



ESG Report

2023



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1 Message from the CEO

Amid macroeconomic and geopolitical challenges faced by the market conditions in 2023, Beontag continued to pursue our goals and even expanded operations around the globe.

Our teams have worked tirelessly this year to execute previously planned investments and expansion projects, successfully performing \$25 million USD in CAPEX. We began the construction of a new, state-of-the-art factory in Dayton, Ohio, USA, which will be equipped with cutting-edge machinery and is expected to become operational in 2024. Investments were also made in the coating machine at our Campo Mourão, Brazil site, which is now operating at full capacity.

We doubled our capacity to manufacture RFID (Radio Frequency Identification) tags and inlays in Brazil, Italy, and China, and also significantly increased our capacity in Finland. ECO RFID Technology was introduced in new geographies around the world, showcasing our latest product line which enables Beontag customers to reduce their own carbon footprint. Initiatives such as these highlight our international presence and strategic position in the global supply chain. We are proud to have attracted new customers across the regions in which we operate and our high performance made it possible to achieve \$520 million USD in net revenue.

Ongoing efforts to combine and integrate our brands demonstrate our commitment to unity and collaboration. In 2023, we launched our new brand identity and started our journey to unify brands under

the name Beontag, projecting a single identity for employees and clients. We also harmonized Human Resources (HR) policies and processes across the four continents where Beontag operates. As a result, we fostered a sense of belonging and engagement and maintained a low voluntary turnover rate.

Led by our environmental, social, and governance (ESG) strategy, we continued to focus on reducing our environmental footprint as well as our clients'. We consistently worked to empower customer decision-making by providing sustainable solutions backed by science-based data. The Life Cycle Assessment (LCA) conducted for our Linerless VIP label is just one example of these efforts.

In 2023, we globalized technologies, fortified our presence and our brand, and harmonized our internal processes - all while maintaining ethical practices and championing environmental stewardship. As we look to the future, we will embrace both challenges and opportunities with optimism and the confidence that our unified global presence and ongoing commitment to strong ESG practices will drive us to new heights of success.

Ricardo Lobo
CEO



2 Message from the ESG Director

Our ESG agenda yielded important achievements in 2023, demonstrating our strong commitment to sustainability. We continued to make progress towards all of the goals that comprise our ESG Strategy, including increasing sales of sustainable products, diverting waste from landfills, and improving the number of women in our workforce and senior leadership.

A notable focus in 2023 was our efforts related to climate change. We actively worked towards establishing a global greenhouse gas (GHG) emissions inventory, consolidating Scope 1 and 2 emissions, and improving data accuracy as well as the range of emission sources monitored for Scope 3 emissions. After we are able to consolidate our operations and set a global GHG inventory, we will be able to move on to the next phase of our ESG journey which includes setting climate-related targets.

This year we enhanced communications to our global customers and partners regarding the environmental impacts of our products. Offering a portfolio of sustainable products that contributes to positive change remains one of our key focus areas.

Another milestone was the completion of our inaugural global Diversity, Equity and Inclusion (DE&I) Survey. The results of this exercise provided a deeper understanding of our workforce demographics worldwide, setting the baseline for future strategies and purpose-driven programs.

Beontag also joined key associations in 2023, including the European Association for the self-adhesive label industry (FINAT) and the Tag and Label Manufacturers Institute (TLMI).

As part of our engagement with RAIN RFID Alliance, we continued to serve as the co-lead of its Sustainability Workgroup. These engagements enable ongoing and active learning and collaboration with our global peers.

As we embrace a future guided by science-based information, we will continue to foster open dialogue and empower our employees and clients through reliable data and education.

Our journey will continue into 2024 as we work to promote transparency and sustainability in our business, our industry, and beyond.

[Barbara Dunin](#)
ESG, Marketing and Communications Director

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About this Report

Beontag's 2023 ESG Report covers our approach and performance across material ESG topics between January 1 and December 31, 2023. Reported information encompasses our global operations.²

This report has been developed with reference to the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Standards for Containers & Packaging industry, and the United Nations' (UN) Sustainable Development Goals (SDGs).

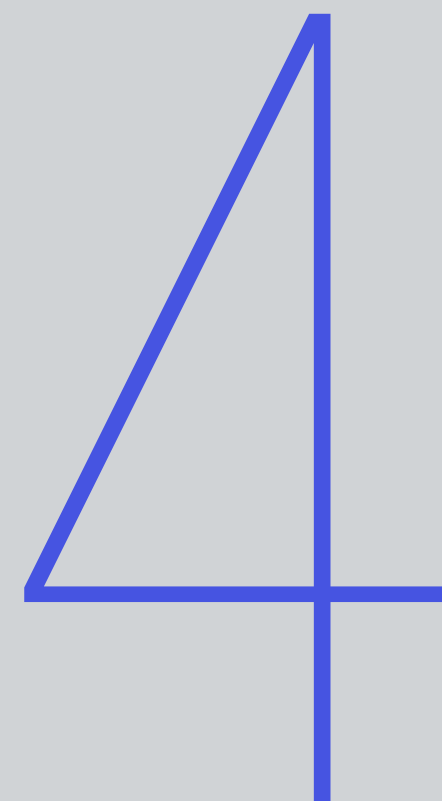
Additional details are available in the [ESG Materiality](#) About the Foundation of Our Reporting section.

For more information, please access our online channels or contact us.

Website: www.beontag.com/sustainability-and-goals/
ESG team email: esg@beontag.com

² Any exceptions are noted in comments and footnotes throughout the text.

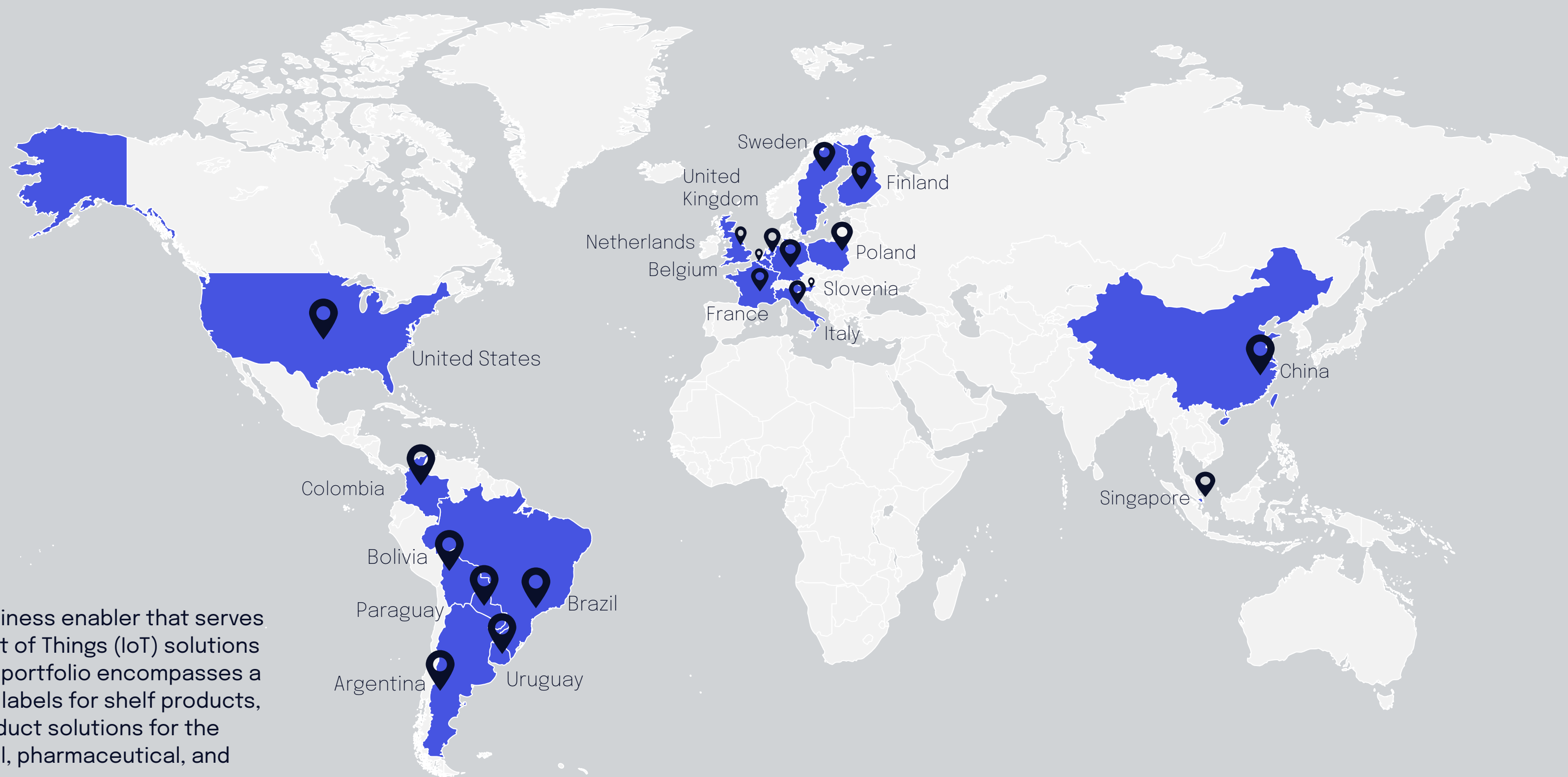




Our Company

Headquartered in Europe, Beontag is a global business enabler that serves as one of the world's leading providers of Internet of Things (IoT) solutions and pressure-sensitive adhesives. Our extensive portfolio encompasses a wide range of items including pressure-sensitive labels for shelf products, RFID tags, and long- and short-range wireless product solutions for the public transportation, logistics, automotive, retail, pharmaceutical, and manufacturing industries.

With world-class manufacturing facilities, ongoing investments in our operations, and a strategic ESG agenda championed by highly qualified employees, the company closed 2023 with operations in 18 countries (Argentina, Belgium, Bolivia, Brazil, China, Finland, France, Italy, Luxembourg, Netherlands, Paraguay, Poland, Singapore, Slovenia, Sweden, the United Kingdom, Uruguay, and the USA) and sales in 40 countries.



Beontag has two main business units: Graphic and Label Materials (GLM) and Digital Transformation Enabler (DTE).

The GLM Business Division is one of the leading manufacturers of self-adhesives for the label printing industry with a production capacity of 1.2 billion m² per year. Our GLM operation includes self-adhesive materials, synthetic papers, release liners, and labels for multiple markets, operating in the United States, Europe, and Latin America. Its product portfolio encompasses a large range of facestock materials including paper and films with hotmelt and acrylic adhesives, as well as Linerless technology. The self-adhesives are used for labels and tags in all types of printing, providing solutions for home applications, food packaging, retail, health and beauty, among other industries. [Click here](#) to learn more about GLM.

The DTE Business Division provides a wide range of RFID solutions, including tags, labels, and other products developed for the retail, logistics, and transportation industries, among other sectors. With a production capacity of 5 billion units of RFID inlays per year, our DTE operations focus on IoT technologies and RFID products such as Ultra-High Frequency (UHF), Near-Field Communication (NFC),

Bluetooth Low Energy (BLE), and dual-frequency technologies, which are key enablers for connecting assets and people in business-critical processes or highly prized products. These technologies make supply chains, manufacturing processes, logistics, transactions, and the authentication of goods and people more efficient and traceable. The DTE Business Division also offers Automatic Identification and Data Capture (AIDC) services for solutions management in the data collection, mobility, and bar code printing segment. It also provides services, software applications, and hardware distribution from the development of the solution to the project implementation and rollout. [Click here](#) to learn more about DTE.

Both business divisions develop proprietary technology, being strongly backed by Research and Development (R&D) centers around the world.

Thus, we affirm our progress towards the ideal of building a seamless world by expanding communication between companies, products and people, and enabling positive change for our customers and market.



