



GUIDING THE NEXT GENERATION. ONE PACKAGE AT A TIME.

OUR ESG PERFORMANCE AND PROGRESS FOR 2025

This report has been prepared in accordance with the Voluntary Sustainability reporting standard for SMEs (VSME).

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01

INTRO



CRAFTING GUIDELINES FOR THE FUTURE

ESG reporting goes beyond compliance. It provides a clear and transparent view on how a company works, creates value and takes responsibility.

At VGP, sustainability defines how we navigate complexity and uncertainty. This perspective is rooted in our long history and still guides our decisions today.

We **operate in a world shaped by economic, health and geopolitical crises**. In such a context, people look for direction at home and at work. Companies are expected to provide clarity and consistency.

We aim to offer that guidance, helping our employees, customers and partners as they move forward.

CEO Frank Ohle and Chairman Frederic de Somer share how this approach is carried forward into the future.



FOREWORD OF OUR CEO

"TO GUIDE OTHERS, YOU NEED A CLEAR DIRECTION YOURSELF."

What impact do our choices have? Do we really need this product? Are there more sustainable alternatives? These are questions that matter more than ever – not only for businesses, but also in our daily lives. If we expect others to change, we must start with ourselves.

At VGP, this conviction shapes our approach to sustainability. It starts with looking critically at our operations, decisions and responsibilities. **Sustainability** is not a separate objective. It **is embedded in how we think, act and grow.**

For us, a clear direction turns ambition into action through a structured approach. This report shares our views, priorities and actions on sustainability, and shows how these support our Group's long-term direction.

As a trusted packaging partner, **we help our customers meet the expectations and requirements of their industries.** While compliance is essential, ESG goes further. It is about creating long-term value, building resilience and making responsible choices for our business, our people and our planet.

Since 2024, we have taken important steps forward.

- We welcomed **DOT2DOT SA** into the Group, strengthening our capabilities in Eastern Europe.
- We acquired a majority stake in **VG Schoepe Berlin GmbH**, reinforcing our expertise in POS solutions.
- In 2025, we established **VG ProPac**, our design and development center, to further advance innovation across the Group.

- We launched a strategic **expansion** of our **Riga facility**. This increases capacity, automation and sustainability for long-term progress.

These milestones reflect more than growth alone. They express our ambition to build a stronger, smarter and more future-ready organization. This report provides a snapshot of that journey – a reflection of who we are, what we stand for and where we are heading.

The dedication, expertise and engagement of our employees across the Group are essential to how we operate and evolve. Together, we continue to shape solutions that are innovative, responsible and relevant for the future.



"This report provides a snapshot of our journey – a reflection of who we are, what we stand for and where we are heading."

Frank Ohle
CEO



"By sharing our targets, we commit ourselves to them - and to reporting transparently on our progress."

Frederic de Somer
Chairman

A handwritten signature in black ink, appearing to be 'F. de Somer'.

FOREWORD OF OUR CHAIRMAN

**"192 YEARS, ONE PRINCIPLE:
DELIVERING ON OUR PROMISES."**

We work closely with our **customers to help them respond to the challenges they face and turn them into opportunities**. This approach has shaped our company into what it is today: a place driven by creativity and innovation, where customers can succeed and where people feel at home.

Tradition and innovation, experience and new perspectives come together at VGP through the different generations of employees, each bringing their own expertise, beliefs and ambitions. What connects them is our open culture, where ideas are shared, experience is valued and progress is made together.

This report offers an honest and transparent view of our company. It reflects the direction we are taking and the progress we continue to make, as pursuing sustainability requires consistent effort, one step at a time.

Looking ahead, one of our priorities is to prepare for compliance with the Corporate Sustainability Reporting Directive (CSRD) for the 2027 reporting period. As a result, our ESG Report 2028, covering financial year 2027, will fully comply with the CSRD framework.

To support this transition and further strengthen our reporting approach, we are proud to present our ESG Report 2025, established in accordance with the VSME standard. This follows the completion of a double materiality assessment covering the full range of VGP Group's activities.

This is a commitment that we do not take lightly. For 192 years, we have taken pride in delivering on our promises. This will continue to guide us in the years ahead.

02

UNWRAPPING VGP



UNWRAPPING VGP: OUR CONTEXT AND STRATEGY

**MAGIC
IN THE MAKING**

ABOUT THIS REPORT

Reporting period

01/01/2025 – 31/12/2025

Reporting standard

VGP is disclosing its sustainability information in accordance with the VSME, more specifically 'OPTION B: Basic Module and Comprehensive Module'. VGP has not omitted any disclosures deemed classified or sensitive.

Consolidation level

This sustainability report includes all VGP sites (on the next page). Recent acquisitions comprise DOT2DOT in Poland and Schoepe Display GmbH in Germany.



ABOUT VGP

1. ONE COMPANY,
SEVEN GENERATIONS,
15 CONVERTING SITES
ACROSS EUROPE

Where people, brands and folding carton meet, that’s where the magic happens at VGP. For over 190 years, we’ve believed in the impact of packaging - for brands and products, for people and the planet - and made it work.

Today, VGP is one of the last truly independent European packaging specialists, headquartered in Turnhout, Belgium, with 15 folding carton production sites and one extrusion site across Europe.

Customers value our geographical reach and independent mindset. Our people-first approach, built on close collaboration, drives results - and is consistently recognized across the industry.

With an annual revenue of about €500 million, VGP is a leading packaging partner in the European FMCG market, growing in printed folding cartons, offset laminated corrugated board, POS displays and a wide range of packaging solutions.

Name of the organization
Van Genechten Packaging NV
(further referred to as ‘VGP’)

Location
Raadsherenstraat 2
2300 Turnhout, Belgium

VAT number
BE 0400.732.338

NACE code
17.21 ‘Manufacture of
corrugated paper and
paperboard and of
containers of paper and
paperboard’ - classified as a
high-impact climate sector

02 UNWRAPPING VGP



ca. €500 mio
turnover



2,300
employees



60+
industry awards across
Europe in the last 10 years



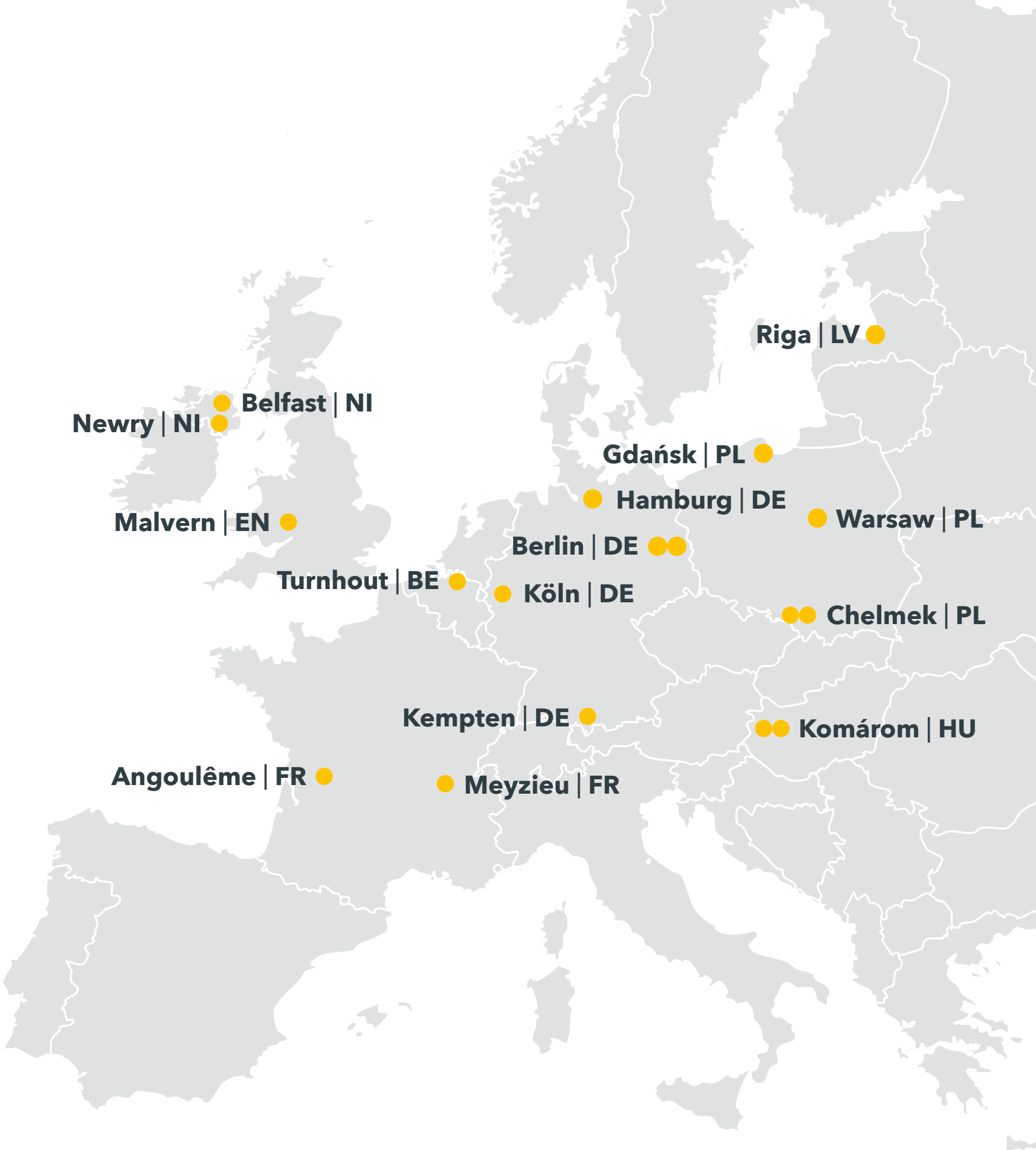
Belgium
country of primary
operations and location
of significant assets



**17 locations
across 9 countries**
sites owned, leased or
managed in Belgium,
France, Germany, England,
Northern Ireland, Poland,
Latvia, Hungary, and Russia



**40+ export
destinations**
across the globe,
with locations including
the Middle-East,
North & South America

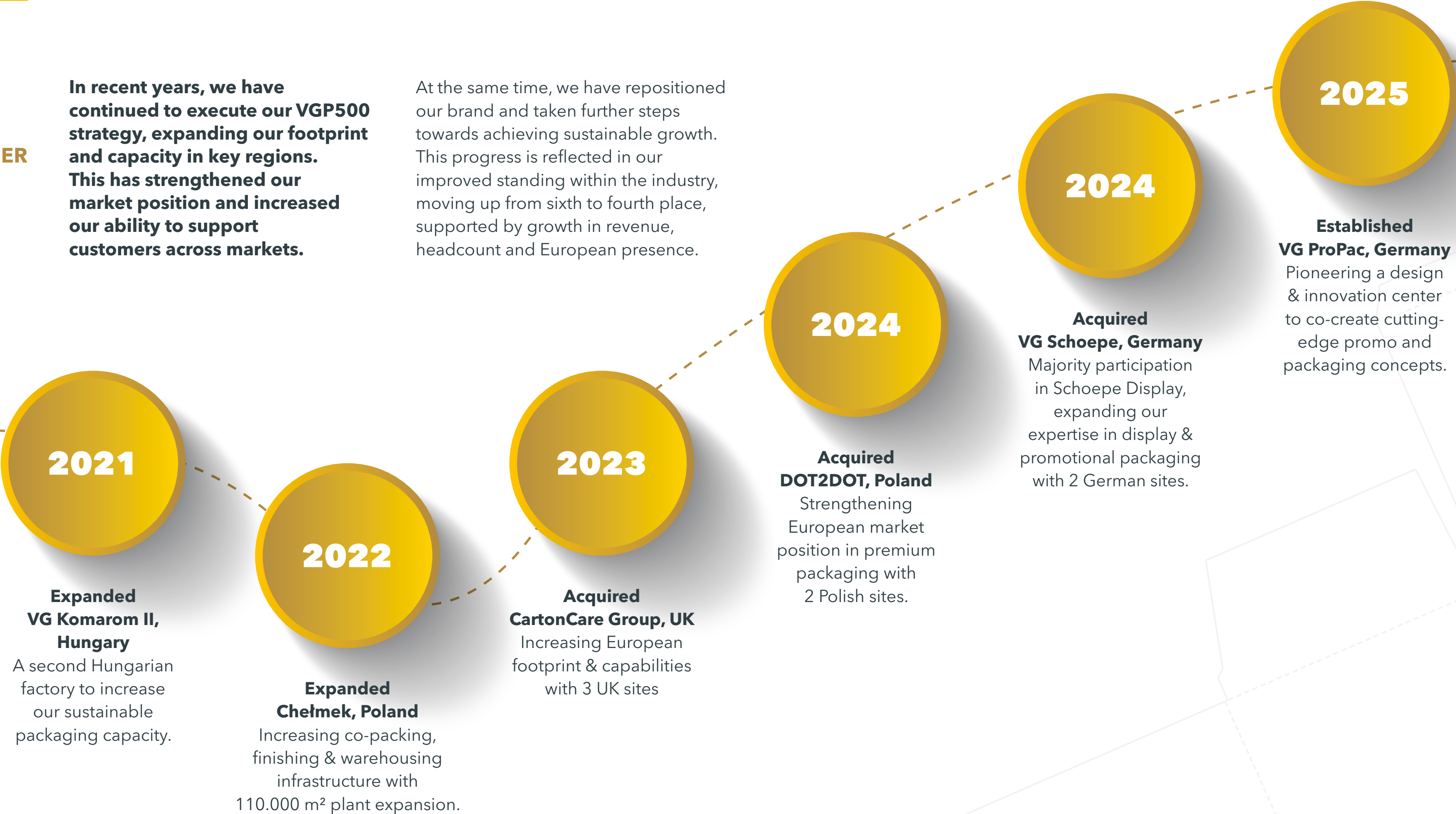


» For an exact overview of our locations and their corresponding details go to our website.

