODERNA thrive at work!

Additional to a safe workspace, MODERNA wants to create an environment where all employees can thrive. Employee training is an invaluable tool for the development of true potential and therefore both internal and external trainings and courses are supported.

- Language courses
- Job-specific training
- First aid
- Cyber security
- Sustainability
- IT and AI solutions



A total of 1530.5 hours of training were followed in 2025 and all 75 employees participated in at least 1 training. Transition assistance programs are also provided to support employees in their retirement process:

- *Pre-retirement planning for intended retirees*
- *Retraining for those intending to continue working*
- *General assistance (e.g. training and counselling) on transitioning to a non-working life*

100% of our employees participated in trainings to grow and develop themselves, but it might be at least as important to have the right person at the right place! All of our employees are invited for an assessment interview on a yearly basis. We love to see our people grow and thus want to make sure their daily job responsibilities still meet their expectations. The annual interviews are a standard procedure. Yet, due to the short communication lines between the department responsible and the employees, concerns and problems can be signalled and acted upon throughout the year. Two times a year, all employees are invited to the mid-year and end-of-year talks where the goals and objectives of the company are shared and evaluated. We want to create a culture of inclusion and engagement for all employees at MODERNA.



Promotion of health

At MODERNA we are avid promoters of good health! We love a good team spirit, some healthy competitions and we want our people to thrive and flourish. To stimulate their spirit, we have different initiatives that contribute to overall good health, both mentally and physically.

- Free available fruit at work
- Free guided sport sessions at work
- A padel court is available for all employees
- Lunch-break running sessions
- Participation in a 10km charity run with the MODERNA team
- Always open for other suggestions and spontaneous initiatives from employees: bike-to-work competitions, lunchtime walking, ...

Occupational health and safety management system

In Belgium, by law, the employee participation on issues related to the well-being of the employees is regulated through the CAO and Committee for Prevention and Wellbeing at Work (CPBW) for businesses with over 50 employees. They follow a set of functional regulations to regulate all matters related to the protection and well-being of the employees. At MODERNA we highly value the input of the members of our CPBW.

- Developing and reviewing safety policies and procedures
- Assessments and identification of hazards
- Safety training of employees
- Incident investigation
- Compliance with relevant health and safety regulations
- Communication on and promotion of a safety culture
- Promoting well-being and health programs
- Monitoring and reporting of safety processes

Working participation at MODERNA is encouraged through the CPBW. The representatives are in close contact with the management team. Additionally, each division their policies and procedures are communicated to the employees by their manager. Additional training and education on different topics is provided to the required employees when necessary. Given the short communication lines between the various departments and the management, we can quickly react and adjust if a problem arises.

Diversity and equal opportunities

Nationality

Management level: all Belgian

Employees:

- Algeria: 1
- Armenia: 1
- Bangladesh: 1
- Belgium: 38
- France: 1
- Iraq: 1
- Morocco: 1
- Gambia: 1
- Palestina: 1
- Poland: 12
- Portugal: 2
- Romania: 14
- Netherlands: 1

VSME C9 – Gender diversity ratio

Gender diversity

Over the different departments, there is a relatively equal distribution of gender:

- Entire MODERNA team: 60% male – female 40%
- Management level: female 75% - male 25%
- Board level: 2 male – 1 female



Child labour and non-discrimination and corruption policies

Under no circumstances will we, or our suppliers, employ workers under the age of 15 or under the minimum age for work or mandatory schooling as specified by the local law, whichever is higher. When young workers are employed, they must not do work that is mentally, physically, socially or morally dangerous or harmful or interferes with their schooling by depriving them of the opportunity to attend school. In the case of hazardous work, the minimum age is 18.

VSME C6 – Human rights policies and processes

Governance and governance tools

The governing body is responsible for guiding MODERNA in a good direction and to control over strategic decisions. To be sure that MODERNA remains on the same path, the body is controlled by policies embodied with the MODERNA philosophy.

- Ethical policy statement
- Sustainability policy
- Whistle blowing policy
- Safety management system
- CPBW

To work to a sustainable industry, our partners should also work with the same values and strive to a green industry. The operating methods and philosophy of potential and new suppliers are tested against our Code of Conduct (CoC). This CoC outlines all of the ethical criteria that a company must meet in order to become our supplier.

It describes our philosophy and demands concerning:

- 1 Business integrity
- 2 Human rights
- 3 Fair and equal treatment
- 4 Benefits, compensations and hours
- 5 Health and safety
- 6 Environmental management
- 7 Communication and reporting

New suppliers must sign this document and act upon its content. Next to this, we are also auditing potential suppliers through SMETA. [\(See Supplier code of conduct_update 210224.pdf\)](#)



Did you know...



In October 2025, our production facility in USA completed its first independently calculated carbon footprint on the data of 2024. In 2025, the same external partner conducted a follow-up carbon footprint calculation based on the calculation of 2024. The Pet Sustainability Coalition followed the greenhouse gas protocol standard to analyse and report the Scope 1 and Scope 2 emissions of Moderna Products America.

Recycled content



13.83% of the overall material output of the production in Moderna Products America was recycled material. The average recycling rate of PP rigid packaging in America in 2024 was only 8% and of bigger rigid plastics only 1% (► See Recycling-Partnership-State-of-Recycling-Report-1.12.24.pdf).

Our current recycling rate averages above the national average, and we are working hard to maintain this trend. However, increasing the recycled content is challenging due to the limited availability of materials and their high cost. Nevertheless, the shift to recycled materials is a great opportunity to reduce our environmental impact. For this reason, we monitor the recycled content and make efforts to increase it even further.

Compared to the emissions of 2024, this is an increase of 74 t CO₂ eq (161 587 pounds) or 6.8%, but the production output increased as well. In fact, the relative emission for the output of 1kg / 1 pound polypropylene was reduced, the actual carbon intensity was reduced by 11% compared to 2024.

This is only our second emissions calculation following the 2024 base year calculations. With the 2025 emissions, we will begin to establish a trend line and evaluate emissions and the carbon footprint annually. Each result will contribute to the data's value and help visualize the emissions and efforts made by Moderna Products America.

Carbon footprint 2025



All emissions related to stationary combustion of fuels, consumption and leakage of refrigerants, and the consumption of market-based electricity, were included in the calculation. All Scope 1 and Scope 2 activities of Moderna Products America have led to an emission of 1,155 metric tons or 2 546 625 pounds of CO₂ equivalent (t CO₂ e), equal to a carbon intensity of 0.25 kg CO₂ e for each kg of production output. Or 0.25 pounds of CO₂ e for each pound of production output.





MODERNA