2023 Highlights

Institutional

ESG Strategy fully implemented in our global operations and all 2023 targets achieved

Reached the ESG annual targets as part of the Sustainability Linked Loan (SLL)

Established new brand identity and positioning

Improved internal and external corporate communications transparency by creating new channels and enhancing processes

Financial

More than **\$20 million USD** invested in state-of-the-art machinery

\$520 million USD in net revenue

\$5 million USD invested in research and innovation

\$640 million USD in total assets

Our People

Launched first global DE&I Survey and regional assessment study

2,000 employees

Professionals representing **33 nationalities**

26% women in senior leadership roles

32% women in the workforce

100% of employees in Argentina, Brazil and Europe trained on our Compliance Policy

Environmental

Conducted a Life-Cycle Assessment (LCA) of Linerless VIP label, verified by a third-party

GHG inventory expanded to cover global operations, including improvements in Scope 3 data

GLM

78% sustainable products sold

56% waste diverted from landfill

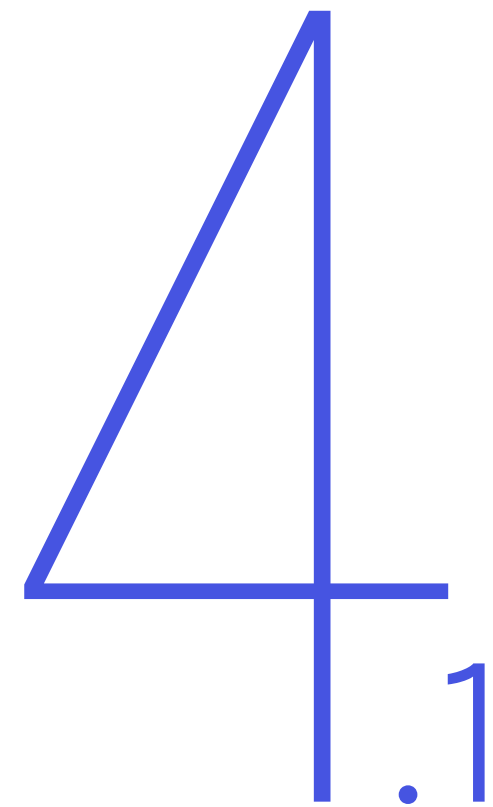
DTE

32% sustainable products sold

58% waste diverted from landfill

GLM & DTE

95% certified paper used in products sold



Our Culture

Our Purpose To empower companies, brands, and individuals to be their best selves.

Our Vision To provide a voice to trillions of everyday items in the most sustainable way.

Our Pillars

No Borders

We think big. Our goals do not limit us.

We dare to think differently, making agile and innovative decisions. Being pro-business means we like to play the game - we constantly challenge ourselves and we imprint our way of doing things along the journey. We know our journey will be multicultural and diverse across borders, and we find this to be both challenging and fascinating.

To support our global strategic plans, processes and activities, in 2023 we expanded the global HR team and appointed a new global Head of HR and People. (more on page 23)

We Make it Happen

We value the ability to execute.

We are simple by philosophy, flexible by nature, and pragmatic by conviction. Everyone at Beontag thinks and acts like owners, focusing on what is important to the customer. Our conversation is open, transparent, and straightforward. But we know we have to walk the talk, and what we say and do needs to make sense. We are determined to incorporate all lessons learned and to continually make our processes more consistent.

In 2023, we started to harmonize our global HR procedures and processes by centralizing the governance of our Recruitment and Selection process. (more on page 23)

Together

We are an organization run by people for people. Our doors open both ways.

Our passion is to play as a team. We celebrate our achievements together - work hard and play hard. We trust each other, value meaningful conversations, and promote authenticity.

In line with our commitment to prioritizing our people, we consistently pursue transparent and open communication - and we maintained this approach throughout the 2023 integration. (more on page 23)

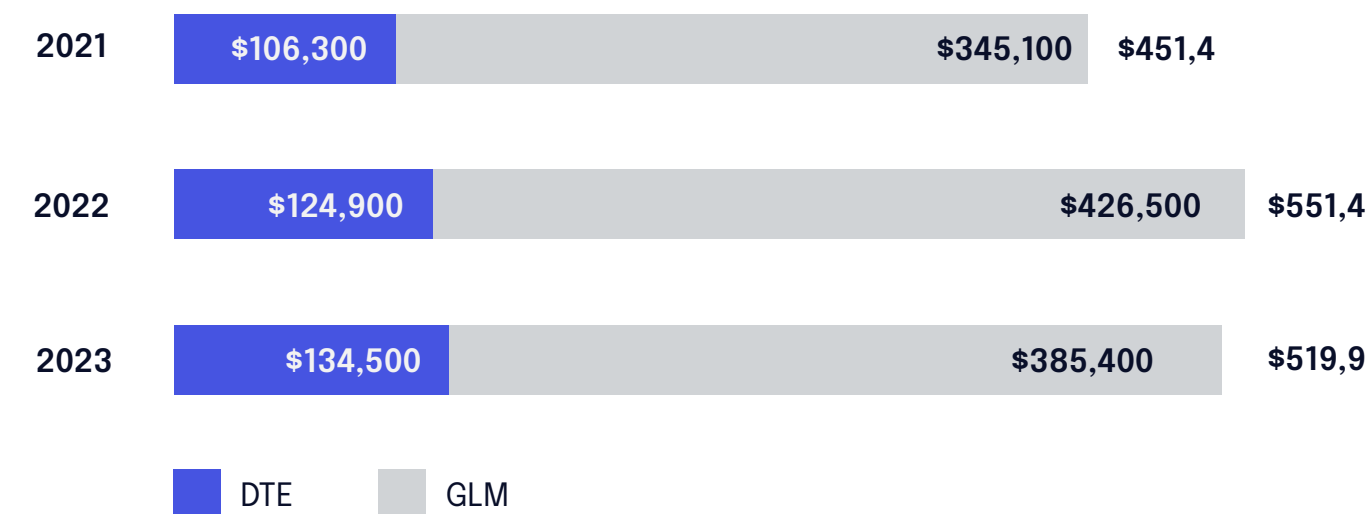


4.2

Financial Results

Strategic investments have enabled us to successfully pursue our business integration and modernization objectives. A significant portion of our investments have been realised through the cash flow from our operations and resources raised with financial institutions. During 2023, Beontag successfully raised €120 million Sustainability Linked Loan (SLL), featuring incentivized terms linked to Beontag's 2030 ESG Strategy. In addition to the SLL, Beontag has secured €12 million in additional financing from Commerzbank, supported by the German government, to access nine years rates. This enabled us to more than double the capacity of the RFID technology business, marking a significant milestone for the company. Though we have seen many successes, our market experienced challenging supply and demand

Net Revenues (Million USD)

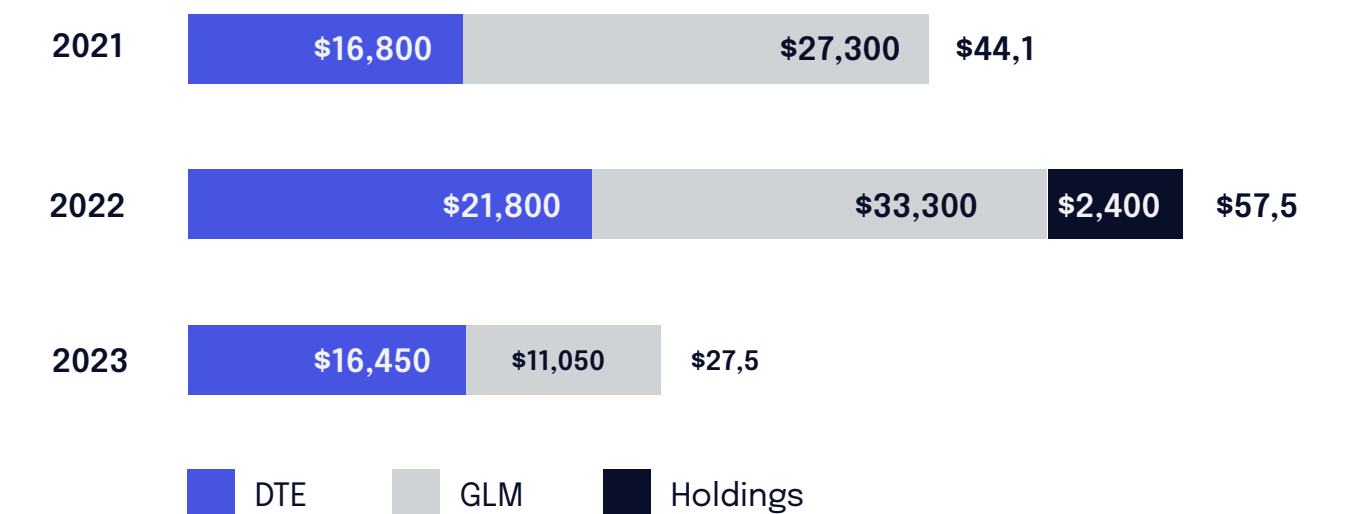


dynamics in 2023, primarily attributable to the impact of reduced consumption and decreasing inventory levels throughout our supply chains. Nevertheless, this has not prevented us from investing in ESG initiatives.

In 2023, €15 million was allocated for deploying ESG activities, including the acquisition of ECO RFID antenna line and inlay machineries in Brazil, China, and Italy, as well as Linerless VIP label machinery in Europe.

Beontag is also embarking on an expansion strategy in North America with a substantial investment of \$60 million USD over three years. These expansion

Investments per Business Unit (Million USD)



plans align with Beontag's broader investments in the US market, commencing with the acquisition of the pressure-sensitive adhesive company Technicote in September 2022. This strategy aims to boost and transform the GLM business in the USA. Strategically focused in Dayton, Ohio, the investment will be allocated to equipment, machinery, and a brand new factory over the next two years. Beontag envisions creating significant economic impact in the region and anticipates the facility becoming operational by the second half of 2024, in time to share innovative products with the North American market and beyond.

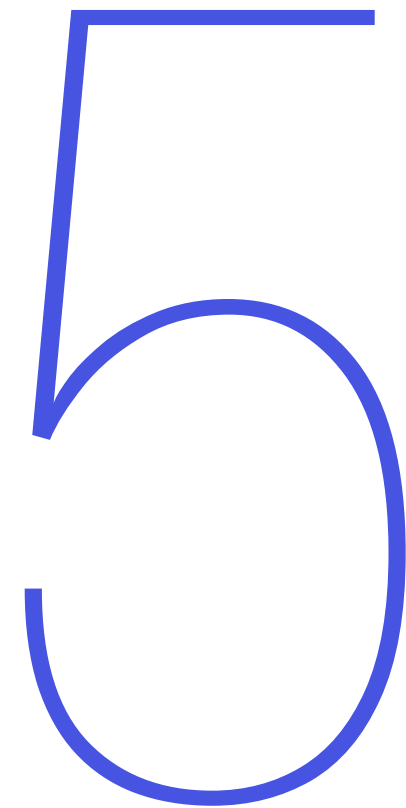
4.3

Industry Associations and Initiatives

Beontag is signatory to relevant industry associations and initiatives. Member of the UN Global Compact (UNGC) since 2021, we are committed to its Ten Principles which are based on Human Rights, Labor, Environment and Anticorruption. Within the context of UNGC, Beontag is part of the CFO Coalition for the Sustainable Development Goals (SDGs)⁴. This initiative aims to accelerate progress in aligning corporate investments with the SDGs by linking corporate finance to relevant and credible SDG targets as well as supporting the incorporation of ESG and SDG criteria in financial strategies. Aiming to enhance our sustainability journey and provide accountability to stakeholders, Beontag is also on Ecovadis platform. Lastly, we engage with multiple stakeholders within the label and RFID industries by participating in associations such as [ABFLEXO](#), [ABIEA](#), [ABIGRAF](#), [ABRE](#), [AIPPM](#), [DANISH LABEL](#), [FAIGA](#), [FINAT](#), [GS1](#), [RAIN RFID Alliance](#) and [TLMI](#).

⁴CFO Coalition website - <https://www.cfocoalition.org/about>.





Beontag's ESG Strategy

2030 ESG Strategy

Beontag's 2030 ESG Strategy provides a set of group level priority areas aligned with our material topics and the United Nation's Sustainable Development Goals (SDGs). In order to achieve our 2030 targets, Beontag defined and deployed specific responsibilities and action plans throughout our operations. The global ESG team monitors progress against these ESG goals and identifies areas of opportunity in monthly meetings with key functions accountable for ESG-related activities, such as R&D, HR, Quality, and Sales.

We are consistently advancing our sustainability agenda and providing increasingly comprehensive data. The successful implementation of Sustainability Linked Loan (SLL) was made possible by a robust ESG Strategy, which we are continuously rolling out to achieve our mid-term targets.

Strategic ESG Goals 2030 Agenda



1. Promote sustainability across the value chain by offering sustainable products



2. Manage business impacts on the environment



3. Promote gender equality in the workplace.

2030 Targets (Base year: 2021)

GLM
85% annual sales from sustainable products

DTE
70% annual sales from sustainable product

Group Target
100% certified paper used in products sold

GLM
90% waste diverted from landfill

DTE
100% waste diverted from landfill

Group Target
50% women in senior leadership roles

40% women in our workforce.