2. OUR RECENT EVOLUTION INTO A EUROPEAN PACKAGING PARTNER

In recent years, we have continued to execute our VGP500 strategy, expanding our footprint and capacity in key regions. This has strengthened our market position and increased our ability to support customers across markets.

At the same time, we have repositioned our brand and taken further steps towards achieving sustainable growth. This progress is reflected in our improved standing within the industry, moving up from sixth to fourth place, supported by growth in revenue, headcount and European presence.



3. OUR MARKETS, PRODUCTS AND SERVICES

VGP operates in the B2B market, developing food and non-food packaging solutions for retail and FMCG customers, primarily across Europe.

Its core activities include the design and conversion of fibre-based packaging, supported by in-house extrusion, printing and finishing capabilities, delivering recyclable solutions with reduced plastic content.

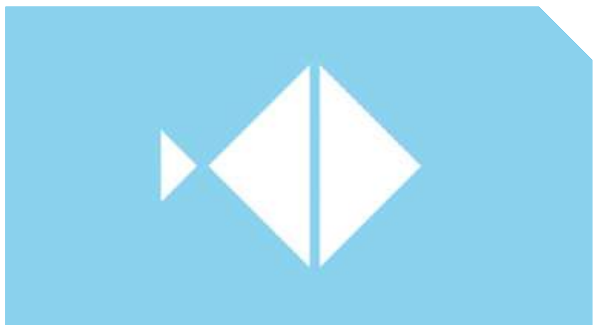
Key market segments comprise general food, frozen food, home and personal care, confectionery and snacks, and general non-food.

VGP serves leading FMCG companies, as well as retailers and food and non-food distributors.

» [Learn more about our market segments on our website.](#)



GENERAL FOOD



FROZEN FOOD



PET CARE



BEVERAGES AND REFRESHMENTS



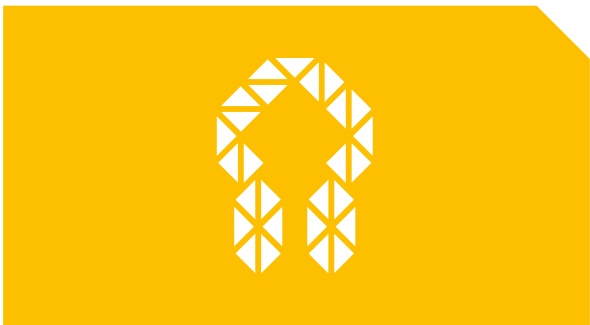
CONFECTIONERY AND SNACKS



GENERAL NON-FOOD



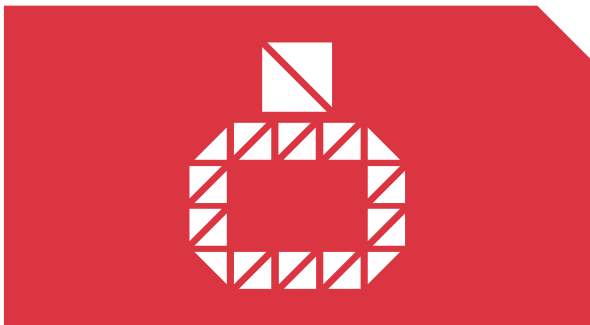
HOME AND PERSONAL CARE



CONSUMER ELECTRONICS



PREMIUM SPIRITS



BEAUTY AND COSMETICS

OUR MAIN PRODUCTS

- Solid board packaging
- Microflute packaging
- Rigid packaging
- Extruded packaging
- Promotional displays

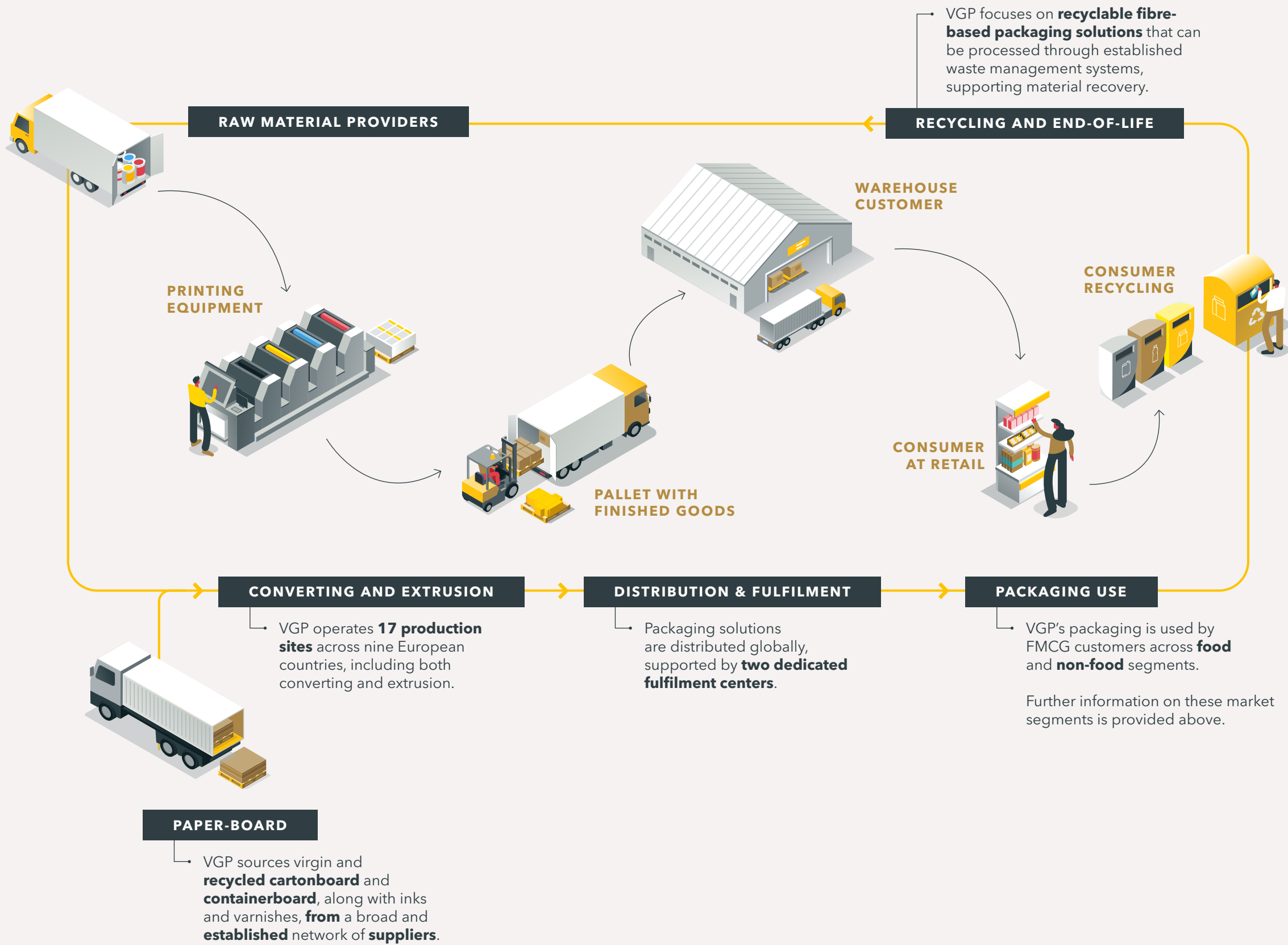
» [See our packaging solutions overview.](#)

OUR MAIN SERVICES

- Innovation & packaging consulting
- Engineering services
- Co-packing & fulfilment

» [Further details on our services.](#)

OUR VALUE CHAIN



4. OUR STRATEGIC POSITIONING

At VGP, we put people before products, whether they are employees, customers or partners. We work alongside them to help them achieve their ambitions and create lasting value.

Our **challenger mindset** drives us to question, improve and move forward. It has shaped our development over generations and continues to guide how we respond to new market realities.

VISION

To be recognized as the leading independent European provider of fibre-based packaging solutions, combining creativity and innovation with technical expertise.

MISSION

We build long-term partnerships to create sustainable value through packaging solutions that support our customers' business objectives and contribute to a reduced environmental impact.

VALUES

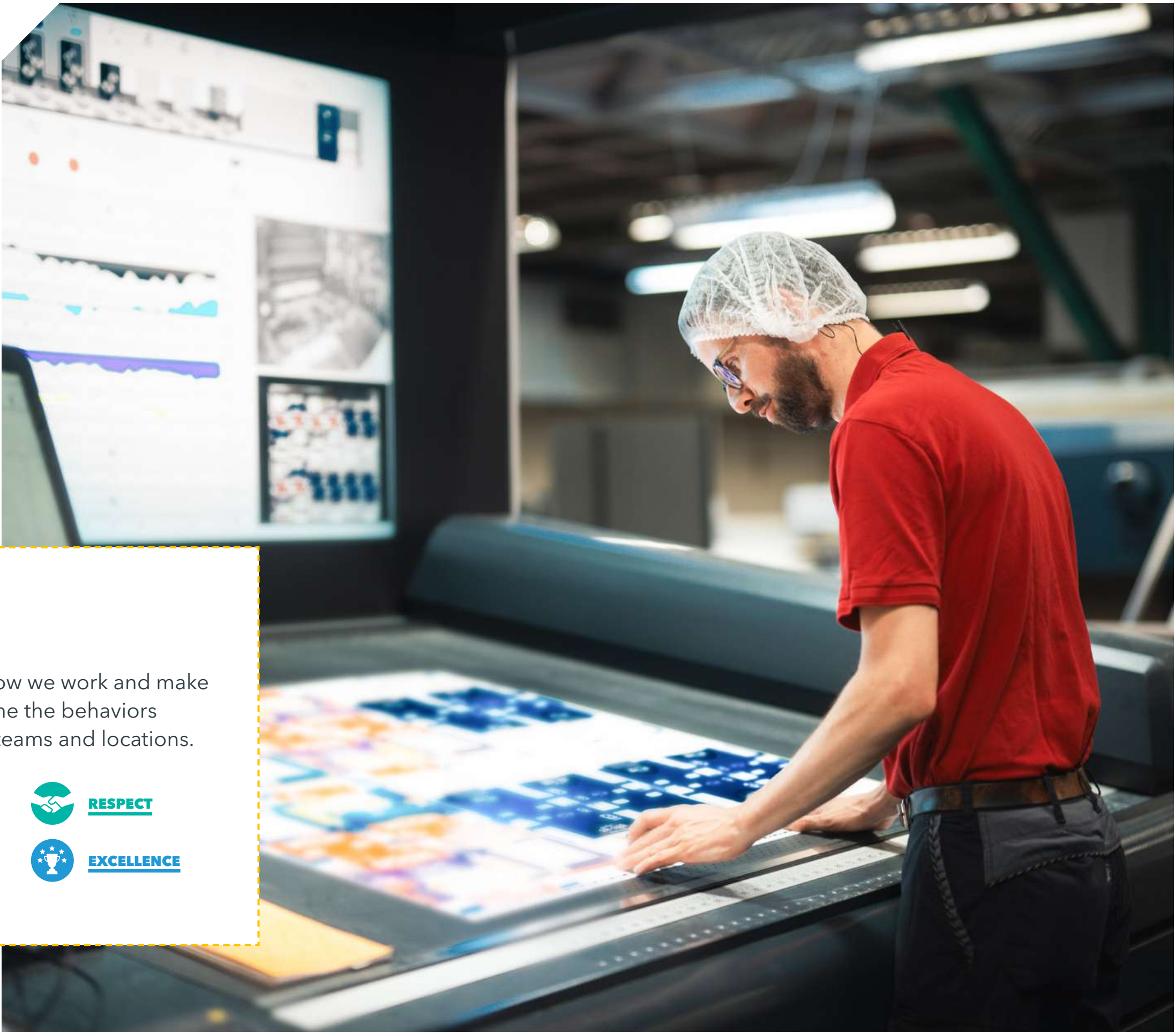
Four values guide how we work and make decisions. They define the behaviors expected across all teams and locations.

**COLLABORATION**

**OWNERSHIP**

**RESPECT**

**EXCELLENCE**



**THE VGP WAY
IN FOUR VALUES**

These values are embedded in a consistent way of working across VGP, creating a cohesive culture across all locations. Through our **Code of Conduct and common operational standards, all teams operate within the same ethical and performance framework.**

This ensures reliable collaboration, smooth integration and consistent performance across our European network.



COLLABORATION

We can turn any challenge into a success story. For that to happen, we have to work together and understand each other, so we can share our commitment, expertise and creativity to deliver absolute value.



OWNERSHIP

Individual responsibility is key in reaching solid results. We encourage all our stakeholders to take their responsibility in generating a sustainable impact on the environment and society.



RESPECT

We value open and direct communication, and we build our ideas on the feedback of everyone involved. Every contribution matters, because we all want to do what's right.



EXCELLENCE

We love what we do, and we want to do it as well as possible. We're only satisfied when our work is completed and expectations are met – or better yet, surpassed. We continuously innovate to improve our products and services.

STRATEGIC OBJECTIVES

VGP’s strategic objectives define the direction the company is pursuing as a long-term partner to its customers, employees and stakeholders. They are ongoing priorities that guide how the organization evolves and creates value over time.

VGP FOCUSES ON THREE KEY OBJECTIVES:

- 1. **BE THE PREFERRED PARTNER** for creativity and speed in packaging development and delivery.
- 2. **DELIVER COMPETITIVE PACKAGING SOLUTIONS** that create tangible advantage for customers.
- 3. **STRENGTHEN OUR EUROPEAN FOOTPRINT** while continuously developing capabilities and ensuring long-term responsibility towards employees, society and the environment.

To translate these priorities into consistent action, VGP works through a structured way of working built around four key focus areas.

- 1. **Operational Excellence** focuses on continuously improving processes, reducing inefficiencies and maintaining high standards in quality and performance across all areas of the business.
- 2. **Digitalization** supports this by integrating technologies that streamline operations, strengthen data-driven decision-making and improve the employee experience.
- 3. **Employer Branding** supports attracting, developing and retaining the right talent by providing a consistent and supportive work environment, with attention to well-being, inclusivity and long-term development.
- 4. **Pragmatism** ensures that ambitions are translated into realistic, high-impact actions, delivering measurable progress while maintaining a strong focus on execution and governance.

OUR SUSTAINABILITY STRATEGY

Following a double materiality assessment, VGP defined an ESG strategy centered around five key pillars. The assessment identifies the most relevant impacts, risks and opportunities across environmental (E), social (S) and governance (G) topics.

These pillars are reflected in VGP’s double materiality matrix and are further detailed in the following chapters, including related actions, targets and key metrics.

The report also outlines VGP’s **governance structure**, featuring its approach to business ethics, data security and cybersecurity.

PILLAR 1 CLIMATE CHANGE Managing direct and indirect greenhouse gas (GHG) emissions and energy consumption across its operations and value chain.	PILLAR 2 BIODIVERSITY & ECOSYSTEMS Addressing deforestation and water use, primarily within the upstream value chain.	PILLAR 3 RESOURCE USE & CIRCULAR ECONOMY Applying circular economy principles in its design and manufacturing processes.	PILLAR 4 WORKFORCE & WORKING CONDITIONS Supporting employees through safe working conditions, development opportunities and a consistent, inclusive work environment.	PILLAR 5 PRODUCT QUALITY, SAFETY & INFORMATION TRANSPARENCY Ensuring product safety and quality, supported by clear and accurate information.
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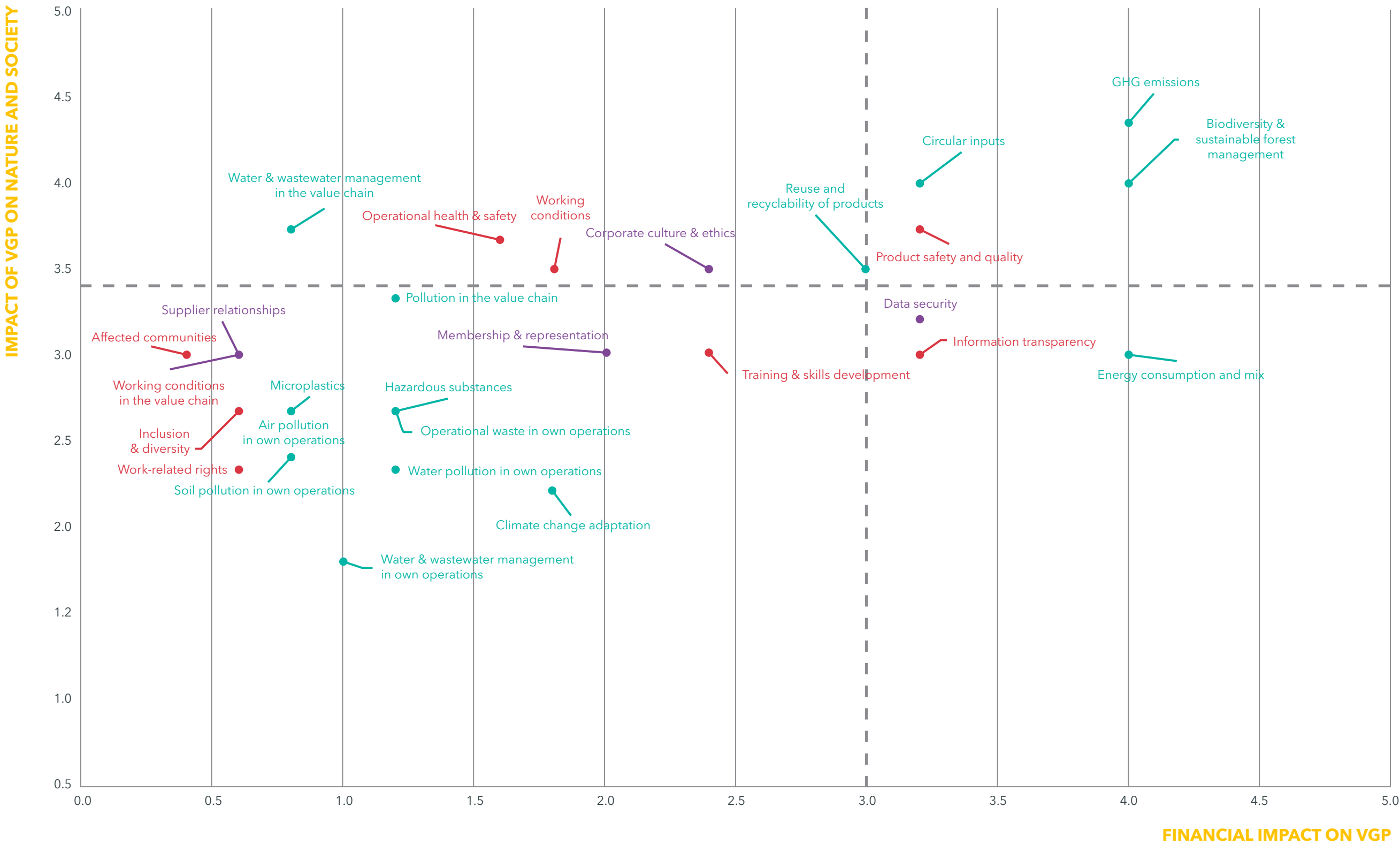
1. DOUBLE MATERIALITY MATRIX

The double materiality matrix provides a structured overview of the environmental, social and governance topics that are most relevant to VGP and its stakeholders.

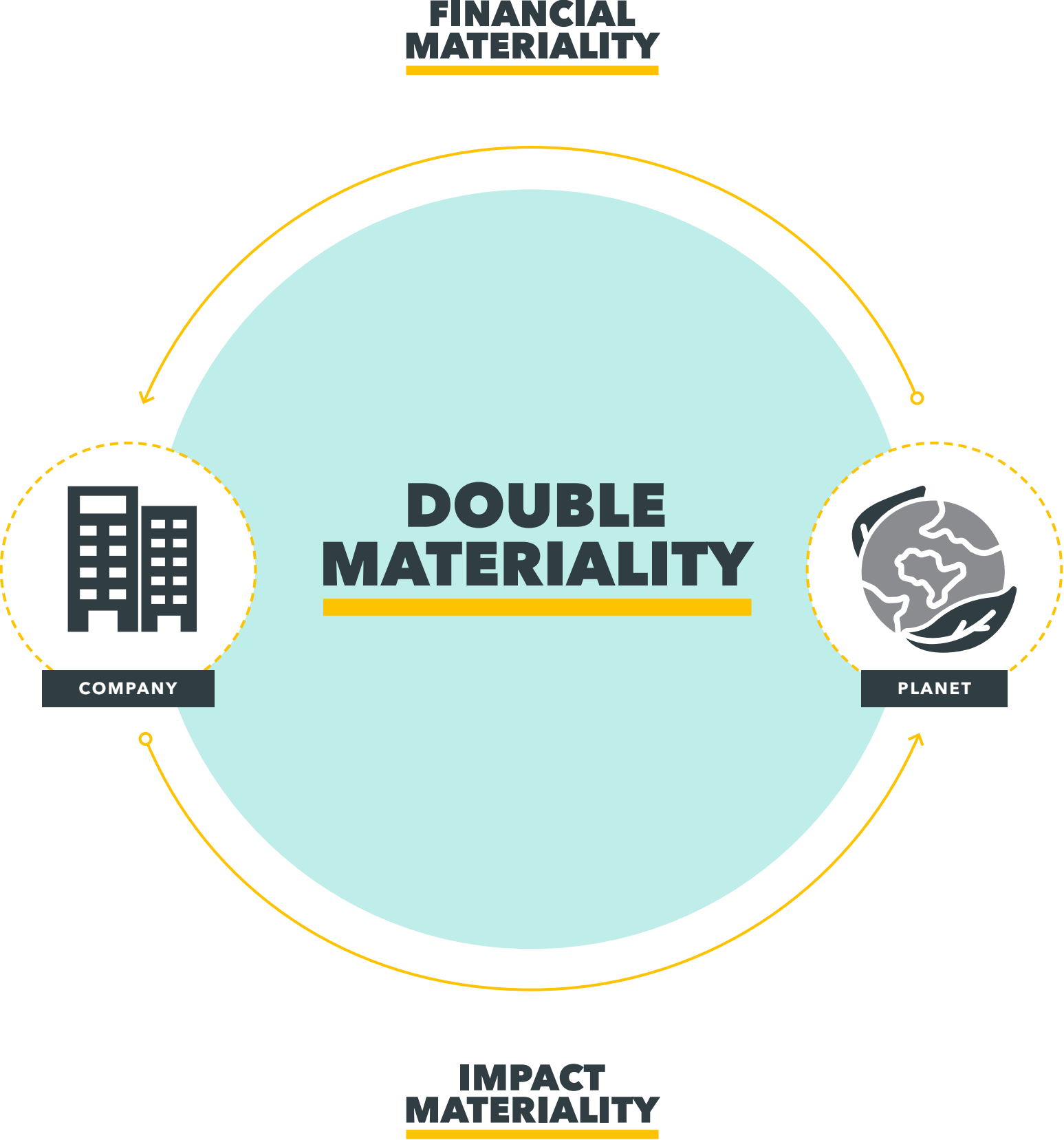
Each topic is assessed from two perspectives: its potential impact on society and the environment (vertical axis), and its potential financial impact on the company (horizontal axis).

The dotted lines indicate the thresholds for impact and financial materiality. Topics that score above these thresholds are considered material. In particular, topics located in the top-right quadrant - where both impact and financial relevance are high - represent VGP’s key priorities.

These priority topics form the basis of VGP’s ESG strategy and determine the focus areas covered in this report.



Material topics: Impact materiality = 3,4 & financial materiality = 3,0



2. DOUBLE MATERIALITY ASSESSMENT

In May 2025, VGP conducted a double materiality assessment in line with the European Sustainability Reporting Standards (ESRS).

The objective was to identify the environmental, social and governance impacts, risks and opportunities most relevant to its business and stakeholders.

The assessment followed four key phases:

1. Context mapping
2. Identification of relevant sustainability matters and impacts, risks and opportunities (IROs)
3. Materiality assessment
4. Validation

The scope covered VGP’s direct operations as well as its value chain. A broad set of ESG topics was identified based on ESRS guidance and industry benchmarks, from which relevant IROs were defined.

Each IRO was evaluated based on severity, likelihood and scale, in line with ESRS criteria, and supported by input from key customers and partners.

The resulting material topics were reviewed and validated by VGP’s management.

3. SUSTAINABILITY
CERTIFICATIONS
AND LABELS

VGP’s sustainability strategy is supported by management systems, labels and certifications verified by independent third parties.

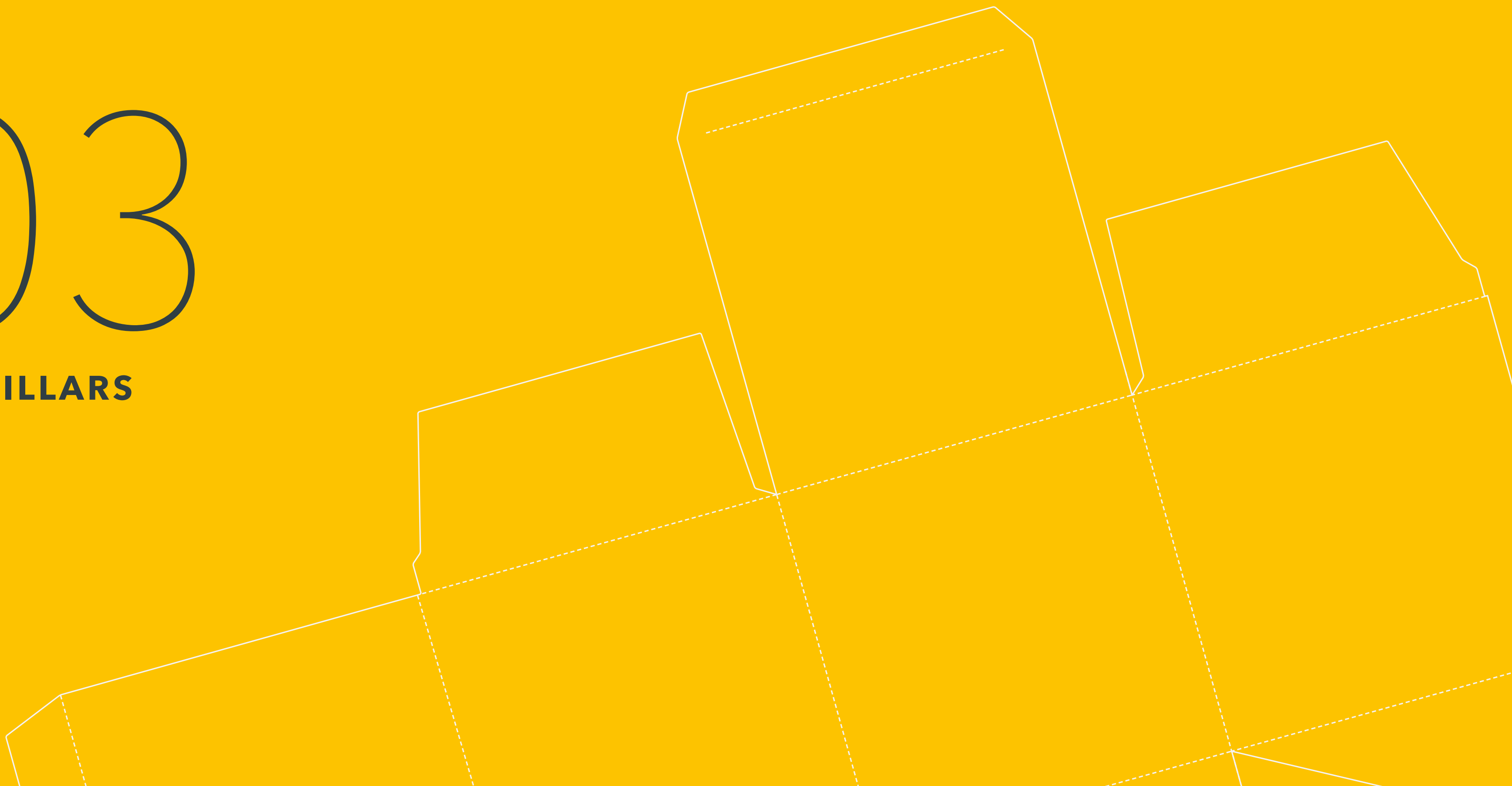


CERTIFICATE OR MANAGEMENT SYSTEM	FUNCTIONAL SCOPE
ISO 9001	Product quality and safety
BRCGS Packaging	Food quality and safety
FSC and PEFC	Sustainable forest management
Sedex	Labor standards, environmental performance and business ethics
Ecovadis	Sustainability performance, including environment, labor and human rights, ethics and sustainable procurement
ISO 50001	Energy management
ISO 14001	Environmental management
SMETA	Social and ethical audits conducted on request of customers

All relevant sites are audited in accordance with applicable certification requirements.