Our 2023 Progress

GLM
78% annual sales from sustainable products

DTE
32% annual sales from sustainable products

Group Target
95% certified paper used in products sold

GLM
56% waste diverted from landfill

DTE
58% waste diverted from landfill

Group Target
26% women in senior leadership roles

32% women in our workforce

5.1

2030 ESG Goals Performance



Promote sustainability across the value chain by offering sustainable products

Sustainable products sold - GLM



Sustainable products sold - DTE

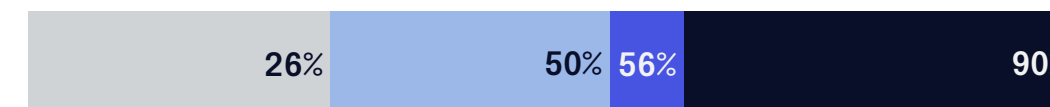


Certified paper used in products sold - GLM & DTE

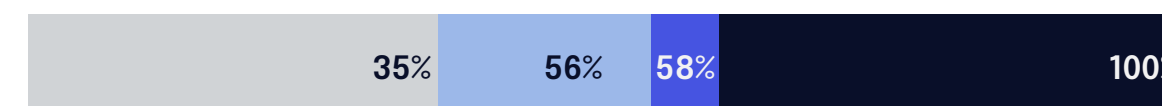


Manage business impacts on the environment

Waste diverted from landfill - GLM

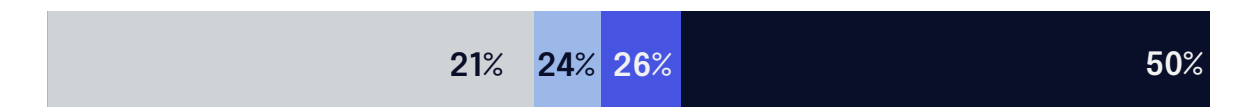


Waste diverted from landfill- DTE



Promote gender equality in the workplace

Women in senior leadership roles



Women in our workforce



6

Environmental Stewardship

Beontag remains focused on providing sustainable innovations and solutions that can contribute to our value chain's sustainability goals. The transparency about the sustainability credentials of products and solutions is imperative and has driven the focus to science-based studies.

Beontag recognizes that environmental responsibility goes beyond the identification and reporting of potential impacts. It is our priority and responsibility to mitigate them. To support this, in 2023, we brought on board new professionals tasked with facilitating the implementation of procedures to gather and analyze global data. Working collaboratively, the environmental and quality teams collect, organize, and scrutinize global data from various sites worldwide. While each unit continues to uphold its distinct environmental management practices, adhering to local regulations, the results of the data have been relayed to a central database.



2023 Success Stories

Sweden

Since 2005, our manufacturing site in Sweden turns its production waste into briquettes through a griding process. These are then sent to a local incineration plant, and the energy generated from it is supplied locally.

Brazil

In Brazil, the new laminating machine was successfully integrated into our operations in Campo Mourão. This machine boasts enhanced efficiency and quality features while also reducing waste.

6.1

Environmental Solutions and Circular Economy

As part of our commitment to continuously improve product delivery to customers, we strive to enhance our products and effectively showcase our innovations to the market. This includes developing products aligned with circular economy and environmental management principles, expanding our sustainable-oriented portfolio, and staying at the forefront of research on emerging technologies.

Sustainable Products

As part of our efforts to integrate sustainability into our business strategy, since 2021 Beontag has been focused on maintaining a robust sustainable portfolio which adheres to an internal framework:



In 2023, we continued to leverage R&D internal capacities to provide more modern and sustainable alternatives to our customers. Reducing the use of materials, and therefore waste, extending product lifetime, ensuring recyclability, and including post-consumer recycled (PCR) materials to the composition of labels and tags are some of the position in the drivers of this work.

Our Sustainable Products Portfolio

Earthfirst™ 2 Mil Clear PLA Film

Earthfirst™ 2 Mil Clear PLA Film is a film made from 100% renewable, biobased corn feedstocks. It can be used in clear acrylic adhesives which feature high initial tack, high adhesion with excellent clarity and minimum cold flow.

ECO RFID Technology

Our exclusive ECO RFID technology covers multiple applications and enables a 100% fiber-based paper tag, providing a plastic-free and recyclable solution without compromising performance and reliability. The ECO RFID tag reduces the indirect emissions (Scope 3) of our consumers by more than half the gCO₂e per unit compared to a PET/Alu tag.

Liner rPET

Liner rPET is a polyester film produced with 30% post-consumer recycled resin, which helps to reduce its environmental footprint. It can be used in acrylic or hotmelt adhesives and offers the same performance in converting and dispensing. Also, it has an excellent quality and transparency for “no label look” labels.

Post-Consumer Recycled (PCR) Coated Paper

PCR Coated Paper is produced with 50% recycled fiber paper, of which at least 25% is PCR content. It can be used in facestock with acrylic or hotmelt adhesive, and liner paper, and it is suitable for press sensitive adhesive labels that require both high printing and adhesion quality.

Linerless VIP Labels

Linerless VIP labels are a revolutionary technology, designed from the outset to be a more sustainable alternative. By eliminating the liner, Linerless VIP labels offer significant material savings and reduction in logistic volumes.

In order to be more accurate in the way we are backing our sustainability claims related to this product, in 2023 we conducted a cradle-to-grave comparative Life Cycle Assessment (LCA).

The results have shown a 35% reduction in carbon footprint, 33% reduction in water consumption throughout the label's entire life cycle compared to a product with a liner of the same application, and a 38% reduction in post-consumer waste.

The Linerless VIP label LCA has been verified by a third-party, and a Type III Environmental Product Declaration (EPD) has been issued in accordance with ISO 14025 – EPD: S-P-10728. More information can be found on [The International EPD System](#).



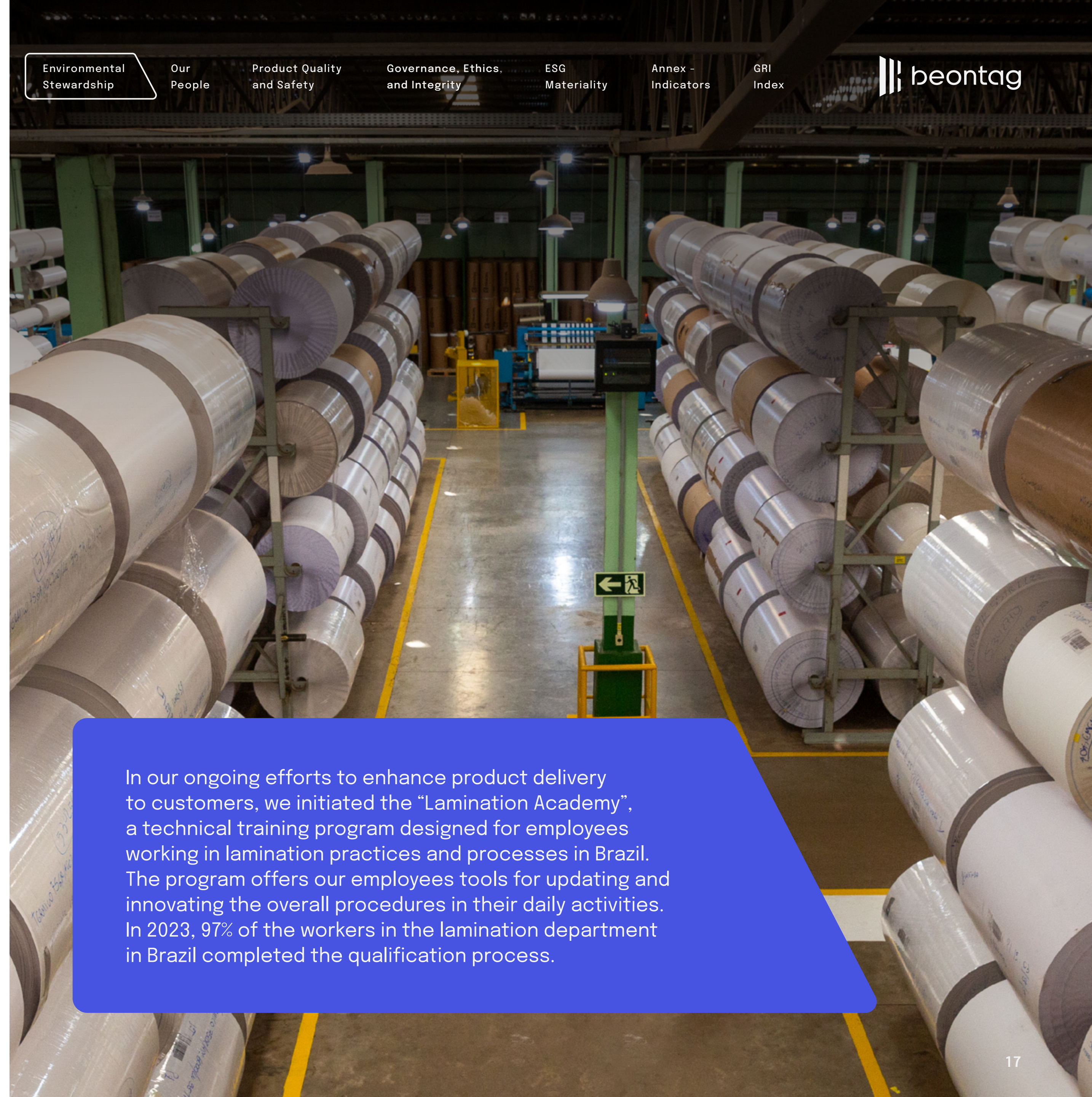
6.2

R&D and Innovation

In 2023, following recent acquisitions, we focused on bolstering the Research and Development (R&D) area and its processes. This enhancement has created opportunities for improving current technologies, as well as facilitating the creation of new, innovative ideas with others, thus enabling us to deliver localized solutions on a global scale.

The Tampere operation in Finland is Beontag's DTE Global R&D Center of Excellence, with a pilot factory developing products for a range of digital tag solutions, supporting Beontag's work in a diverse range of industries.

Also in DTE, a comprehensive monitoring system was fully implemented to control, track, manage, and share learning lessons regarding all R&D projects within this business segment. Similarly, GLM has established a leadership committee consisting of business leaders, general managers, purchasing directors, VPs, and the COO, which systematically reviews data and focuses on predefined indicators, prioritizing projects that address sustainability, purchasing, and commercial concerns.



In our ongoing efforts to enhance product delivery to customers, we initiated the “Lamination Academy”, a technical training program designed for employees working in lamination practices and processes in Brazil. The program offers our employees tools for updating and innovating the overall procedures in their daily activities. In 2023, 97% of the workers in the lamination department in Brazil completed the qualification process.



2023 R&D Overview - GLM

89 new R&D projects included a component focused on innovation

+\$400 thousand USD invested in R&D projects across global operations

13 sustainable product projects ongoing

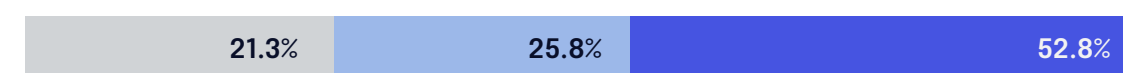
520 hours of machine operations

See more about [Beontag's sustainable products](#).

2022



2023



■ New Product ■ Qualification ■ Cost Reduction

Notes: 2022 projects cover GLM Brazil operations. 2023 projects cover GLM Global operations.

2023 R&D Overview - DTE

The DTE business division focused on standardizing and integrating their R&D practices in 2023. In 2024, we aim to disclose a clearer overview of the main activities conducted throughout the year.

The ECO RFID technology production has been expanded to two new factories.

6.3

Climate Change and Energy

Beontag is committed to improving energy efficiency within our own operations and reducing our global carbon footprint.

In 2023, we enhanced our GHG inventory to include the new operations acquired throughout 2022 and improved the range of emission sources monitored under Scope 3. We also focused on initiatives that promote renewable energy use in some manufacturing sites and pursued energy efficiency in our operations.

Group Performance Overview – Scope 1, 2 and 3 Emissions

Beontag generated 230,448 tons of CO₂e emissions in 2023, more than doubling emissions from 2022. The incorporation of new operational sites into the monitoring system, improvement in data accuracy, as well as the range of emission sources monitored for Scope 3, were the main contributors to such increase.