03

PILLARS



PILLAR 1

CLIMATE CHANGE



WHY IT MATTERS

E1 CLIMATE CHANGE

Climate change represents both an environmental and financial challenge for VGP across its value chain.

Greenhouse gas (GHG) emissions arise from VGP's own operations, primarily through energy consumption, as well as from upstream activities such as board production and downstream processes including transportation and end-of-life treatment.

From a financial perspective, VGP is exposed to rising operational costs due to the introduction of carbon taxation from 2027, as well as

higher energy demand associated with new technologies. At the same time, customers increasingly expect disclosure of GHG emissions and the adoption of climate targets aligned with the goals of the Paris Agreement to limit global warming to 1.5°C.

Meeting these expectations will help VGP maintain or improve its competitive position. The company is therefore investing in targeted decarbonization initiatives to reduce emissions and strengthen its long-term resilience.

OUR APPROACH

ESRS B3 ENERGY CONSUMPTION
AND GHG EMISSIONS

Energy consumption data is derived from site-level energy bills. Several sites have already transitioned to renewable electricity contracts, and solar panels are installed at VGP’s headquarters in Turnhout, Belgium.

Reported fossil fuel consumption relates to fuels purchased for production processes and those used by VGP’s company fleet.

VGP calculates its **Scope 1, 2 and 3 greenhouse gas (GHG) emissions** in accordance with the Greenhouse Gas Protocol. ⁽¹⁾

Organizational boundaries are defined using the operational control approach for consolidation, meaning that emissions from all operations and activities under VGP’s control are fully included.

- **Scope 1** emissions cover direct emissions from fossil fuel use in production processes, heating and the company fleet, as well as refrigerant leaks.
- **Scope 2** emissions include indirect emissions from purchased electricity and heat.
- In addition, VGP accounts for relevant **Scope 3** emissions across its value chain. Based on an assessment of material categories, the main contributors are upstream material production (such as board and plastics), as well as the transportation of inbound materials and finished products.

Energy consumption by type (in MWh)

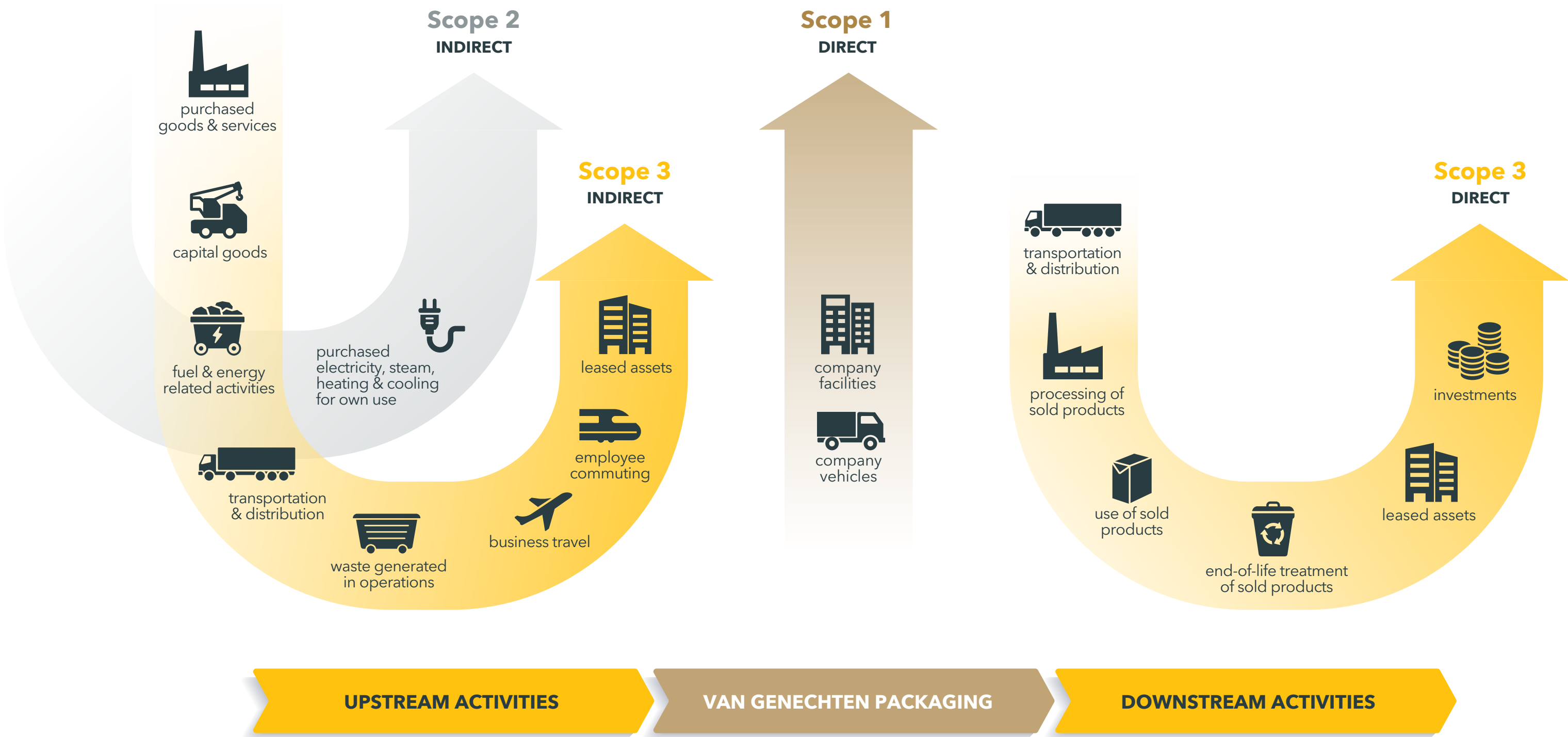
IN MWH (2025)	RENEWABLE	NON-RENEWABLE	TOTAL
Electricity purchased	5.235	40.646	45.880
Self-generated by PV panels	1.151		1.151
Fossil fuels		21.583	21.583
Total	9%	91%	68.614

⁽¹⁾ Corporate Accounting and Reporting Standard, 2004; Corporate Value Chain Accounting and Reporting Standard, 2011

1.

ENERGY AND GREENHOUSE GAS EMISSIONS

GREENHOUSE GAS EMISSIONS
ACROSS THE VALUE CHAIN (SCOPES 1, 2 AND 3)



GREENHOUSE GAS EMISSIONS 2025

ACTIVITY CATEGORY	ALL FOSSIL GHG EMISSIONS (All gasses, in tCO ₂ e)
SCOPE 1 - DIRECT EMISSIONS FROM OPERATIONS	4.528,93
1.1 Stationary combustion	3.842,97
1.2 Mobile combustion	632,25
1.3 Process emissions	
1.4 Fugitive emissions	53,71
SCOPE 2 - INDIRECT EMISSIONS FROM THE USE OF PURCHASED ELECTRICITY, STEAM	21.661,43
2.1 Purchased electricity (market-based)	20.305,66
Purchased electricity (location-based)	13.926,06
2.2 Purchased steam, heat, cooling	855,77
SCOPE 3 - INDIRECT EMISSION IN THE VALUE CHAIN	301.240,46
UPSTREAM	300.283,55
3.1 Purchased goods and services	238.570,57
3.2 Capital goods	4.245,07
3.3 Fuel- and energy-related activities	9.192,51
3.4 Upstream transportation and distribution	43.887,74
3.5 Waste generated in operations	691,48
3.6 Business travel	187,80
3.7 Employee commuting	3.508,37
3.8 Upstream leased assets (as lessee)	
DOWNSTREAM	956,91
3.9 Downstream transportation and distribution	
3.10 Processing of sold products	
3.11 Use of sold products	
3.12 End-of-life treatment of sold products	956,91
3.13 Downstream leased assets (as lessor)	
3.14 Franchises	
3.15 Investments	
TOTAL FOSSIL GHG EMISSIONS	326.930,82

GREENHOUSE GAS INTENSITY

DESCRIPTION	2025 (kgCO ₂ e/euro)
GHG intensity based on net revenue: location-based	0.044
GHG intensity based on net revenue: market-based	0.059

GHG intensity is calculated by dividing total gross emissions by annual revenue.

2. GHG REDUCTION
TARGETS AND CLIMATE
TRANSITION PLAN

VSME C3 CLIMATE TARGETS
& TRANSITION PLANS

VGP’s climate transition plan is driven by its commitment to the Science-Based Targets initiative (SBTi).

This reflects its ambition to reduce greenhouse gas emissions in line with the goals of the Paris Agreement and to provide lower-carbon packaging solutions to the market. The company is currently pursuing validation of its climate targets.

Decarbonization efforts cover both VGP’s own operations and its broader value chain.

**Decarbonization
levers for Scope 1 and 2**

Within its facilities, VGP reduces energy consumption through building renovations, improved insulation and the transition to renewable energy sources such as solar installations and green electricity contracts. The company is progressively phasing out natural gas by introducing heat pumps and is upgrading its fleet with electric vehicles. In parallel, energy efficiency is further improved through optimized production processes and advanced heating technologies.

- » **Smart choices, first-class maintenance and energy-efficient solutions.**
See page 27 for CTO Johan Jaubin’s perspective on the role of technology in addressing climate impact.

**Decarbonization
levers for Scope 3**

Across the value chain, VGP focuses on reducing material impact by optimizing material use, selecting recycled, low-carbon and responsibly sourced renewable materials, and designing packaging for recyclability. Production waste is minimized through precision technologies and process optimization.

- » **A detailed overview of actions related to resource use and circularity is provided in pillar 3: resource use & circular economy.**
- To reduce transport-related emissions, VGP aims to maximize truck loads, reduce product weight and transition to lower-emission transport solutions, including electric trucks and biofuels.

**MEASURING
AND ENABLING
DECARBONIZATION**

In 2025, VGP developed a Product Carbon Footprint (PCF) calculator, scheduled for deployment in 2026. This tool enables transparent and consistent communication of the environmental impact of packaging solutions, helping customers to make informed decisions. The methodology is aligned with the Greenhouse Gas Protocol and ISO 14064 standards.

In parallel, a design simulator has been developed to support the R&D department in making ecodesign decisions at an early stage.



LEVERAGING TECHNOLOGY TO MINIMIZE ENVIRONMENTAL IMPACT

Van Genechten Packaging has always been at the forefront of technological innovation in the packaging industry, pioneering environmentally minded developments that benefit our customers and the planet.

From support on machines to designing new and innovative folding carton packaging solutions, our in-house experts work tirelessly to assist both local and international brands in their transition from plastic to recyclable folding carton packaging solutions.

However, the mark of true long-lasting commitment to the environment doesn't just come from award-winning technological breakthroughs. It comes from a dedication to eco-friendly excellence every day.

For **Chief Technology Officer Johan Jaubin**, this is summed up in a simple checklist: *"smart choices, first-class maintenance and energy-efficient solutions".*

Creating our own sustainable energy

VGP actively invests in generating clean energy, reducing our reliance on external sources and fossil fuels, minimizing our carbon footprint and ensuring a more earth-conscious supply chain for our customers.

As Johan explains, *“our Turnhout headquarters generates approximately 15-20% of its annual power consumption (1,2 GWh/year) from 2,400 solar panels on the warehouse roof.”*

Reminding us that not only will this provide a *“strong ROI within approximately 5 years and a CO₂ reduction of 140 tons per year”*, but this stable, green energy supply will continue to contribute to a more responsible production process for our customers.

Johan sees the recent €10 million expansion project at VG Kvadra Pak in Latvia as an extension of our commitment to modernise and retrofit our infrastructure for climate-friendly growth.



THE INCREASING IMPACT OF SOLAR ENERGY IN OUR OPERATIONS:

“Our Turnhout plant generates approximately 15-20% of its annual power consumption (1,2 GWh/year) from 2,400 solar panels on the warehouse roof.”

Reducing Waste Energy: Management & Recovery

Alongside expansion projects, consistently focusing on maintaining and upgrading existing machines is of vital importance.

“Switching all lighting to LEDs, for example, reduces our energy usage across all sites, with movement detectors further reducing consumption. We are also looking into upgrading our UV curing process to a more eco-friendly LED UV process,” he explains. “These necessary ongoing steps allow us to pass on our sustainable production to our customers.”

By meticulously managing our energy consumption, we can track our usage and ensure that we are recovering as much waste as possible:

Efficient equipment & maintenance:

We reduce energy loss and extend equipment lifespan through continuous, high-quality maintenance, ensuring machines operate at peak efficiency.

Optimized energy management:

Comprehensive energy measuring and management systems fine-tune our heating schedules, preventing unnecessary

consumption, and external energy audits help us to identify potential savings.

Heat recovery systems:

Where possible, we reuse warm air from compressors and production machines like corrugators to heat production or administration areas.

Total waste reduction:

We constantly refine designs to minimize waste on the sheet. Choosing the right configurations and utilizing more complex machines for single-pass production can reduce energy use for printing by up to 50%. All residual waste is meticulously sorted and reused.

Johan also cites the importance of a strong relationship with machine suppliers in achieving waste-reducing production targets: *“We have a decades-long relationship with our machine suppliers, using the latest equipment with built-in efficiency measures and adopting best practices. This also allows for the digitization of our energy output, giving us and third-party auditors the chance to find efficiency savings in our data.”*

Ongoing training:
mastering environmentally sound practices

We empower our people through continuous training to ensure every employee integrates eco-aware practices into their daily work, providing groundbreaking creativity and environmentally-conscious excellence for our customers.

Operational efficiency, always:

We train operators to use machines, implement standard practices and continuously improve in the most resource efficient way possible. For instance, by not running drying capacity at full speed or energy continuously, reducing energy consumption without compromising quality.

Design for sustainability:

Our designers are trained to optimize board usage and minimize waste, ensuring that every packaging solution is material-efficient.

Partnerships for progress:

Our decades of strong relationships with machine and material suppliers mean we actively provide feedback to improve mechanisms and processes, ensuring the latest and most efficient technology is always in use. This collaborative approach ensures that our customers benefit from cutting-edge, responsible manufacturing.

Our knowledge and processes reassure our customers that they have chosen the right partner. True environmental care is a joint responsibility, and we look forward to collaborating with our partners, listening to the needs of our team, and working towards our targets together for the benefit of our customers.

By focusing on the maintenance of low-impact operations, day in and day out, we deliver on our promise of green excellence. This consistent, precise and disciplined execution provides our customers with innovative, environmentally responsible packaging solutions that secure their future success.

SUSTAINABLE
TECHNOLOGY
MAINTENANCE

- 1 **Creating clean energy**
e.g. solar panels, reusing energy.
- 2 **Reducing waste energy,**
via energy management & recovery, maintenance, etc.
- 3 **Ongoing team training**
ensuring best eco-conscious practices throughout the workforce.

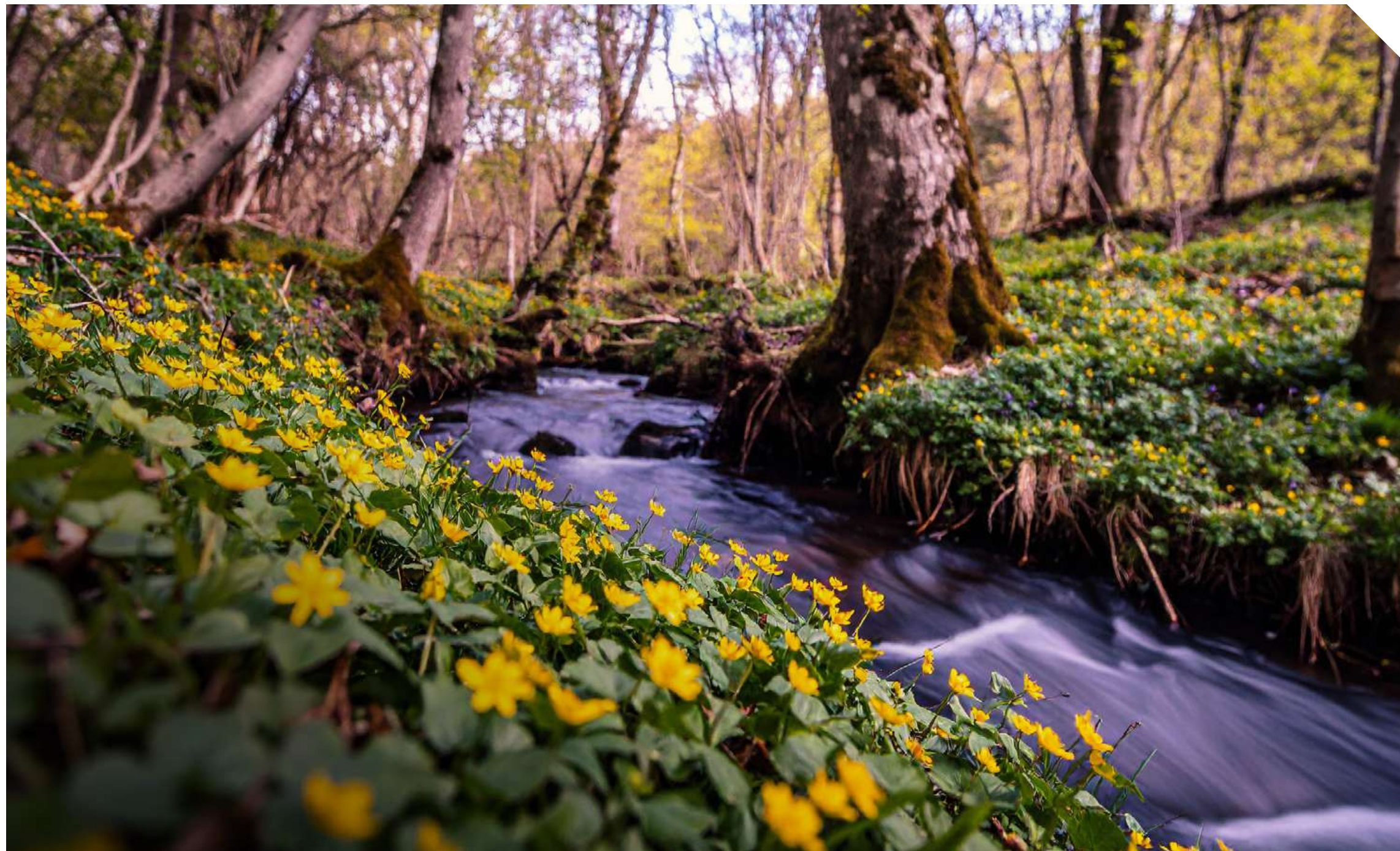


“Maintenance actively contributes to the sustainable future of our company. With smart choices, good maintenance and energy-efficient solutions, we are building greener production together.”

Johan Jaubin
Chief Technology Officer

PILLAR 2

BIODIVERSITY & ECOSYSTEMS



WHY IT MATTERS

Biodiversity and resource use are closely linked to VGP's upstream value chain and are key considerations in how the company sources and manages materials.

The production of fibre-based materials is **inherently connected to forest ecosystems**. When not properly managed, sourcing practices may affect biodiversity through habitat loss, soil degradation and reduced ecosystem resilience. This is why VGP prioritizes the use of certified fibres (such as FSC and PEFC) and recycled materials, supporting responsible forest management and resource use.

In parallel, regulatory developments such as the **EU Deforestation Regulation and the Corporate**

Sustainability Due Diligence Directive increase expectations regarding traceability and responsible sourcing. Non-compliance could result in financial risks, including supply chain disruptions, making close engagement with suppliers essential.

Water use in the upstream value chain is another key environmental consideration, particularly in pulp and paper production. These processes require significant volumes of water and may affect local water availability and aquatic ecosystems if not properly managed.

Land-use change, however, is not considered material for VGP's own operations, as its production sites are not located in or near protected or biodiversity-sensitive areas.

OUR APPROACH

VSME B53 LAND USE & BIODIVERSITY MEASURES

FSC and PEFC certifications

Growing customer demand for sustainably and responsibly sourced materials is increasing the need for certified fibres. To address this, VGP manages FSC (Forest Stewardship Council) and PEFC (Programme for the Endorsement of Forest Certification) certifications across its value chain.

All suppliers are monitored annually for their FSC and PEFC certification status through the company’s supplier RFI (Request for Information) procedures.

The overview below lists FSC and PEFC certifications across the VGP Group, indicating which sites are certified to process fibres and deliver certified

end-products. Additional sites will be included over time. All sites follow a unified group procedure, with local quality managers delivering yearly refresher training on certification standards. The group certification is subject to annual third-party audits.

VGP reports annually to FSC and PEFC to demonstrate that certified production volumes do not exceed the volume of certified fibres purchased. For certified end-products, FSC and PEFC labeling is applied upon customer request, in line with the respective standards. FSC audits the use of its labels, whereas PEFC currently does not require label audits.

Recycled fibre

As part of its commitment to avoiding deforestation, VGP is

increasing the use of recycled fibre in its packaging solutions wherever this is technically feasible and appropriate.

- Recycled fibre is primarily used in non-food applications, including home care, personal care and pet care, as well as selected packaging formats such as multipacks.
- For food applications, the use of recycled content is limited to secondary packaging, where there is no direct contact with food and safety requirements can be fully met.

VGP applies a fit-for-purpose approach, balancing sustainability with performance. In some cases, using recycled fibre may require higher material weight to maintain strength and functionality.



The ECOCLIC® folding carton developed for Procter & Gamble contains 70% recycled fibre, reducing reliance on virgin materials while ensuring the required performance.

FSC/PEFC performance - group overview

BOARD CONSUMPTION	2022	2023	2024	2025
FSC-certified sources	47%	54%	55%	55%
PEFC-certified sources	15%	12%	13%	13.5%
Total board certified sources	62%	66%	68%	68.5%
Controlled sources ⁽¹⁾	38%	34%	32%	31%
FSC-certified production sites	9 out of 10	9 out of 10	9 out of 10	12 out of 13
PEFC-certified production sites	9 out of 10	9 out of 10	9 out of 10	11 out of 13

⁽¹⁾ Controlled sources are supply sources for which the origin has been verified.

Recycled versus virgin fibre in total board volume

FIBRE SOURCE	2022	2023	2024	2025
Virgin	50%	47%	51%	55%
Recycled	50%	53%	49%	45%



1. DEFORESTATION

Preparing for the EU Deforestation Regulation (EUDR)

VGP already complies with the EU Timber Regulation (EUTR) and is preparing for the upcoming EU Deforestation Regulation (EUDR), which will require companies to eliminate deforestation from the sourcing of fibre-based materials such as wood, virgin fibreboard and paper.

VGP has established an EUTR/ EUDR policy, implemented across its QSHE and procurement functions.

In parallel, the company has put in place a system to trace the origin of its purchased fibres and verify that they are deforestation-free.

To meet these requirements, VGP has implemented a system to trace the origin of its purchased fibres and verify that they are deforestation-free.

Once the regulation comes into effect, the company will comply with the EUDR.

2. WATER MANAGEMENT

VSME B6 WATER CONSUMPTION & WATER STRESS MANAGEMENT

Water is a critical resource in paper and cardboard production and a key focus area for VGP’s main suppliers.

Through its Sustainable Procurement Charter, VGP ensures that supplier practices align with its environmental objectives.

All suppliers are subject to a formal **Request for Information (RFI)** process, requiring them to demonstrate environmental stewardship and provide relevant certifications, with renewals every three years.

This process includes specific requirements related to environmental policies and management systems, such as EMAS. New suppliers are assessed through this process by the purchasing department. In cases of low scores or insufficient documentation, the VGP quality team conducts on-site audits.

In addition, VGP promotes packaging designs that incorporate more recycled fibres, as the production of recycled cardboard typically requires less water than virgin materials.

WATER CONSUPTION	2021	2022	2023	2024	2025
in m³	39.629	44.063	43.527	46.498	61.088

Increase to 2025 is due to the new added plants (MSO + Berlin + Gdansk + Warsaw).



PILLAR 3

RESOURCE USE & CIRCULAR ECONOMY



WHY IT MATTERS

Resource use and the circular economy are key environmental and financial considerations for VGP.

The use of recycled materials, such as board and plastics, reduces dependence on virgin resources and helps lower climate impact.

At the same time, designing packaging for recyclability helps reduce environmental impact downstream. **Recyclability and reusability are becoming key requirements** that strengthen VGP's competitive position.

Regulatory developments such as the EU Packaging and Packaging Waste Regulation (PPWR) are prompting changes in circular design and material use. VGP is proactively aligning its activities with these requirements, preparing for compliance while opening up opportunities for innovation.

Finally, fluctuations in the price of raw materials, including certified fibres such as FSC and PEFC, represent an additional financial factor that must be managed carefully.

OUR APPROACH

2. RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT

VGP contributes to a more circular packaging system by working with fibre-based materials that can be **recovered, reused and recycled**, and, where appropriate, by increasing the use of recycled fibres.

Paper and cardboard, VGP’s main raw materials, originate mainly from **certified sources or recycled fibre streams**. Wood fibre can be recycled multiple times and, at the end of its life cycle, reintegrated into natural systems. By using certified and recycled fibres wherever technically feasible, VGP reduces its dependence on virgin resources.