	(tons CO ₂ e)		
Total GHG emissions Scope 1, 2 and 3 per year	2021	2022	2023
Scope 1	4,145	5,967	6,771
Scope 2	1,343	1,795	4,048
Scope 3	11,125	96,445	219,629

2023 total GHG emissions (tons CO₂e)



Scope 3 GHG emissions accounted for over 95% of Beontag's total 2023 emissions, largely related to the purchasing of keyraw materials used in the production of our products. The transport and distribution of raw materials and finished products is our second largest source of GHG emissions.

Scope 1 GHG emissions have increased by 13% compared with 2022. Liquefied petroleum gas (LPG), used in heaters and boilers, remained the main source of emissions during the year, representing nearly 80% of total Scope 1 emissions. This was in part due to the new laminating machine inaugurated in Campo Mourão, Brazil. LPG is also consumed in forklifts, representing the highest emission impact of mobile combustion.

Following the acquisitions in the USA in late 2022, we included the electricity consumption of those operations in our 2023 GHG inventory, resulting in an increase of Scope 2 emissions by over 100%. Our operation in China has also contributed to this increase as we started tracking a full year of consumption. Although our operations in Brazil represent the largest electricity consumers, we benefit from the country having generated 88% of its total energy from renewable sources.

Beontag's strategic plan involves working closely with our operating units to identify opportunities for reducing GHG emissions and energy, such as monitoring the lifecycle of machines to ensure efficient equipment is utilized.



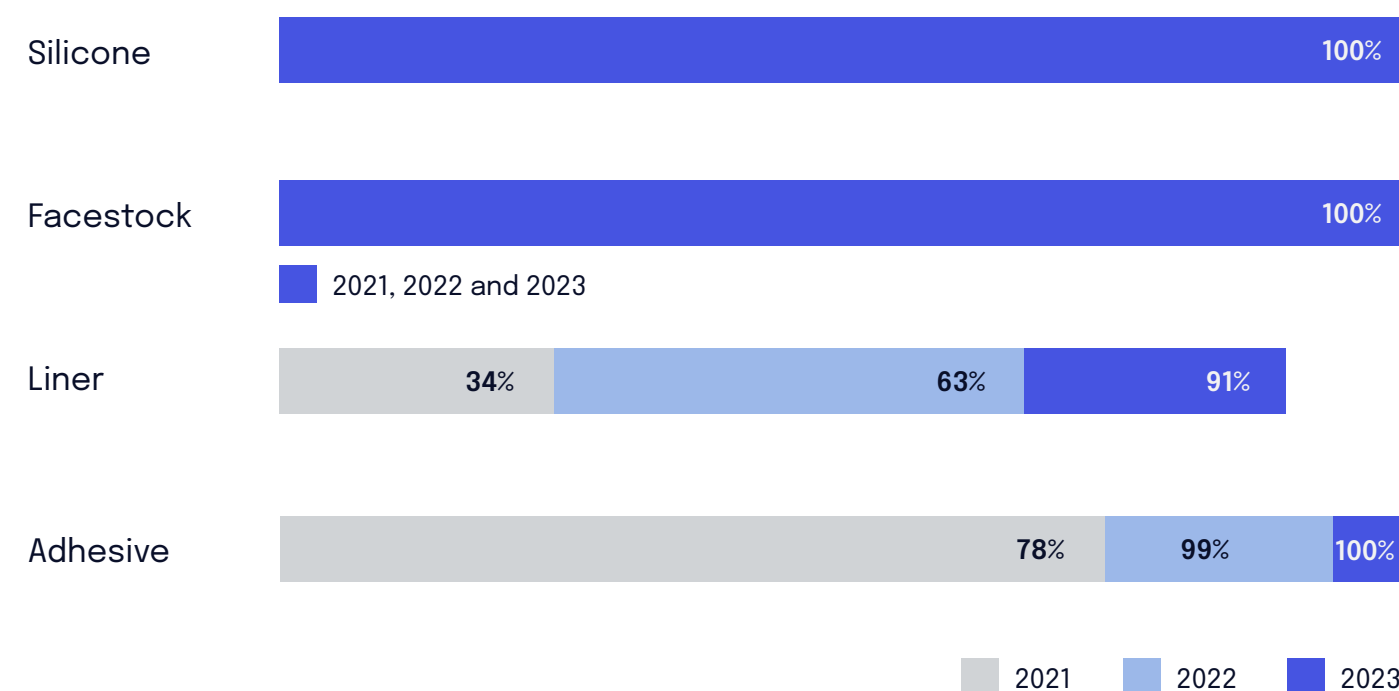
Short-Distance Supply (SDS)

Beontag has a comprehensive portfolio of suppliers. With over 300 suppliers spanning the globe, we remain vigilant for opportunities that can enhance our supply system's practices and processes. As a result of the recent integration changes, the global procurement department of the company encompasses both business divisions (GLM & DTE).

Beontag recognizes that increasing the percentage of materials sourced locally represents progress in our commitment to minimizing our environmental impact by reducing the carbon footprint related to transportation of these goods.

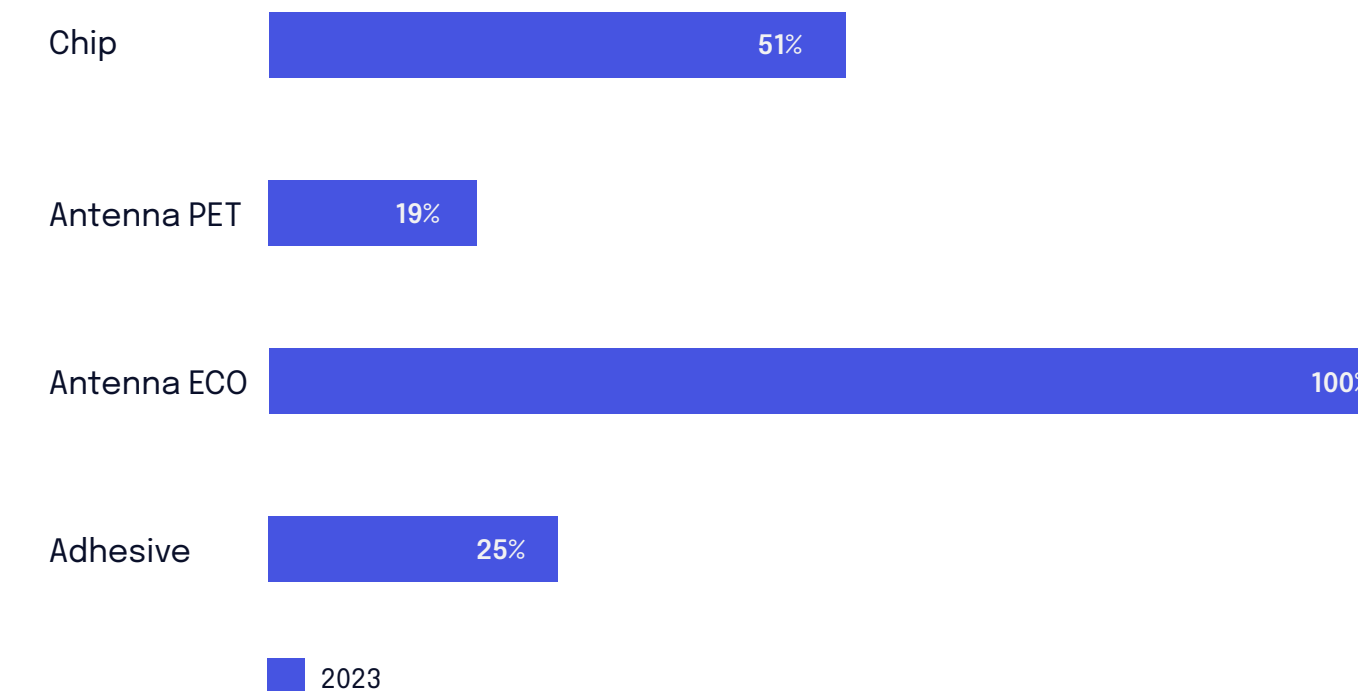
Since 2021, we have been tracking the volume of materials sourced from local suppliers (same continent, tier 1) using a Short-Distance Supply (SDS) Key Performance Indicator (KPI).

Group Performance Overview
GLM Short-Distance Supply



Note: 2023 data considers the group average. 2021 and 2022 data refer only to the GLM operations in Brazil.

Group Performance Overview
DTE Short-Distance Supply



Note: DTE data performance is available from 2023 onwards.

Energy

Beontag is committed to enhancing energy efficiency by monitoring consumption, optimizing energy usage in our own operations, and gaining insights into potential energy savings. We watch the data and opportunities that emerge beyond our operational sites, for instance, within the transportation value chain of raw materials and finished products.

Energy Consumption

In 2023, 240 GJ of energy was consumed within the organization, representing an increase of 14% compared with 2022. This is mainly due to the implementation of the new laminating machine at Campo Mourão facility in Brazil. The consumption of LPG and electricity, primarily in our operations in Brazil, and biogas consumed in our operations in Sweden, represented the largest sources of energy use.

The energy consumption outside of Beontag, meaning within our upstream and downstream activities, saw a significant increase this year and accounted for nearly 60% of total energy consumed. This is largely due to the transportation of raw materials and finished products. Conversely, the energy accounted for business travel decreased by almost half.

Energy consumption in the organization (GJ)



Energy consumption outside the organization (GJ)



2021 2022 2023



6.4

Waste

Beontag firmly believes that waste reduction initiatives and recycling efforts contribute significantly to the circular economy, diminishing the reliance on raw materials and decreasing operational expenses.

Across our global operations, we generate both hazardous and non-hazardous waste, all of which is collected by registered third-party companies certified in compliance with relevant legal requirements in each respective country. Since 2022, our non-hazardous waste has represented approximately 95% of our total waste generated.

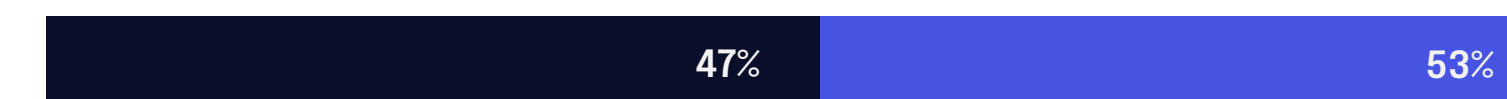
In 2023, Beontag continued its progress towards achieving its waste management objectives across all our facilities. We prioritize the development of products using sustainable materials to aid in waste reduction. The positive outcomes of these endeavors were evident in both our operations and products during the year.

Waste Diverted from Landfill

2021



2022

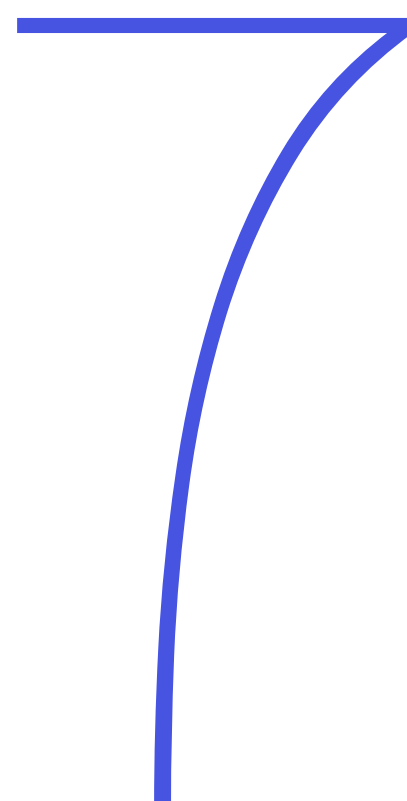


2023



■ % Diverted ■ % Directed to disposal

Note: The amount of waste diverted from landfill in 2023 increased compared with previous years due to the new sites incorporated into our portfolio.



Our People

Beontag's recently experienced the significant expansion of our operations, connecting 33 nationalities and 2,000 employees under the same company. We have been working hard to integrate our people, set up a global organizational structure, communicate our culture, consolidate HR data, and standardize policies and procedures.

This year, the HR department underwent a substantial global restructuring.

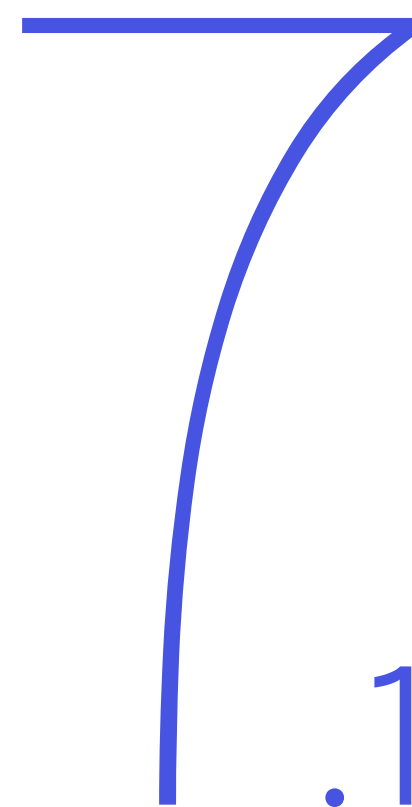
Existing processes were harmonized globally to align across countries and enhance management agility. This led to the implementation of global systems and automation of globalized data controls, facilitating the implementation of methodologies to ensure reliable data.

Milestones

We initiated our global HR governance process with extensive coverage, focusing on centralizing critical processes:

- The talent acquisition process underwent thorough analysis to better comprehend global demands. Through this process, the company identified global best practices that can be applied universally across countries, while also remaining mindful of the unique characteristics and needs of each.
- A first DE&I Survey and a DE&I regional assessment study were conducted across our global operations.
- We centralized the talent of the talent acquisition process to ensure culture fit.
- We commenced the implementation of an Applicant Tracking System (ATS), automating the recruitment and selection processes. This system supports agility and management from vacancy approval through to process results.
- The budgeting process, including sales targets and HR structure, was centralized extending to units on a global scale. This provided comprehensive visibility and facilitated the creation of a robust plan for monitoring hiring and costs worldwide.
- The salary review process was centralized with increased emphasis on global standardization to better address the company's needs and strategy.
- We standardized the employee bonus process in almost every country where we operate, ensuring that the bonus framework remained consistent.





Diversity, Equity, and Inclusion (DE&I)

Beontag acknowledges the importance of DE&I for our business. Our Code of Ethics and Conduct explicitly articulates our commitment to “effectively promoting the inclusion of all individuals, without any form of discrimination”. This principle is translated into an objective and target as part of our 2030 ESG Strategy.

We are currently standardizing and integrating all sites as well as implementing customized guidelines that respect social and cultural characteristics, legislation requirements, and best practices specific to each location. Considering the importance of cultural fit as we hire, we are strengthening our talent acquisition departments in regions like Europe and the US and centralizing processes.

In Brazil, DE&I activities were strengthened in Campo Mourão, Paraná state, facility, one of our biggest plants, which employs more than 50% of our total workforce. Sign Language training and Persons with Disabilities (PWD) Talks are new initiatives. These circles provide an engaging space for individuals to identify challenges in daily operations and discuss suggestions for improvements.

DE&I Survey

This year was also marked with our first DE&I Survey and a study to understand regional diversity nuances.

The DE&I survey was conducted in four languages (English, Mandarin, Portuguese and Spanish) to all Beontag employees based in our global operations and it was entirely anonymous and voluntary to participate. The questions were standard to everyone, with exceptions for some countries due to local legislations. We had an overall response rate of 46%, with higher engagement from women, considering our gender base.

The insights gained from this survey will allow us to better understand the profile of our people and their needs, as well as guide us during the development of future DE&I programs.

Beontag continues to pursue actions and activities that reinforce our DE&I agenda. This includes attracting more women to work in the company and reviewing compensation gaps, with a focus on recognizing and promoting professionals from diverse backgrounds. Monthly monitoring of gender diversity indicators includes tracking the total number of women in the company and women in senior leadership roles, as well as closely reviewing voluntary turnover rates among women with the aim of enhancing the retention of female talents. The next step is approving the implementation of a global data and indicator management system, scheduled to become operational in 2024.

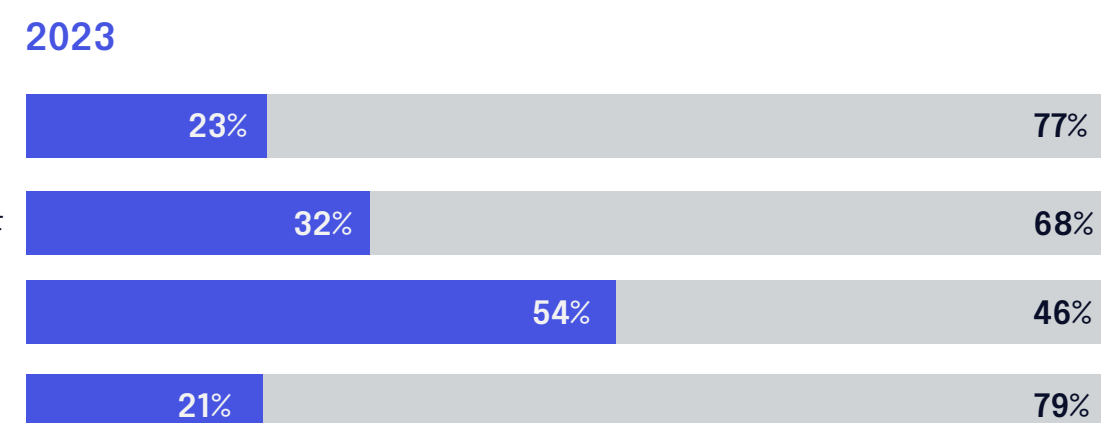
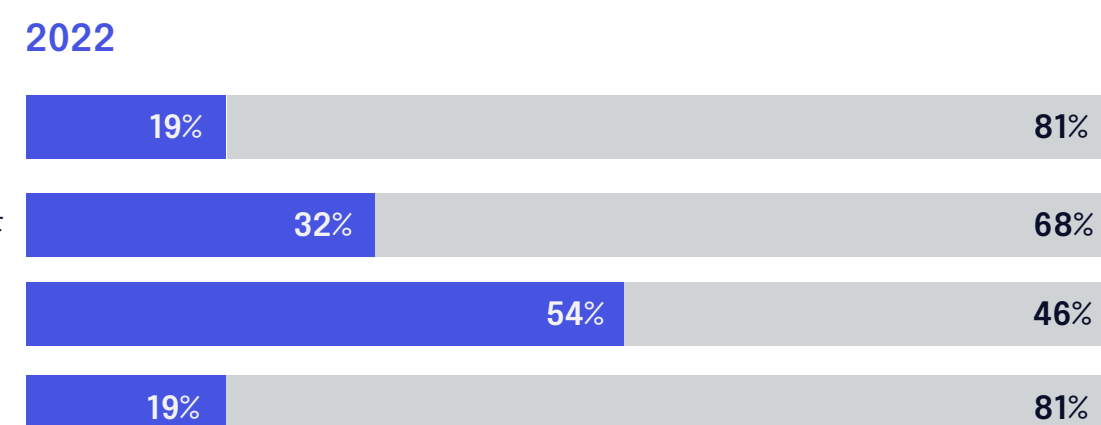
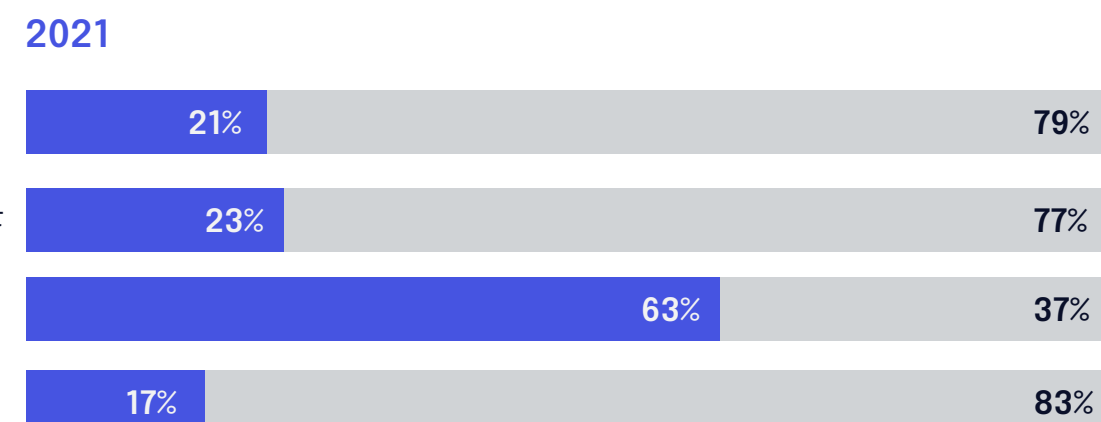
Group Performance Overview: Gender Diversity

Board diversity by gender



Women Men

Employees by category and gender



Women Men



Health and Safety

.2

Beontag prioritizes the health and safety (H&S) of its employees, contractors, suppliers, and customers. Accordingly, we take H&S management very seriously and our ultimate goal is to zero harm.

We evaluate risks associated with work activities and encourage transparent reporting of incidents. Our H&S procedures comply with local legislations and address specific requirements. Our global health and safety management maintains responsibility for overseeing all our sites, defining global policies, providing guidance on occupational incidents, and conducting monthly analysis of H&S related data such as Recordable Incident Rate (RIR).

In 2023, 67% of our global staff were covered by the occupational Health and Safety Management System. The total number of work-related injuries increased from 27 (out of more than 3 million hours worked) in 2022 to 43 (out of more than 5 million hours worked) in 2023, resulting in an injury rate of 1.6%. This increase is due to new sites tracking this KPI and the injury rate reported for 2022 referring to Brazil only, whereas in 2023 we included our global operations. No major accidents were reported in 2023.

All occurrences are reported to the Occupational Health and Safety Department in accordance with their procedures and guidelines. The information is also reported in the [Annex](#).

Safety training

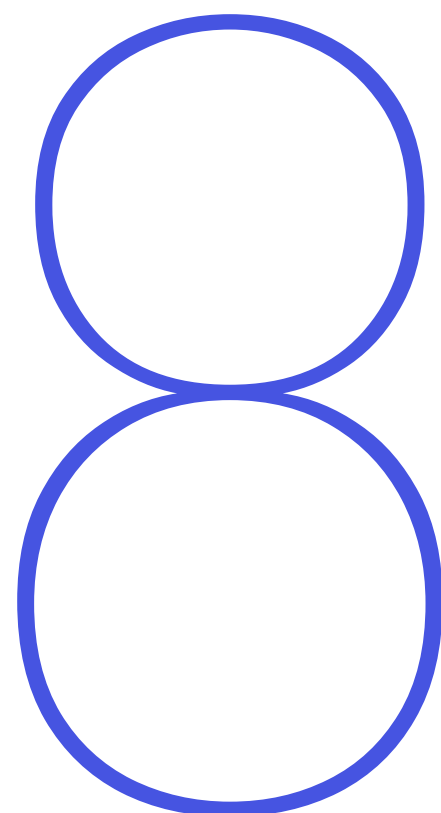
We deliver safety and regulatory standards training to our employees, with each site's teams overseeing and ensuring compliance with local safety standards. Mandatory global employee introduction training includes H&S components related to our processes. Additionally, all Beontag employees working in our manufacturing sites undergo regular exams that carefully assess the safety risks associated with their respective positions. In 2024, we intend to roll out the Health and Safety Policy across our global operations.

Operational site safety

At all our sites, Beontag has programs and processes in place to ensure compliance with local legislation. This includes risk assessment, prevention programs, and regular safety meetings with management and the Board of Directors to review any deviations and establish action plans. Beontag has adopted practices that are compliant with health and safety regulations concerning contractors and visitors at operational sites and corporate buildings. At these sites, all workers, including contractors, receive a guide outlining potential risks and hazards along with corresponding control measures.

Safety Management System

As part of our Health and Safety Management program, 23 audits were carried out in 2023 at Campo Mourão facility in Brazil, and all resulting action plans were implemented. Safety Management Systems of newly acquired companies are gradually being incorporated into Beontag's internal system. All acquired companies have gone through the due diligence process and comply with local legal requirements. Our manufacturing units in Finland and China are ISO 45001 certified. Starting in 2024, we intend to certify all our operational sites. Information about Safety Management Systems communications and audits carried out at group companies are available in the [Annex](#).



Product Quality and Safety



Beontag is committed to delivering high-quality products and services. Following an established framework, our safety standards are supported by a Quality Management System (QMS) that outlines processes for product development, risk analysis, regulatory compliance, responsible purchase of raw materials, control plans, process control, storage and dispatch, and ensuring product integrity and safety.

Quality-related key performance indicators (KPIs) are used to monitor ongoing projects and processes. The collective data from these KPIs relays global performance metrics to top management monthly, including the proportion of claim cases, internal quality performance, and supplier performance.

Quality leaders from each manufacturing facility participate in weekly meetings to discuss processes, customer claims, and standardization issues, and monthly meetings are held to report KPIs and discuss quality-related projects with upper management. Reports are generated on a routine basis, which support quality leaders in addressing issues and decision-making.