Circularity is also reflected in **how packaging is designed**. Solutions are developed to be compatible with existing European waste

VSME B7 RESOURCE UTILIZATION & WASTE PREVENTION

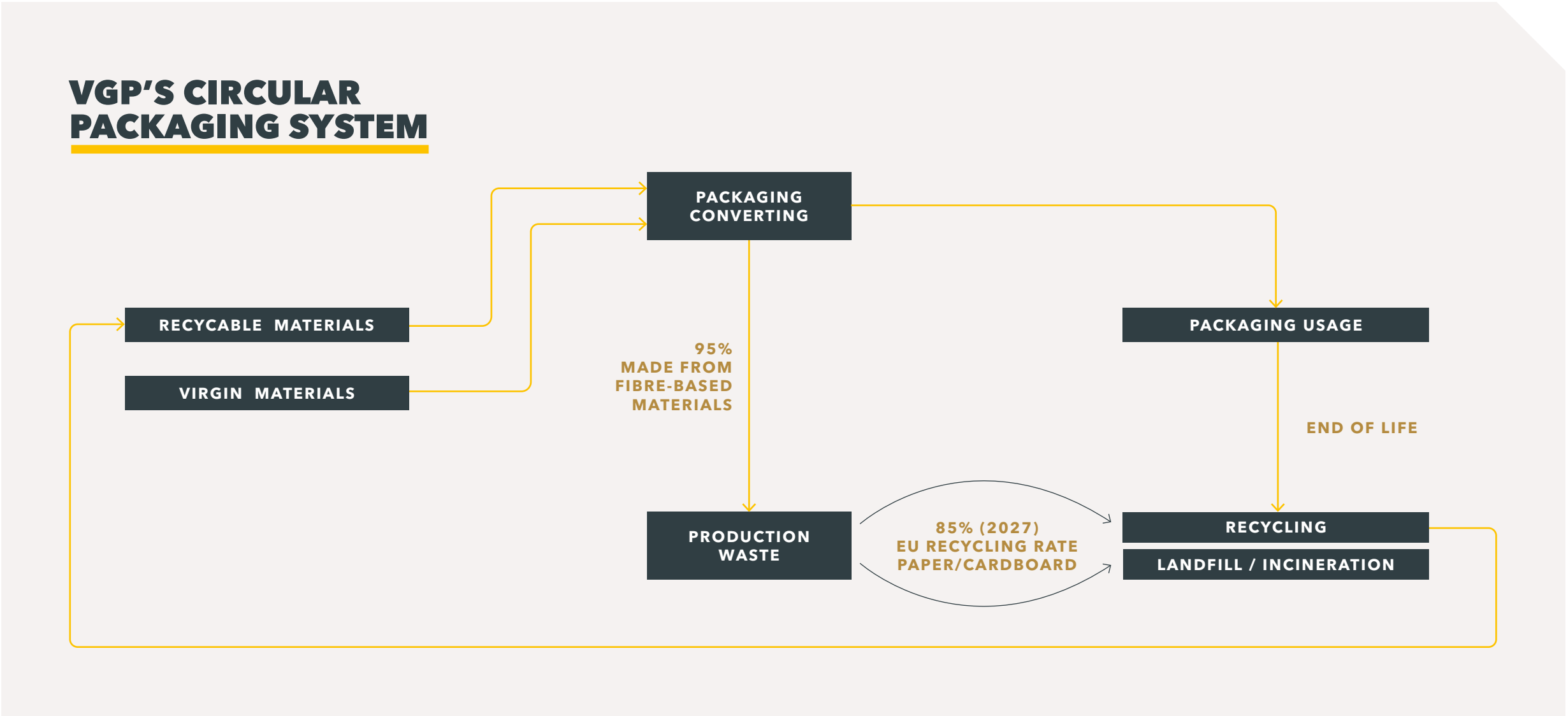
management systems, including collection, sorting and recycling processes. VGP minimizes the use of non-recyclable coatings, optimizes material weight, and favors mono-material or fibre-dominant structures to support high recycling yields. This helps customers in meeting their own circularity and packaging waste reduction targets.

Within its own operations, VGP contributes through **efficient use of materials and recovery of production waste**. Trim, offcuts and rejects are segregated and returned to the recycling stream. Continuous process optimization helps reduce material losses, energy use and emissions.

Fibre-based packaging can, in certain applications, **replace plastic or mixed-material alternatives**, supporting the transition towards lower-impact packaging solutions. In Europe, well-established

collection and recycling systems, combined with high recycling rates, make fibre-based materials a key component of circular packaging.

In this way, VGP helps to keep **materials in use for as long as possible** and to ensure they are effectively recovered at the end of their life cycle.



How VGP manages its resource use in practice

VGP translates its approach to resource use and circularity into a set of concrete practices across design, sourcing and operations. The following overview illustrates how these principles are applied.

VGP’s approach to the circular economy is supported by related policies on supplier conduct and sustainable sourcing.

- The Supplier Code of Conduct sets expectations for business partners to adopt environmentally responsible and resource-efficient practices.
- Sustainable sourcing policies include FSC and PEFC certification requirements, as well as alignment with the upcoming EU Deforestation Regulation.

FOCUS AREA	HOW THIS IS APPLIED IN PRACTICE
Optimizing material use VGP continuously improves material efficiency by reducing the use of virgin resources through optimization of design (value engineering), production processes, material selection and the use of advanced machinery.	 • Advanced machinery, CAD systems and nesting techniques are used to optimize sheet usage and minimize material waste. For example: A redesigned sleeve for Bonduelle corn cans uses 30% less cardboard and 20% less ink than traditional wraparounds. • Lightweight materials such as corrugated board and microflute are used to reduce material use while maintaining required strength, lowering both costs and transport-related emissions. • Technologies such as cold foil are used to reduce material input, lowering foil consumption by up to 85%. This foil is 100 times lighter than metallized board and requires 40% less water-based glue. • Packaging redesigns are implemented to reduce overall material use. This can involve replacing aluminium wrappers with fully enclosed carton solutions that maintain product integrity. • VGP collaborates with customers to optimize fill rates and box dimensions, reducing material use across the value chain.
Reducing the use of virgin, non-renewable materials VGP is reducing its reliance on virgin, non-renewable materials by increasing the use of responsibly sourced and recycled cardboard, providing a viable alternative to plastic.	 • VGP develops folding carton solutions that replace conventional plastic wrappings and containers, such as its carton-based bundle packs and Cambotainer® product line. • Plastic windows are replaced with paper-based alternatives, such as Lasine (glassine) paper, where product visibility is required. • Rigid plastic packaging is replaced with cardboard alternatives in selected applications, for example in products such as Lenor Unstoppables and top-sealed trays for snacks or ready meals. In these cases, the cardboard component can easily be separated from the plastic lid after use. • VGP develops fibre-based alternatives to single-use plastic items, for example the Balloon Grip™, made from folding carton materials. • VGP develops alternative barrier technologies by replacing traditional PE coatings and polymer films with plastic-free barrier varnishes that can be certified for food contact. These are applied during the printing process and may incorporate renewable materials such as algae or plant-based inputs, without requiring additional processing steps.

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FOCUS AREA	HOW THIS IS APPLIED IN PRACTICE
Using recycled raw materials VGP integrates recycled fibres and plastics where technically feasible and appropriate. Material choices are defined on a fit-for-purpose basis, with functionality and the full lifecycle impact of the product system as key considerations.	• Recycled fibres are primarily used in products such as secondary packaging and in non-food market segments, where specifications permit their use and where they positively impact both cost and the overall lifecycle performance of the product system. • In applications such as child-safe packaging for washing pods, recycled fibres are used while maintaining the required functionality and safety performance. Managing trade-offs VGP manages trade-offs between the use of recycled fibres and lifecycle impacts in a considered way: • Recycled fibres generally have lower strength (e.g. tear and compression resistance), which may require higher material weight to achieve equivalent performance. • In food contact applications, the use of recycled content may require additional barrier solutions to meet safety requirements, which can increase the overall lifecycle impact of the product system.
Maximizing recyclability of end-products VGP aims to maximize the recyclability of its end-products. Around 95% of its packaging is made from fibre-based materials, which are widely collected and effectively recycled in established paper and board recycling streams.	• Packaging structures are designed to minimize the use of composite materials. Non-fibre components, such as barriers or coatings, are kept below the commonly applied 5% threshold. This ensures compatibility with standard paper recycling streams. • Recyclable alternatives to laminates and plastic elements are used, such as paper-based windows (Lasine paper) and decorative techniques such as cold foil and Ecolure technologies. These methods enable metallic effects without adding permanent plastic layers and remain within recyclability limits. • Key consumables are selected to support efficient recycling processes, such as low-migration, mineral oil-free inks, water-soluble varnishes and cold glues. • Packaging concepts such as FlatSkin® allow end users to easily separate materials, improving the recyclability of multi-material packaging. • Packaging concepts are developed to replace plastic trays inside packs with fibre-based alternatives, enabling mono-material solutions and improving recyclability.



Resource inflows

Van Genechten Packaging (VGP) is committed to securing sustainable, responsible and resilient resource inflows as a cornerstone of our fibre-based packaging business model. Our primary raw materials consist of paper and board derived from renewable forest resources, supplemented by inks, coatings and auxiliary materials that are carefully selected to meet performance, safety and sustainability requirements.

Materials sourced by VGP and their absolute weight

DESCRIPTION	VOLUME PURCHASED 2024 (tonnes)	VOLUME PURCHASED 2025 (tonnes)
VIRGIN MATERIALS		
Board	88,517	90,859
Graphical paper	687	711
Printing ink	395	353
Plastics	3,390	2,556
Varnish	1,681	1,711
Window foil	267	51
RECYCLED MATERIALS		
Board	110,983	94,070
Graphical paper	77	72
Window foil	7	9
Plastics	40	19
Wooden pallets	3,714	3,983

Resource outflows

VGP is working to assess and improve the recyclability of its packaging. This is taking place in a context where methodologies and regulatory definitions are still evolving, particularly in light of upcoming European legislation such as the Packaging and Packaging Waste Regulation (PPWR).

At present, there is no single industry standard that fully defines circular design criteria such as durability, repairability and recyclability. VGP therefore monitors regulatory developments and plans to align its approach as soon as clearer standards and requirements become available.

To support this, VGP uses external testing laboratories, such as PTS (Papiertechnische Stiftung), to assess recyclability and obtain certifications for specific packaging solutions.

VGP aims to achieve a recyclability level of 95-100% for its packaging. This is assessed based on packaging designs consisting of at least 95% fibre-based material.

Waste treatment by type

	2024 RECYCLED / REUSED	2024 DISPOSED	2025 RECYCLED / REUSED	2025 DISPOSED
HAZARDOUS WASTE (tonnes)				
Hazardous waste (ink and varnish) recycled / energy recovery	213		197	
NON - HAZARDOUS WASTE (tonnes)				
Paper and board (>10% PE) - not recycled		3,609		3,055
Paper and board (<10% PE) - recycled	41,101		41,025	
Plastics - recycled	588		574	
Residual waste - incinerated		751		864
Wooden pallets - reused	1,717		1,778	
Metal - recycled	482		399	

PILLAR 4

WORKFORCE & WORKING CONDITIONS



WHY

IT MATTERS

VGP’s operations rely on a workforce of approximately 2,300 employees across 15 converting sites.

Attracting, developing and retaining skilled employees is a key focus for the organization. This includes providing a safe working environment, supporting employee development and maintaining consistent working conditions across sites.

VGP’s approach is guided by its long-standing values, which emphasize collaboration, ownership and respect. As a privately owned company, VGP approaches workforce management from a long-term perspective, with a focus on stability, internal development and alignment across its European operations.

Number of employees (FTE)

	NUMBER
GENDER	
Female	636.2
Male	1515.5
Other	9
COUNTRY (of employment contract)	
Belgium	411
Germany	509.05
France	131.06
Latvia	129.9
Poland	513
Hungary	265.2
Northern Ireland	179.5
England	25
Germany	3,714
TOTAL	2160.71

OUR
APPROACH

1. 'INVOLVING YOU
FOR A BETTER WE'

VGP’s workforce-related initiatives are guided by an internal approach described as ‘Involving you for a better we’. This reflects the company’s focus on engaging employees in its operations, development and continuous improvement initiatives.

In practical terms, this approach is translated into a set of priorities across the organization:

1

Strengthening teams through the recruitment and development of diverse talent with relevant skills and competencies.

5

Expanding **internal training** initiatives, including VGP Academy

2

Increasing the representation of women in leadership and technical roles.

6

Improving health and safety performance, guided by the ‘zero harm’ objective and a focus on incident prevention.

3

Providing employees with an average of **four full training days per year**.

7

Supporting **employment stability and job creation** by implementing our VGP500 growth strategy.

4

Carrying forward a **mentoring program for new employees**.

2. TEMPORARY STAFFING: POLICY AND PRINCIPLES

VGP's production activity is subject to seasonal fluctuations, particularly during year-end periods and the summer months. This results in variable workforce requirements across production sites. To manage these changes in scope, VGP applies a defined approach to engaging temporary workers.



- Site-level employment agency selection**
 Each production site selects its own employment agency, enabling alignment with local labor rules and regulations. Local HR departments manage these agency relationships.
- Wage alignment**
 Temporary workers are remunerated according to VGP's internal wage classification system, in line with equivalent roles within the organization.
- Group-level framework**
 The VGP HR department sets the criteria that govern the engagement of temporary workers, including working hours, contract duration, and wage levels. These criteria are aligned with applicable local regulations.
- Weekly contracts as the standard**
 Temporary production workers are engaged on a week-by-week basis, in line with operational planning and workload. VGP aims to avoid daily contracts in favor of providing temporary workers with a greater degree of continuity and predictability.
- The VGP Code of Conduct also applies to temporary workers and covers working time, wages, and general working conditions.**

3. EMPLOYEE COMMUNICATION AND ENGAGEMENT SYSTEMS

Employees at VGP can raise concerns through defined communication channels. These are complemented by structured engagement mechanisms to collect employee feedback and perspectives.

Engagement through works councils and committees

Social dialogue

As VGP operates exclusively in Europe, employee engagement follows European and national legal frameworks, which vary depending on country-specific requirements and company size. Workers' rights are addressed through regular meetings with works councils and employee representative bodies, in line with applicable local laws and practices.

Each country applies its own legal framework and approach to employee representation. In general, negotiations with employee representatives are conducted at the site level, typically involving plant management and HR.

In Belgium, collective labor agreements (CAOs) are typically concluded for a period of two years and renegotiated on a biennial basis.

Companies with more than 50 employees are required to organize social elections every four years to establish a Works Council and a Committee for Prevention and Protection at Work (CPBW). In addition, a union delegation may be present.