The standardization of managing customer claims - one of the most relevant quality-related projects at the company - involves detailing how customers communicate product performance concerns and how efficiently and quickly they are managed at any Beontag facility.

In the DTE Business Division, a global Supplier Selection and Qualification procedure was implemented to support quality efforts within our supply chain. This procedure supplements our existing questionnaire by addressing additional topics that enhance the assessment criteria and processes already established. Company-wide training on this procedure will begin in early 2024. Another milestone of 2023 in DTE was the granting of ARC Quality Certification to some product families, marking a significant achievement in ensuring the implementation of a QMS that will be expanded in 2024, emphasizing our commitment to quality and compliance.

As part of Beontag's dedication to product quality and safety, almost half of our operational sites, including offices, were certified with ISO 9001 in 2023.

We have also made strides in standardizing controls for documented information, which includes publishing work instructions and operating procedures, along with the process for managing future revisions. We aim to align all our processes with ISO 9001, and we are actively expanding certification efforts to obtain ISO 14001, ISO 45001, Forest Stewardship Council (FSC), ARC, and other certifications in additional locations.

As for suppliers, Beontag works diligently to source locally, aiming not only to enhance logistics and reduce greenhouse gas emissions, but also to contribute to local development in places where we operate. We have implemented a robust supplier selection process, which includes an evaluation of ESG criteria and a Self-Assessment Questionnaire. This process involves facility audits, enabling us to assist suppliers in aligning with Beontag's quality requirements. Strengthening the operations of our suppliers also contributes to broader local development efforts.

9

Governance, Ethics, and Integrity

Governance is a foundational pillar of Beontag's business and ESG Strategy. Our governance structure ensures ethical decision-making from top to bottom while our processes, policies, and grievance mechanisms nurture ethical behavior and integrity across our corporation and in all business interactions.

We aim to foster trust with all employees, third parties, partners, customers, and government entities, and work to establish the highest standards of conduct outlined by Beontag.



9.1

Governance Framework and Responsibilities

Board of Directors

Composed of seven members, including two independent members, the Board of Directors is the Company's highest governing body. It is responsible for making decisions that align with our values and identity and for overseeing the activities of the Senior Management Team. Board decisions are informed by reports periodically submitted by executives regarding their areas of responsibility.

- Dean Scarborough, Member, former CEO/Chairman of Avery Dennison
- Francesco Pirola, Independent Member, founder of LAB ID
- Georgiana de Noronha, Independent Member, Kraft Heinz
- Igor Vitalino Mendonça, Member, BTG Pactual
- José Vita, Member, BTG Pactual
- Renato Mazzola, Member, BTG Pactual
- Valdir Gaspar, Member, founder of Colacril

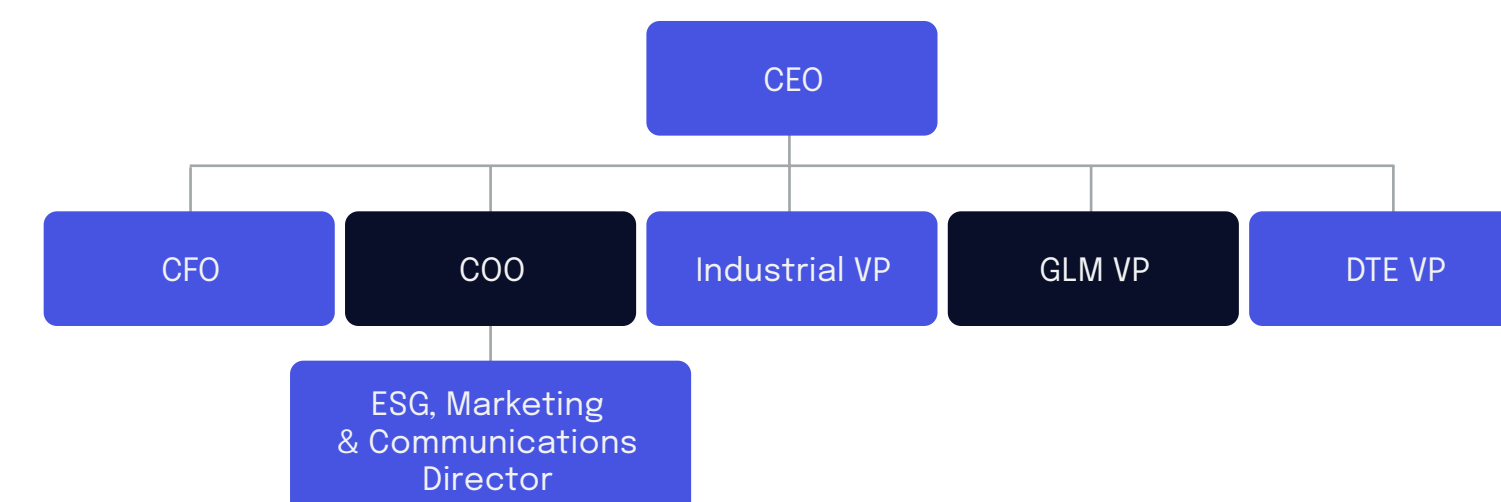
Senior Management Team

Consisting of six members, the Senior Management Team convenes regularly to oversee business operations based on general guidance from the Board of Directors. Members include leaders from specific operational areas who work to uphold ethical behavior and integrity within business activities and interactions with stakeholders.

- Ricardo Lobo, CEO
- Pedro Christ, CFO
- Thiago Horta, COO
- Michael Dean Cook, VP GLM
- Sucharitha Srinivasan, VP DTE
- Guilherme Bruschi, VP Industrial

ESG Governance

The ESG Director provides monthly reports to the COO and semi-annual updates to the CEO on the progress of the ESG agenda.



9.2

Our Policies and Commitments

To promote and protect an ethical culture, we have implemented a set of policies and procedures that address the most important issues in our workplace, throughout our value chain, and to our stakeholders. Our Corporate Policies are crafted with principles of transparency, equity, accountability, and corporate responsibility. Accordingly, our key policies address matters such as business ethics, anti-corruption, equality, whistleblowing, health and safety, respect in the workplace, bullying and sexual harassment, and privacy and data protection. All Beontag policies have been approved by the Senior Management, the Executive Board, and the Board of Directors, and are available to our employees. To learn more, please visit our policy and compliance [webpage here](#).

Our commitment to respecting human rights is covered in our Code of Ethics and Conduct, and our Compliance team advises employees on

any concerns related to situations that could be in violation of our Code. We also support the provisions of the UN Universal Declaration of Human Rights⁴ by ensuring that we do not participate in, encourage, or practice any activity that infringes upon inviolable human rights.

We encourage everyone who interacts on behalf of Beontag or for its benefit, as well as customers and third parties, to be committed to the same principles. Our Customers and Suppliers Policy reinforces Beontag's commitment to maintaining the highest standards of integrity, ethics, and governance when interacting with competitors, suppliers, and customers.

⁴ Reference: <https://www.un.org/en/about-us/universal-declaration-of-human-rights>



9.3

Integrity Program and Compliance Mechanisms

Beontag has implemented an Integrity Program that sets forth due diligence criteria for all types of business relationships, including commercial, employment, and partnerships. This program is guided by the precautionary principle and respect for human rights. Our commitment extends to upholding and protecting human rights such as dignity, equality, freedom, the right to life, health, privacy, healthy environment, among others. Consequently, any manifestation of child labor, forced labor, slave labor or any other form of illegal labor or exploitation that constitutes a violation of human rights anywhere in our operations and our supply chain will not be tolerated.

In 2023, 100% of employees in Argentina, Brazil, Europe, and our Board of Directors received received communications and training on our compliance policies. A comprehensive online compliance training program has also been implemented to our employees in Brazil. Additional data is available in the appendix of this report.

It is the duty of all employees and third parties to immediately report any and all acts or indications of corruption, fraud, misconduct, or violations of Beontag's internal policies, or applicable legislation to the Beontag Ethics Channel. We regularly conduct due diligence to identify compliance risks and any deviations from good practices in our value chain, including those concerning environmental and social issues.



Whistleblowing Hotline

Violations or suspected violations of our Code of Ethics and Conduct or other policies can be reported through the Whistleblowing Hotline.

The Compliance Committee recommends appropriate actions and provides comprehensive, detailed reports to the heads of relevant departments regarding any violations reported through this channel. To address and resolve denounces, the HR compliance team and upper management may become involved as needed. Following the analysis and adoption of necessary measures, the Compliance Committee continues to monitor each complaint to assess potential recurrences or other impacts. Related data is available in the [Annex](#).

In 2023, aside from the anonymous and independent Whistleblowing Hotline in Brazil and Argentina, Italy established its own system due to unique legislation. For the rest of Europe an anonymous channel is currently in place. Efforts are currently underway to establish an anonymous channel in 2024 for our operations in the USA, with plans to extend this initiative to China operations in the future. We systematically track the primary concerns, response times, and status of issues reported through the Hotline. In 2023, there were 55 reports related to breaches of the Code of Ethics and Conduct, but none of those related to the breach of anti-corruption and fraud policies. All of them have undergone a meticulous investigation and resolution process.

10

ESG Materiality

Beontag conducted a comprehensive materiality assessment in 2021 to identify the most significant ESG issues for our business and our stakeholders. The materiality assessment identified 11 priority material topics, which form the basis of Beontag's 2030 ESG Strategy and inform the content of this report.

Grounded in corporate sustainability best practices, the materiality process included a review of internal documents, ESG framework research, interviews with our internal and external stakeholders, and peer benchmarking. An external sustainability consultancy conducted this assessment. The results were validated by our team members with ESG management responsibilities.

The table below outlines the 11 priority material topics and indicates their corresponding sections in the report.

ESG	Material Topic*
Environmental	Environmental Solutions and Circular Economy Energy & Climate Change
Social	Health & Safety Attracting and Developing Talent Product Safety and Quality Inclusion, Diversity, and Equity Communities and Local Development
Governance	R&D and Innovation Governance, Ethics and Integrity Organizational Culture Sustainable Relationships

*All impacts occur both within and outside the organization.

11. ANNEX – Indicators

11.1 Grievance Performance (GRI 2-25 | GRI 205-2)

Concerns	2021	2022	2023
Filed through grievance mechanisms	38	59	55
Addressed	38	59	55
Resolved	38	59	55
Filed prior to the reporting period that were resolved during the reporting period	0	0	0

Compliance Policies and Procedures: Communication and Training

	2021		2022			2023		
	Total number of individuals communicated and trained	Percentage of individuals communicated and trained	Total number of individuals communicated and trained	Percentage of individuals communicated and trained	Region	Total number of individuals communicated and trained	Percentage of individuals communicated and trained	Region
Governance body members	16	100%	16	100%	Brazil	13	100%	Brazil, Europe and USA
Employees	1,149	89%	1,208	100%	Brazil and Argentina	1,561	100%	Argentina, Brazil and Europe

Note: 2021 data refers to Brazil only.

11.2 Financial Data (GRI 201-1 | GRI 202-2)

Direct Economic Value Generated and Distributed (Million USD)

	2021		2022 (i)		2022 (ii)		2023 (i=ii)	
	US\$	Percentage	US\$	Percentage	US\$	Percentage	US\$	Percentage
Revenue	202.6		506.6		596.3		559.7	
Operating costs	134.9	68.1%	367.9	76.1%	443.6	77.6%	411.2	74.8%
Employee salaries and benefits	18.2	9.2%	46.6	9.6%	58.7	10.3%	69.1	12.6%
Payments to providers of capital	5.7	2.9%	14.6	3%	14.6	2.6%	17.9	3.3%
Payments to government	39.1	19.8%	53.9	11.2%	54.5	9.5%	51.4	9.3%
Community investments	0.1	0%	0.1	0%	0.1	0%	0.3	0.1%
Economic value distributed	198	100%	483.3	100%	571.6	100%	549.8	100%
Economic value retained	4.6		23.3		24.7		9.9	

Notes:

- i) Figures as of audited financial statements

- ii) Proforma figures, considering full year of Technicote (which was acquired only on october/22)

11.3 Our People Performance (GRI 2-7 | GRI 405-1 | GRI 405-2)

Diversity of Governance Body

	2021				2022				2023			
	Black people	Brown people	Indigenous people	PWD's	Black people	Brown people	Indigenous people	PWD's	Black people	Brown people	Indigenous people	PWD's
	0%	19%	0%	0%	0%	19%	0%	0%	0%	13%	0%	0%

Note: A total of 14 members of the governance body were based in Brazil in 2021; 10 members in 2022; and 15 members in 2023, of which 7 are shareholders but not part of the Board of Director and Executive Board.

Diversity of Board by Gender

2021		2022		2023	
Female	Male	Female	Male	Female	Male
19%	81%	12%	87%	20%	80%

Diversity of Employee Category by Gender

	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
Strategic Leadership	21%	79%	19%	81%	25%	75%
Management	23%	77%	32%	68%	32%	68%
Analyst	63%	37%	54%	46%	54%	46%
Operational	17%	83%	19%	81%	21%	79%

Diversity of Employee Category by Age

	2021			2022			2023		
	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50
Strategic Leadership	0%	79%	21%	0%	69%	31%	0%	68%	32%
Management	11%	77%	12%	12%	72%	17%	13%	70%	18%
Analyst	43%	50%	7%	34%	55%	11%	37%	53%	10%
Operational	40%	53%	7%	33%	55%	12%	32%	55%	13%

Diversity of Board by Age

	Under 30	30 to 50	Over 50
2021	6%	50%	44%
2022	6%	50%	44%
2023	7%	53%	40%

Diversity of Employee Category by Racial Group and PWD

	2021				2022				2023			
	Black people	Brown people	Indigenous people	PWD's	Black people	Brown people	Indigenous people	PWD's	Black people	Brown people	Indigenous people	PWD's
Strategic Leadership	0%	16%	0%	0%	0%	6%	0%	0%	0%	3%	0%	0%
Management	2%	20%	0%	2%	1%	8%	0%	1%	1%	7%	0%	1%
Analyst	8%	21%	0%	4%	4%	17%	0%	2%	5%	19%	0%	4%
Operational	11%	35%	0%	3%	6%	22%	0%	2%	6%	19%	0%	3%

Note: The employee categories have been adjusted to better reflect the global assumptions of the Beontag group.
 - Strategic leadership category includes Vice President and director roles; Management category includes manager, leader, coordinator, and supervisor roles; Analyst category includes analyst and administrative roles; Operational category includes operational and technician roles.

- The reported data for race/ethnicity consider only employees in Brazil.
 - PWD data in 2021 referred to Brazil only. 2022 and 2023 data refer to our operations in Brazil, Italy, Poland, Slovenia.

Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage

2021		2022		2023	
Female	Male	Female	Male	Female	Male
1.61	1.61	1.56	1.56	1.43	1.43

Notes: The data refer to the lowest entry level wage in Campo Mourão, Brazil, since it is Beontag's operation with the largest number of employees in Brazil. Our collective bargaining agreement establishes a role-appropriate entry level wage for each category, which is annually adjusted in negotiations with the relevant union.

Senior Management Hired from the Local Community

2021	2022	2023
100%	100%	33%

Note: In 2021 and 2022, we considered senior management category Director and above roles. In order to align the definition of senior management category, in 2023 we considered only C-Level positions.

Ratio of Basic Salary of Female to Male by Employee Category

	Argentina		Brazil			China		Finland		France		Italy		Poland		Slovenia		Sweden		Uruguay		USA	
	2022	2023	2021	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Administrative	0.70	0.92	0.96	0.95	0.97	-	1.07	-	-	-	-	-	-	-	-	-	-	0.99	0.71	0.83	0.87	0.63	-
Analyst	-	-	1.00	0.91	0.92	0.68	0.80	-	1.16	-	-	0.90	0.74	-	-	-	-	0.46	0.96	-	-	0.94	0.93
Executive Director	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Director	-	-	0.74	0.84	0.88	0.86	-	0.62	-	-	-	-	-	-	-	-	-	-	-	-	-	1.10	0.97
Leader/Coordinator/Specialist	-	1.29	1.25	1.35	1.17	0.70	0.97	0.99	0.96	-	0.73	0.88	1.06	1.32	1.31	-	-	0.63	0.74	-	-	0.90	0.74
Manager	-	-	0.88	0.92	0.91	1.08	0.99	0.66	0.82	0.91	0.87	0.76	0.79	-	0.57	1.05	1.46	-	1.33	0.99	0.72	-	1.02
Operational	0.85	-	0.84	0.85	0.83	0.83	0.87	-	-	-	-	0.83	0.93	-	-	-	-	0.79	0.85	-	0.58	0.93	1.09
Technical	-	-	0.90	0.79	0.84	-	-	0.89	0.91	-	-	0.68	-	-	-	0.99	-	-	-	-	-	0.80	0.85

Notes:- Data rationale: annual fixed salary of women compared to that of men in the same position (variable, benefits, others are not included). 1 represents equal wages across men and women. Below 1 means that women are earning less than men with the same job position. 1 and above means that women are earning more than men with the same job position.

- Cells with the dash mean that either have only one gender employed or that the positions are non-existent in the country.
 - In 2021, only Brazil data was reported. Executive Director added for 2023 and it is specific for Brazil.
 - Intern and Apprentice categories were disregarded since their salaries vary according to each state in Brazil.

Number of Employees by Country and Gender

	2021			2022			2023		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Argentina	12	9	3	19	14	5	16	11	5
Belgium	-	-	-	9	9	0	9	9	0
Bolivia	-	-	-	1	0	1	2	1	1
Brazil	1153	806	347	1189	812	377	1032	673	359
China	-	-	-	185	95	90	214	111	103
Finland	21	13	8	56	28	28	48	22	26
France	10	6	4	13	7	6	26	15	11
Italy	73	64	9	189	134	55	222	150	72
Luxembourg	-	-	-	-	-	-	1	0	1
Netherlands	-	-	-	4	4	0	4	4	0
Poland	-	-	-	25	24	1	24	22	2
Singapore	-	-	-	1	1	0	2	1	1
Slovenia	-	-	-	22	20	2	22	20	2
Sweden	-	-	-	104	90	14	110	93	17
Uruguay	37	32	5	43	37	6	43	37	6
UK	37	32	5	43	37	6	1	0	1
USA	0	0	0	0	0	0	224	192	32
TOTAL	1307	931	376	2063	1450	613	2000	1361	639

11.4 Health and Safety Management Performance (GRI 403-8 | GRI 403-9)

Workers Covered by an Occupational Health and Safety Management System

	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
Total number of individuals	1,281	100%	2,063	100%	1,984	100%
Individuals covered by a management system based on legal requirements and/or recognized standards/guidelines	767	60%	1,608	78%	1,325	67%
Individuals covered by such a system that has been internally audited	767	60%	1,608	78%	1,325	67%
Individuals covered by such a system that has been audited or certified by an external party	767	60%	1,608	78%	1,325	67%

Notes: The data refer to our global operations.

Work-Related Injuries

	2021		2022		2023	
	Number	Rate	Number	Rate	Number	Rate
Fatalities as a result of work-related injury	0	0	0	0	0	0
High-consequence work-related injuries (excluding fatalities)	0	0	0	0	0	0
Recordable work-related injuries	19	1.37	27	0.99	43	1.60

Notes: 2023 data covers our global operations based on 5,237,760 hours worked
 - 2021 data covered our operations in Brazil. From 2022 onwards, the data reported covered our global operations. In 2023, 15 new manufacturing sites were included in the reported data. That said, the number of sites vs their degree of risk does not represent a critical issue area for us.

11.5 Climate Change and Energy

(GRI 302-1 | GRI 302-2 | GRI 305-1 | GRI 305-2 | GRI 305-3 | GRI 305-6 | GRI 305-7)

GRI 305-1 Direct (Scope 1) GHG emissions

Scope 1 - CO ₂ e	2021	2022	2023
Production of electricity, heat or steam	3,932	5,233	6,167
Transportation of materials, products, waste, employees and passengers	211	401	442
Fugitive emissions	1	218	142
Solid waste and liquid effluents	-	115	19
Total tCO₂e (Scope 1)	4,145	5,967	6,771
Scope 1 - tCO₂e			
Biogenic CO ₂ emissions	4	5,184,147	4,879,789

Notes: This disclosure includes the following gases: CO₂, CH₄, N₂O and HFCs.
 - The data are for Group companies in 2022 and 2023, except Zecode and Technicote.

GRI 305-2 Energy indirect (Scope 2) GHG emissions

Scope 2 - tCO ₂ e	2021	2022	2023
	1,343	1,795	4,048

Notes: This disclosure includes the following gases: CO₂, CH₄, N₂O and HFCs.
 - The data are for Group companies in 2022, except Zecode. The data from 2023, Technicote has been included in scope 2.
 - Data from 2022 has been amended, and there were improvements in the reporting process.

GRI 305-3 Other indirect (Scope 3) GHG emissions

Scope 3 - tCO ₂ e	2021	2022	2023
Goods and services purchased	1,043	69,419	179,935
Upstream transportation and distribution	346	9,153	24,502
Waste generated in operations	9,501	16,971	14,728
Business travel	235	898	459
Leased assets	-	3	4
If applicable, insert more categories			
Total tCO₂e (Scope 3)	11,125	96,445	219,629

Notes: This disclosure reports CH₄, CO₂, N₂O.
 - The data are for Group companies in 2022, except Zecode and Technicote.
 - Data from 2022 has been amended, there were improvements in the reporting process and data collection to reflect more materials.
 - Technicote, Scandstick, Confidex have been included in the goods and services purchased in 2023, as well, Technicote in "business travel".
 - "Leased assets" was included, reflecting the data from 2022 and 2023.

GRI 305-3 Other indirect (Scope 3) GHG emissions (Upstream)

Scope 3 - tCO ₂ e	2021	2022	2023
Biogenic CO ₂ emissions	13	490	1,720

Notes: - This disclosure reports CH₄, CO₂, N₂O.
 - The data are for Group companies in 2022, except Zecode and Technicote.
 Technicote, Scandstick, Confidex have been included in the 2023 data.

Energy Consumption Within the Organization

	2021	2022	2023
Total fuel consumption from non-renewable sources (GJ)			
Diesel	254	1,828	2,038
Gasoline	646	1,039	1,887
LPG	64,084	72,061	87,074
Natural Gas	511	17,967	15,650
Propane	-	89	81
Total fuel consumption from renewable sources (GJ)			
Biogas (in GJ)	-	43,515	40,960
Electricity consumption (GJ)			
Purchased electricity	36,484	73,863	92,742
Total energy consumption (GJ)	101,980	210,362	240,432

Notes: Categorized as non-renewable fuels, gasoline and diesel in Brazil contain additions of renewable fuels (i.e. ethanol and biodiesel, respectively).
 - 2021 and 2022 data refer to Beontag Group, except operations in the USA. In 2023, the USA operations were included.

Energy Consumption Outside the Organization

	2021	2022	2023
Energy consumption outside of the organization (GJ)	7,966	139,993	337,509

Note: 2022 data has been amended due to improvements in the reporting process.

Ozone-Depleting Substances (ODS) Emissions

	2021	2022	2023
ODS produced	0.01	0.01	0.01

Notes: Emissions shown in tons of CFC-11 equivalent, calculated using the Ozone Depleting Potential (ODP) adopted by the Montreal Protocol. Values obtained at [EPA website](#). This disclosure includes HCFC-22.

NOx Emissions (Tons)

	2021	2022	2023
NOx	6	9	8

Notes: Values referring only to the Campo Mourão - Brazil operation.
 - Two measurements a year are carried out as determined by the fulfilment of the Environmental License conditions. The value presented in the 2023 Report is the highest value measured among the measurements taken.

Short Distance Supply (SDS) Performance (GRI 2-6)

GLM Business Division

	2021	2022	2023
	Local Sourcing	Local Sourcing	Local Sourcing
Facestock	99%	99%	99%
Adhesive	78%	99%	100%
Silicone	100%	100%	100%
Liner	34%	63%	91%

Note: 2023 data includes the average between the GLM business units.

DTE Business Division

	2022	2023
	Local Sourcing	Local Sourcing
Chip	0%	51%
Antenna PET	0%	19%
Antenna ECO	0%	100%
Adhesive	0%	25%

Note: 2023 data includes the average between the DTE business units. No historical data for the year 2021.

11.6 Waste (GRI 306-3 | GRI 306-4 | GRI 306-5)

Waste Generated and Disposal Method - The data presented below represent the percentage over total volume of each column.