Collective bargaining and consultation

In Belgium, the union delegation is responsible for negotiating collective labor agreements and is involved in discussions on employment-related matters, including dismissals. The works council meets monthly to discuss company performance, results and organizational changes. The CPBW (Comité Preventie en Bescherming op de Werkplaats) also meets monthly to address health and safety topics.

Topics covered in these discussions include financial matters such as wages, as well as organizational aspects including working time and overtime. Work schedules are defined in labor regulations and discussed with employee representatives.

Employee surveys and town hall meetings

VGP collects employee feedback through surveys and town hall meetings.

- Local employee surveys cover wellbeing, the work environment and organizational aspects. Results are shared at the local level and followed up on through HR-led actions.
- Town hall meetings, organized at both group and site level, provide business updates and enable direct interaction between employees and management through Q&A sessions. These meetings also provide valuable input for consideration in the development of communication, policies and organizational priorities.

The above mechanisms allow VGP to collect employee feedback, input and grievances.

VGP also maintains a network of local HR representatives who act as points of contact between employees and the organization. They support day-to-day communication, address concerns and gather feedback.

Employee involvement in operational processes

VGP has processes in place to support bottom-up involvement of workers in its operations.

Across its production sites, structured operational practices are used to involve workers in continuous improvement and day-to-day activities. Depending on the site, these include Kaizen events, improvement boards, shift start briefings and daily meetings.

These mechanisms provide opportunities for workers to contribute input and participate in operational improvements.

Whistleblowing policy

VGP has established a whistleblowing policy that enables employees to report concerns related to potential legal or ethical violations, including breaches of the Code of Conduct.

» The VGP Code of Conduct

Employees who report concerns or raise questions in good faith are protected from disciplinary action, dismissal or other forms of retaliation. A good faith report is defined as a report where the employee believes the information provided is accurate, even if it is not ultimately substantiated.

THE WHISTLEBLOWING POLICY DEFINES, AMONG OTHER ELEMENTS

- **Scope of reporting**
The policy encourages the reporting of potential violations of the Code of Conduct, including human rights (such as working conditions, dignity and discrimination), business integrity and compliance-related matters.
- **Accessibility of reporting channels**
VGP provides multiple channels for employees who are victims or witnesses of conduct that may violate the Code of Conduct. These channels include direct management, human resources and a dedicated e-mail address. An anonymous reporting form is available on the corporate website, allowing concerns to be raised confidentially.

4.

HUMAN RIGHTS
POLICIES AND
PROCESSES

The Code of Conduct addresses key human rights topics, including:

- Freedom of association
- Fair pay
- The prohibition of forced, compulsory and child labor
- Non-discrimination in employment and occupation

All managers are responsible for implementing the Code of Conduct and ensuring compliance within their teams.

Compliance is monitored at site level. In addition, VGP organizes annual group-wide training on the Code of Conduct.

Navigating the
VGP Code of Conduct

The Code of Conduct sets out the principles governing VGP’s approach to human rights, sustainability, business integrity and management practices. It defines the expectations for employees and business partners and provides a common framework for ethical behavior across the organization.

The Code of Conduct is structured around key principles, including the provision of safe and healthy working conditions, compliance with applicable regulatory requirements, product integrity, and adherence to data protection and information security standards.

Non-compliance with the Code of Conduct may lead to corrective action or, where relevant, the termination of business relationships.

Human rights topics covered
in the Code of Conduct

TOPIC	STATUS
Child labor	Prohibited
Forced labor	Prohibited
Discrimination	Prohibited
Accident prevention	Addressed
Working time	Addressed
Compensation and benefits	Addressed

» Human rights principles are embedded in VGP’s Code of Conduct.

» “Our relationships are based on mutual trust and respect.”

See page 51 for a conversation with **Annelies Verbeeck, Group Accounting and Treasury Manager**, on the role of the VGP Code of Conduct.

Employee remuneration and development

VGP’s employees contribute to its innovation, creativity and operational performance. To support their efforts, VGP has established processes focused on employee development, skills improvement, career progression and recognition.

- **Employee onboarding**
New employees follow a structured onboarding process, including an initial introduction training, departmental training and follow-up meetings. In addition, VGP has launched a mentoring program for all new employees.
- **Training and development**
VGP provides an average of four training days per employee per year. These training activities can be tailored to individual or departmental needs and can include on-the-job training. Training needs are discussed during evaluation meetings and may be identified by the company or requested by employees.

• Compensation and performance management

- Compensation.*
- For production workers, VGP applies a fixed wage classification system based on job function, as defined in applicable collective labor agreements (CAOs). This system determines wages for both permanent and temporary production workers.
 - For non-production employees, salaries are determined during the hiring process. Annual salary reviews are based on internal benchmarking within departments and external benchmarking against the market. This approach supports consistent salary structures while allowing for differentiation based on experience and skills within defined ranges. The upcoming EU Pay Transparency Directive, once transposed into national legislation, may lead to adjustments in this process.

Performance management
Performance evaluations are conducted annually by the employee’s direct supervisor (department head or team leader). In addition, HR organizes a personnel review with department heads every four months to discuss evaluation outcomes, employee development and potential salary progression based on performance and experience.

Goal setting
During the annual performance evaluation, three goals are defined for each employee for the year ahead. These may include individual or departmental KPIs, as well as personal development objectives (such as the completion of specific projects). Progress against these goals is reviewed in the subsequent evaluation cycle. This three-goal approach is applied consistently across the VGP Group.

The average number of annual training hours per employee

NUMBER	
Male	4 days
Female	4 days



ENGAGEMENT WITH EMERGING DESIGN TALENT

In 2025, as part of its engagement with emerging talent, VGP **welcomed the winners of the Pro Carton Young Designers Award** to its headquarters. The visit included presentations, workshops and a guided tour of production facilities, providing participants with direct insight into industrial packaging processes and design applications.

Through initiatives of this kind, VGP contributes to the development of young designers by offering practical exposure to the packaging value chain and facilitating interaction with industry professionals. These moments create opportunities for knowledge exchange and help bridge the gap between academic training and industrial practice.



VGP INSIDE: A PLATFORM FOR INTERNAL COMMUNICATION AND ENGAGEMENT

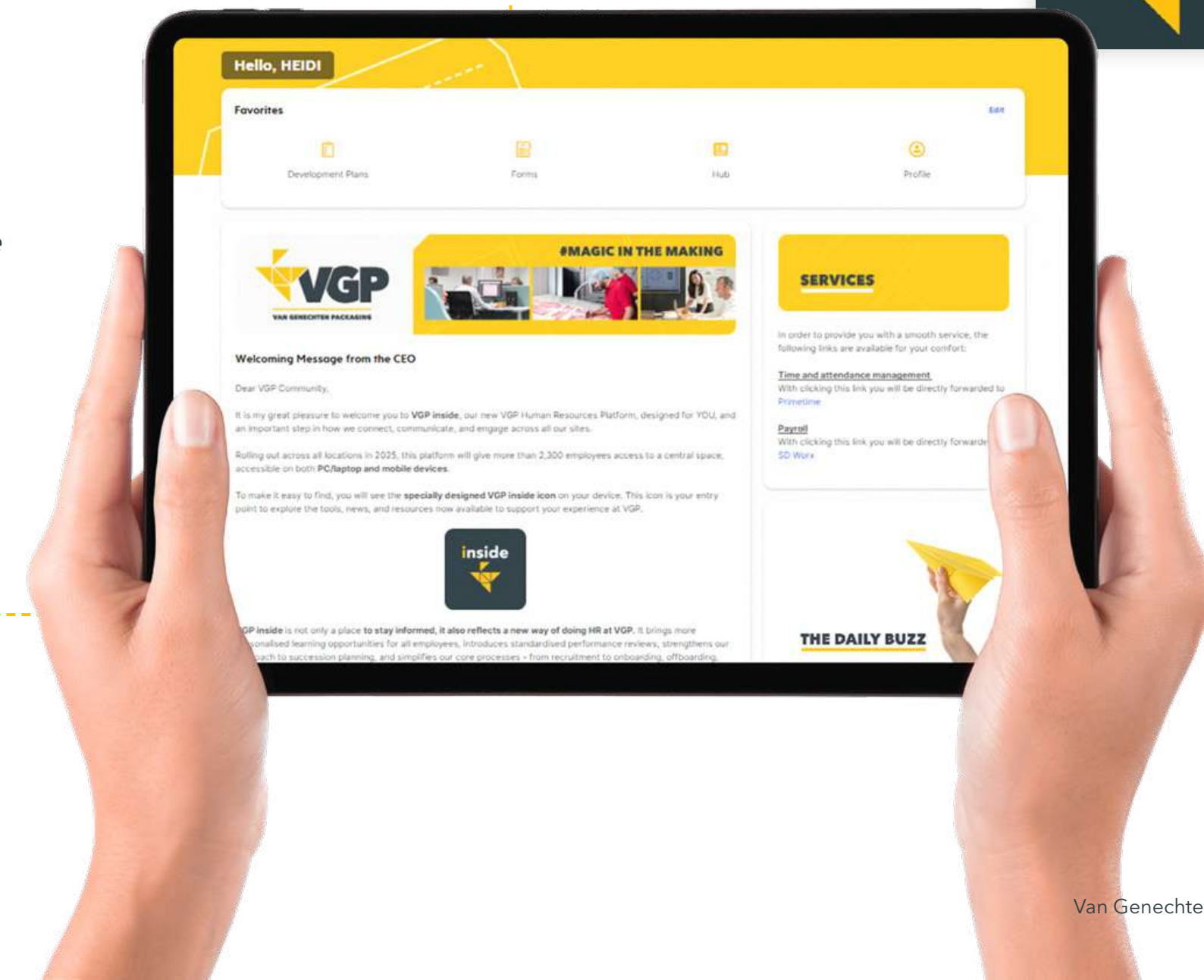
Across VGP's sites, employees rely on timely and consistent information to stay aligned with operations and organizational developments. To support this, VGP uses an internal platform called VGP inside.

The platform provides employees with access to company information, updates and practical tools in a centralized environment. It is used to share operational and organizational information, including company news, policies and site-specific updates. In addition, VGP inside supports HR-related processes and provides employees with access to relevant information throughout their employment lifecycle.

By bringing this information together in one place, VGP supports consistent communication across its sites and facilitates access to information relevant to employees' day-to-day activities.

"With VGP inside, we aim to make information easily accessible and to support employees throughout their time at VGP. It also helps us to connect people across sites and ensure that everyone has access to the same information."

Diana Gabel
HR Manager, VGP Germany



5. HEALTH AND SAFETY MANAGEMENT

VGP's operations involve exposure to risks related to machinery and the handling of hazardous substances. To mitigate these risks, the company has implemented a structured health and safety (H&S) approach across its sites, aligned with applicable local and regional regulatory requirements.



Governance and responsibilities

Each site has a **dedicated health and safety advisor**. Their responsibilities include participation in the monthly Committee for Prevention and Protection at Work, monitoring and reporting of incidents (including accidents and near misses), initiation of preventive actions, and coordination with production and maintenance teams on safety-related matters.

In addition, an **occupational health physician** is assigned to each site through VGP's external health service. These doctors participate in committee meetings and conduct periodic medical examinations in line with legal requirements, depending on employee roles and exposure risks.

Operational safety

Health and safety is **systematically addressed during operational meetings** and as the standard opening topic for these discussions. Daily production meetings review the previous 24 hours, including any safety related incidents, and define corrective action where needed. Monthly health & safety meetings at the group or site level review safety topics and track progress against the annual action plan.

Protective measures

Employees are required to use **personal protective equipment** (PPE) appropriate to their role. This includes workwear and safety shoes in production areas and hearing protection in environments that exceed legal noise thresholds. Additional PPE, such as gloves and safety glasses, is provided for specific tasks involving identified risks, such as handling sharp materials.

Ergonomics and working conditions

For office-based employees, VGP invests in ergonomic equipment, including adjustable desks and chairs. Environmental factors, such as temperature and noise, are monitored. Annual walkthroughs involving committee members allow for the collection of employee feedback on working conditions.

Training and awareness

Health and safety are supported through targeted training initiatives. VGP is in the process of launching a dedicated training program, covering H&S, ergonomics, nutrition, sleep, first aid and general safety topics.

Certification and audits

VGP operates in accordance with applicable health and safety legislation. The company has defined ‘zero harm’ as a long-term objective for its health and safety performance. VGP Turnhout is certified under ISO 45001, which mandates a health and safety policy and a three-year audit cycle. In addition, VGP sites are subject to SMETA and BRC audits, which include health and safety components, and require all sites to pass without major non-conformities.

Emergency preparedness

All sites conduct annual emergency drills, including fire and evacuation exercises, in line with internal procedures and audit requirements. For example, in Turnhout, VGP organizes annual Health & Safety Days during which teams practice life-saving procedures and emergency response actions.

Health and safety metrics

VGP tracks health and safety metrics, including incident frequency, days lost due to accidents (used to calculate the severity rate) and near misses. No fatalities have been recorded at VGP’s sites.

Rates of absence due to illness are also monitored and categorised by duration (short-term, 1 to 12 months, and longer than 12 months).

These KPIs are tracked at site level and consolidated into a group report. All sites report these metrics in a standardized format.



Regularly organized Health & Safety Days promote a strong safety culture. The picture shows teams practicing life-saving procedures, ensuring readiness in emergencies.

OPEN COMMUNICATION: THE FOUNDATION OF GOOD GOVERNANCE

No bribery, child labour or harassment. Seems like common sense, right? However, every professional organization needs a Code of Conduct: a set of common ground rules that ensure ethical and responsible behavior, both internally and externally.

At VGP, the Code of Conduct is more than a policy. It inspired an entire company culture, built on open communication, mutual trust and respect. Group Accounting and Treasury Manager Annelies Verbeeck explains how it works.

"Whenever there's a problem, we talk about it. That's how we resolve our issues at VGP." For **Annelies Verbeeck** the open company culture is one of the most valuable assets at VGP. "There are no barriers, we can speak our minds about anything, as long as we do it in a professional

way", she explains. "Over the years, this approach has become part of our company culture." In that culture, employees are encouraged to address issues straight away. "Our relationships are based on mutual trust and respect. Everyone deserves to have a voice, even if it's not in their nature to speak up. We coach our managers to engage in meaningful conversations and tackle problems in a proactive way. They're getting better at it every day."

Guidelines for a secure environment

And what if employees struggle with more delicate matters that they want to report anonymously? "Employees can use various channels to discuss possible violations of ethical or responsible behavior", explains Annelies. "Our whistleblower system guarantees complete anonymity, but they can also report incidents digitally or talk to the confidential advisor of their department. This way, all employees can reach out in the manner they prefer."

"Fortunately, we manage to handle most potential incidents with our open approach", Annelies continues. "Something that only works if everybody clearly knows what we expect from them. These guidelines on behavior are documented in our Code of Conduct, one of the first things they sign when starting at VGP. Also our suppliers have to comply with a strict set of rules and certifications, ensuring that they share our values and beliefs."

A vibrant document

In a company of 2,300 employees and 36 different nationalities, it's not always easy to get everyone on the same page. Cultural or legislative diversity often requires different approaches. This makes the Code of Conduct a vibrant document that evolves with the company, a robust foundation for good governance. For Annelies, it all boils down to this: "People first. That's the purpose of our company, the larger goal of our daily work, the change we want to make in life."



"People first. That's the purpose of our company, the larger goal of our daily work, the change we want to make in life."

Annelies Verbeeck
Group Accounting
and Treasury Manager

PILLAR 5

PRODUCT QUALITY, SAFETY & INFORMATION TRANSPARENCY



WHY IT MATTERS

As a packaging manufacturer in the FMCG sector (Fast Moving Consumer Goods), VGP's products have a tangible impact on consumers and end-users, as well as on employees involved in their production.

VGP maintains systems to ensure product quality, safety and transparency of product-related information.

Product defects related to strength or quality may impact the safety of workers throughout the value chain as well as end-consumers. In addition, the use of substances such as inks and other chemicals in corrugated packaging may pose health risks if not properly controlled.

Product quality or safety issues may lead to product recalls, resulting in associated costs. VGP operates in a highly regulated environment, where requirements related to labeling, recycled content and suitability for food contact must be met. Non-compliance with these requirements, including inaccurate or incomplete product information, may result in financial impact or loss of market position.

OUR APPROACH

1. POLICIES AND ACTIONS REGARDING PRODUCT QUALITY AND SAFETY

VGP's approach to product quality, safety and information transparency is supported by defined systems and processes. See table page 20 of this report for an overview of certifications and management systems.

This approach is implemented through operational controls, structured product development processes, continuous improvement practices and a defined governance framework.

Operational approach

VGP manages product quality and safety through operational processes that align with standards such as ISO 9001 (quality management) and BRC Packaging (food safety), which is particularly relevant for food contact packaging.

Risk management is carried out by multidisciplinary HARA (Hazard Analysis and Risk Assessment) teams at both group and site level. These teams perform annual risk reviews based on legislation, materials, processes and audit outcomes.

Critical Control Points (CCPs) are monitored continuously, and corrective action is predefined. Internal audits are conducted across all sites to assess compliance with ISO and BRC requirements. Audit criteria are covered over a one- to three-year cycle.



New product development

VGP applies a New Business Implementation (NBI) process for the introduction of new products. Once a project reaches 'Qualification' status in the ERP system (Enterprise Resource Planning), the local Head of QSHE (Quality, Safety, Health & Environment) leads the process, supported by a project team.

The process includes a kick-off meeting to define roles and timelines, followed by pre-production activities such as the review of specifications, artwork, materials and test protocols. A qualification run ('0-series') is conducted as a control step prior to the start of mass production.

Food safety considerations are integrated throughout the process, taking into account the characteristics of the packaged

product (e.g., dry versus wet food). Risk levels are assessed to determine appropriate material selection and control measures.

Continuous improvement

VGP applies lean methodologies – an approach for optimizing process efficiency – and Kaizen practices to support continuous improvement across its operations, including food quality and safety, occupational health and safety, and operational efficiency.

Kaizen events are initiated to address significant issues and involve cross-functional teams using structured methods to identify root causes and define corrective action. In daily operations, regular morning meetings are used to review performance and coordinate work shifts, supported by visual performance boards on the shop floor.

Digital systems provide visibility into complaints, process indicators and improvement opportunities. Additional controls, including the 'four-eyes principle' and system-based checklists, support process consistency and accountability. Employees are trained and encouraged to contribute to improvement initiatives, including those related to environmental performance.

Quality and Safety Governance

Quality and safety at VGP are supported by a defined governance structure. The Group QSHE Manager holds overall responsibility for food safety, quality risk assessments and oversight of audit systems across the group. This role reports directly to the CEO.

A dedicated food safety and regulatory expert supports in-house expertise. Plant Quality Managers meet monthly to review performance, discuss issues and coordinate Kaizen activities.

VGP uses its ERP system to manage product data, specifications and quality documentation. PowerBI business intelligence dashboards are used to monitor customer, internal and supplier complaints and trends. The Integrated Management System (IMS), hosted on SharePoint, provides employees with access to up-to-date procedures and quality standards across all sites.



2. POLICIES AND ACTIONS REGARDING INFORMATION TRANSPARENCY

VGP maintains systems to support information transparency and product labeling.

Internally, product information, including raw materials, production processes and specifications, is recorded in the ERP system, supporting traceability and internal controls. VGP also calculates its corporate carbon footprint using a third-party verified carbon tool.

For external communication and product labeling, VGP applies FSC and PEFC labels to indicate the origin of raw materials. In line with EU requirements, recyclable boxes containing less than 5% polyethylene (PE) content are labeled accordingly.

These measures enable customers and consumers to gain a clear understanding of the environmental performance of VGP's packaging.

04

GOVERNANCE



GOVERNANCE STRUCTURE

VGP’s operations are supported by a governance framework that defines responsibilities, decision-making processes and internal controls across the organization.

This framework covers the management of operational, environmental and social impacts.

It is aligned with applicable regulatory requirements and supported by the certifications and management systems referenced throughout this report. These include standards related to quality, safety and sustainability, which provide a structured basis for managing risks and ensuring compliance across VGP’s activities.

Governance structures ensure that responsibilities are assigned at both group and site level, and that performance, risks and compliance are monitored on an ongoing basis. The following sections outline the composition of the Board of Directors and management team, as well as VGP’s approach to cybersecurity and data protection.

1. BOARD OF DIRECTORS AND ITS COMMITTEES



Prof. Dr. Frank Ohle Group CEO	Frederic de Somer Chairman	Sabine Sagaert Board Member CEO Ardo	Pierre Bosseloo Board Member Entrepreneur	Dimitri de Somer Board Member	Geert Peeters Board Member COO Dr. Martens
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2. VGP MANAGEMENT TEAM

The following individuals form VGP's day-to-day management team, referred to as the Executive Committee:

Prof. Dr. Frank Ohle - Chief Executive Officer
Danny Goris - Chief Financial Officer
Johan Jaubin - Chief Technology Officer
Steven De Jonghe - Chief Legal Officer

VGP is led by an experienced management team with strong industry knowledge and a long-term commitment to responsible business conduct, value creation and sustainable growth. The management team is responsible for the day-to-day operations of the Group and for translating VGP's strategic objectives—including sustainability and ESG priorities—into operational performance.

3. MANDATORY GOVERNANCE DISCLOSURES

- VGP has not identified countries or geographic areas within its own operations with a significant risk of forced, compulsory or child labor.
- VGP did not incur convictions or fines for violations of anti-corruption and anti-bribery laws in 2025.
- VGP does not have confirmed incidents within the VGP workforce related to child labor, forced labor, human trafficking or discrimination in 2025.
- VGP does not have confirmed incidents involving workers in the value chain, affected communities, consumers or end-users in 2025.
- Cybersecurity is a relevant risk area for VGP, as incidents may affect production processes and result in financial impact. The company applies a set of measures covering risk management, IT infrastructure, employee awareness and business continuity.
- VGP applies a group-wide IT policy aligned with GDPR and cybersecurity principles. The company maintains back-up systems and is progressing towards cloud-based data recovery as part of ongoing investments to strengthen VGP's technology infrastructure.

05

SBTi



LOOKING AHEAD: OUR SUSTAINABILITY VISION

Sustainability continues to shape how we operate, make decisions and grow as a Group. As a fibre-based packaging company, our focus remains on delivering high-quality cardboard and paper-based solutions that protect products, reduce environmental impact and support a low-carbon, resource-efficient future.

Our responsibility extends from raw materials sourcing and converting processes to logistics and end-of-life recovery. We take a practical approach, reducing our footprint at every stage while supporting our customers in meeting the expectations of their respective markets.

Responsible materials and circularity

Fibre-based packaging remains at the core of what we do. It is inherently renewable, recyclable and suited to circular systems. We prioritize responsibly sourced materials, with a clear focus on recycled content and certified virgin fibres from sustainably managed forests.

As we design our packaging solutions to perform within established recycling streams, we also aim to reduce material use through lightweighting, right-sizing and structural optimization. By working closely with customers, recyclers and waste management partners, we help keep fibres in use for as long as possible.





Climate action and science-based targets

Addressing climate change remains a priority. We continue to reduce greenhouse gas emissions in line with evolving expectations from regulators, society and our customers.

Our continued efforts towards alignment with the Science Based Targets initiative (SBTi) ensure that our climate approach remains consistent with recognized standards. This includes measuring and reporting Scope 1, Scope 2 and relevant Scope 3 emissions, and setting science-based emission reduction targets. These targets are aligned with the goals of the Paris Agreement, which aim to limit global warming to well below 2°C and pursue efforts towards 1.5°C.

We continue to reduce emissions through improvements in energy use, production efficiency, logistics and procurement. Increasing the share of renewable energy and improving energy efficiency across our sites remain key priorities.

Sustainable operations and continuous improvement

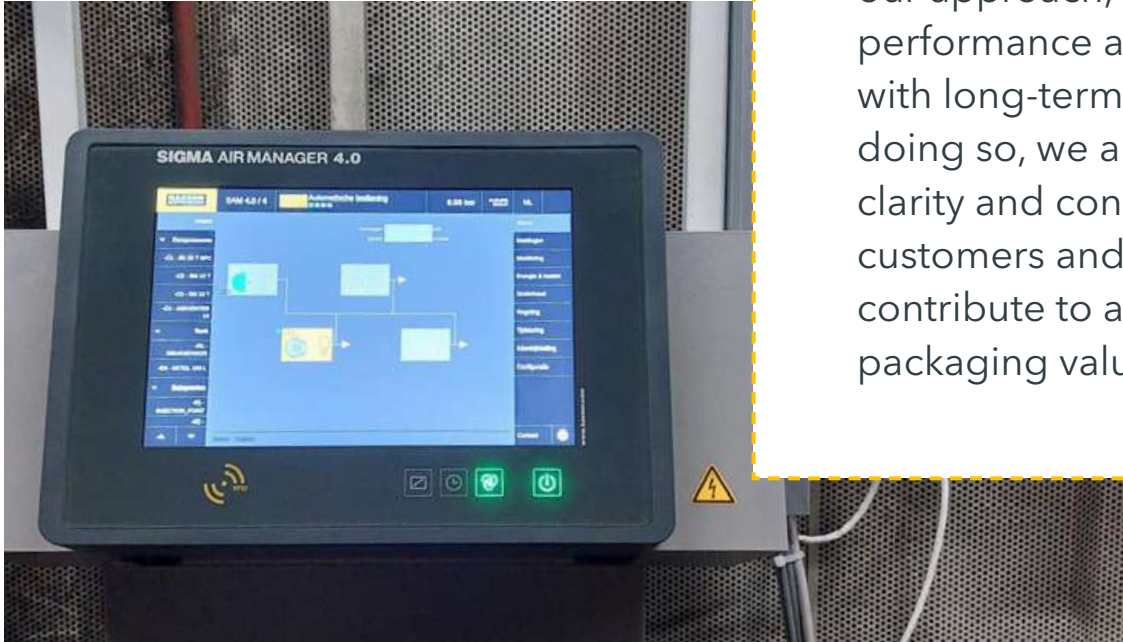
Sustainability is integrated into our day-to-day operations, with a focus on practical improvements that support long-term performance and reliability.

This includes improving efficiency in energy, water and material use, reducing production waste, increasing internal recycling, and reducing the environmental impact of transport and logistics. At the same time, we monitor evolving European regulations on packaging, waste and climate to ensure alignment.

Collaboration and transparency

Progress depends on collaboration. We continue to work with customers, suppliers, industry partners and employees to improve processes and develop solutions.

We are equally committed to transparent communication on our sustainability performance. By using recognized frameworks and reviewing our goals at regular intervals, we report on our progress and adapt our approach as expectations evolve.



CONTINUOUS IMPROVEMENT, LASTING IMPACT

Sustainability remains an ongoing process that shapes how we operate, adapt and create value – today as well as in the years ahead. It requires continuous evaluation of our choices, from the materials we use to the way we design, produce and deliver our solutions, across our sites and teams.

As expectations evolve, we will continue to refine our approach, balancing performance and responsibility with long-term resilience. In doing so, we aim to provide clarity and consistency for our customers and partners, and to contribute to a more sustainable packaging value chain.

WANT TO GET IN TOUCH?

"We value open and direct communication, and we use feedback to build on the ideas of everyone involved. Every contribution matters because we know we all want to do what is right, for our customers and suppliers, for our colleagues, for the environment and society as well as all other stakeholders and partners."



Heidi Vanspauwen
**Group Marketing and
Communications Director**

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MAY 2026

MAGIC IN THE MAKING
FOR EVERYONE