Non-Hazardous

	2021			2022			2023		
	Generated	Diverted from landfill	Disposed of	Generated	Diverted from landfill	Disposed of	Generated	Diverted from landfill	Disposed of
Plastic/Paper	16%	51%	-	10%	19%	-	10%	18%	-
Confidential material	0.1%	0%	-	0.2%	0.3%	-	0.2%	0.3%	-
Pallets/Wood material	7%	0%	-	7%	13%	-	4%	6%	-
Non-Contaminated solids	-	0%	0%	22%	23%	21%	14%	10%	19%
Paper/Adhesive film trimmings	67%	36%	91%	53%	37%	71%	63%	55%	74%
Rolls	1%	4%	-	1%	1%	-	2%	3%	-
Adhesive/silicone sludge	4%	0%	7%	1%	2%	1%	1%	2%	0%
Scrap/Copper	2%	5%	0%	2%	3%	0.05%	0.3%	0.4%	0.1%

Hazardous

Contaminated Liquid	-	-	0%	1%	0.3%	1%	1%	0.02%	2%
Contaminated solids	1%	0%	2%	3%	0.5%	6%	3%	2%	5%
Dirty solvents	1%	3%	-	1%	2%	-	1%	2%	-
Electronics	0.02%	0.1%	0%	0.01%	0.02%	0%	0.04%	0.1%	0%
Thermal oil	0.1%	0.2%	0%	0.1%	0.1%	-	0.04%	0.1%	0.02%

Notes:

- Our operations in Bolivia, Singapore, Luxembourg, Paraguay, and the USA are not included. 2022 data for hazardous and non-hazardous waste have been amended following improvements in data collection management system.
- The data for both tables represent the percentage based on the total volume of each column.

Waste Diverted from Landfill by Disposal Method

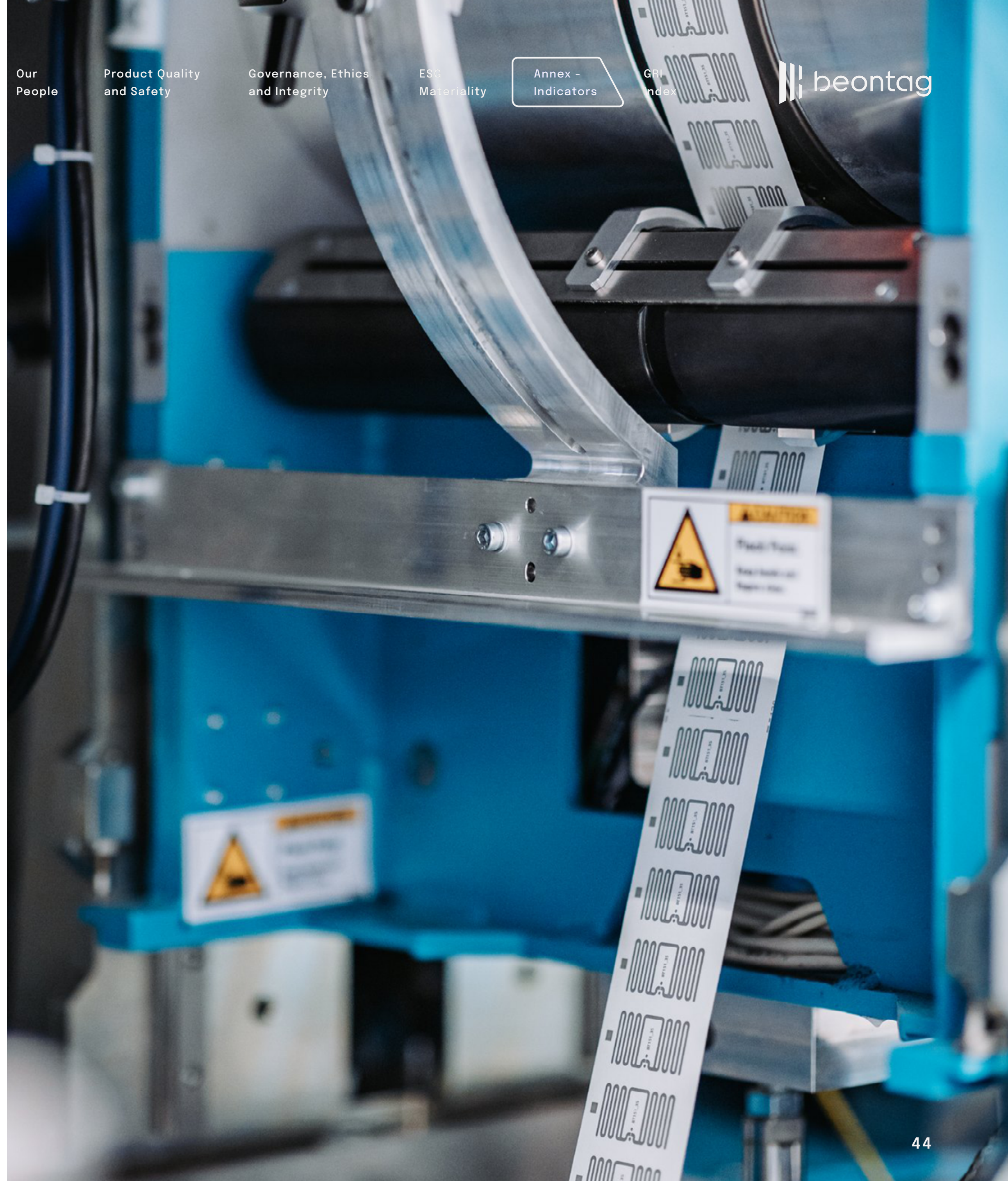
	2021	2022	2023	Disposal type
Non-hazardous	96%	44%	61%	Recycling
	-	49%	30%	Other recovery operations
	-	4%	5%	Preparation for reuse
	0.2%	-	-	Incineration (without energy recovery)
Hazardous	3%	0.1%	0.1%	Recycling
	-	3%	4%	Other recovery operations

Note: Our operations in Bolivia, Singapore, Luxembourg, Paraguay, and the USA are not included. 2022 data for hazardous and non-hazardous waste have been amended following improvements in data collection management system. For the purpose of internal waste management, we categorize incineration as a diverted process.

Waste Directed to Disposal by Disposal Method

	2021	2022	2023	Disposal type
Non-hazardous	98%	92%	93%	Landfilling
Hazardous	2%	8%	7%	Landfilling

Note: Our operations in Bolivia, Singapore, Luxembourg, Paraguay and in the USA are not included.



12 GRI Index

BEONTAG (GLOBAL APPROACH)

GRI Standard	Disclosure	Location (page)	Complementary explanation	Omission		SDGs	SASB
				Requirement(s) omitted	Reason		
GRI 2: General Disclosures 2021	2-1 Organizational details	6					
	2-2 Entities included in the organization's sustainability reporting	5					
	2-3 Reporting period, frequency and contact point	5					
	2-5 External assurance		This report was not externally assured.				
	2-6 Activities, value chain, and other business relationships	6-7, 12, 16, 19, 41					
	2-7 Employees	8, 12-13, 23-25, 38					
	2-8 Workers who are not employees	39					
	2-9 Governance structure and composition	29					
	2-11 Chair of the highest governance body						
	2-20 Process to determine remuneration					This information is confidential and sensitive	
	2-21 Annual total compensation ratio	29					
	2-22 Statement on sustainable development strategy	3, 4, 12					
	2-23 Policy commitments	28-29, 30, 31					
	2-24 Embedding policy commitments						

Omission

GRI Standard	Disclosure	Location (page)	Complementary explanation	Requirement(s) omitted	Reason	SDGs	SASB
	2-25 Processes to remediate negative impacts	32					
	2-26 Mechanisms for seeking advice and raising concerns						
	2-27 Compliance with laws and regulations						
GRI 2: General Disclosures 2021	2-28 Membership associations	11	A sampling of the organizations that we participate in include: ABFLEXO, ABIEA, ABIGRAF, ABRE, AIPPM, DANISH LABEL, FAIGA, FINAT, GS1, RAIN RFID Alliance, TLM and United Nations Global Compact.				
	2-29 Approach to stakeholder engagement	11, 29, 30, 32					
	2-30 Collective bargaining agreements		In 2023, all employees in Brazil, Sweden and Italy are covered by collective bargaining agreements.				
Material topics							
GRI 3: Material topics 2021	3-1 Process to determine material topics	32					
	3-2 List of material topics	32					
Economic performance							
GRI 3: Material Topics 2021	3-3 Management of material topics	5, 12, 32					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10, 34					

GRI Standard	Disclosure	Location (page)	Complementary explanation	Requirement(s) omitted	Omission Reason	SDGs	SASB
	201-2 Financial implications and other risks and opportunities due to climate change		Beontag has not yet conducted an assessment of risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure.				RT-CP-110a.2
GRI 201: Economic performance 2016	201-3 Defined benefit plan obligations and other retirement plans						
	201-4 Financial assistance received from government						
Market presence							
GRI 3: Material topics 2021	3-3 Management of material topics						
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	37					
	202-2 Proportion of senior management hired from the local community	37					
Indirect economic impacts							
GRI 3: Material topics 2021	3-3 Management of material topics						
GRI 202: Market presence 2016	203-1 Infrastructure investments and services supported						
	203-2 Significant indirect economic impacts						
Procurement practices							
GRI 3: Material topics 2021	3-3 Management of material topics						
GRI 202: Market presence 2016	204-1 Proportion of spending on local suppliers	20					
	203-2 Significant indirect economic impacts						
Anti-corruption							
GRI 3: Material topics 2021	3-3 Management of material topics						

GRI Standard	Disclosure	Location (page)	Complementary explanation	Requirement(s) omitted	Omission Reason	SDGs	SASB
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	28, 31					
	205-2 Communication and training about anti-corruption policies and procedures	28, 31, 33				 	
	205-3 Confirmed incidents of corruption and actions taken		Beontag provides an external and independent whistleblowing channel for reporting suspected incidents of corruption				
Anti-competitive behavior							
GRI 3: Material topics 2021	3-3 Management of material topics					 	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Beontag is not party to any legal/administrative proceedings on this matter				
Tax							
GRI 3: Material Topics 2021	3-3 Management of material topics						
GRI 207: Tax 2019	207-1 Approach to tax						
	207-2 Tax governance, control, and risk management						
	207-4 Country-by-country reporting						
Materials							
GRI 3: Material topics 2021	3-3 Management of material topics						RT-CP-250
GRI 301: Materials 2016	301-1 Materials used by weight or volume					 	
	301-2 Recycled input materials used						RT-CP-250a.2
	301-3 Reclaimed products and their packaging materials						RT-CP-250a.2
Energy							
GRI 3: Material topics 2021	3-3 Management of material topics						RT-CP-130

GRI Standard	Disclosure	Location (page)	Complementary explanation	Omission		SDGs	SASB
				Requirement(s) omitted	Reason		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	20, 40					RT-CP-130a.1
	302-2 Energy consumption outside of the organization	20, 40					RT-CP-130a.1
	302-3 Energy intensity						
	302-4 Reduction of energy consumption						
	302-5 Reductions in energy requirements of products and services			Beontag has not conducted any assessments of reductions in energy requirements of products and services.			
Emissions							RT-CP-110 RT-CP-120
GRI 3: Material Topics 2021	3-3 Management of material topics						
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	20, 40					RT-CP-110a.1
	305-2 Energy indirect (Scope 2) GHG emissions	20, 40					
	305-3 Other indirect (Scope 3) GHG emissions	20, 40					
	305-4 Intensity of GHG emissions						
	305-5 Reduction of GHG emissions						
	305-6 Emissions of ozone-depleting substances (ODS)	40					
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	40					
Waste							
GRI 3: Material topics 2021	3-3 Management of material topics						
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	22, 42					RT-CP-150a.1
	306-2 Management of significant waste-related impacts	22, 42					RT-CP-150a.1

GRI Standard	Disclosure	Location (page)	Complementary explanation	Omission		SDGs	SASB
				Requirement(s) omitted	Reason		
GRI 306: Waste 2020	306-3 Waste generated	22, 42			As this information is sensitive, we have elected to report the figures as percentages	 	RT-CP-130a.1
	306-4 Waste diverted from disposal	22, 43			As this information is sensitive, we have elected to report the figures as percentages		RT-CP-130a.1
	306-5 Waste directed to disposal	22, 43			As this information is sensitive, we have elected to report the figures as percentages		
Occupational health and safety							
GRI 3: Material Topics 2021	3-3 Management of material topics						
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	26					
	403-2 Hazard identification, risk assessment, and incident investigation	26					
	403-3 Occupational health services	26	The occupational health services that contribute to the identification and elimination of hazards and minimization of risks include: Assessing exposure; PGR and PCMSO; implementing engineering controls; routine instructions; compliance with rules and procedures; tone from the top; continuous monitoring.				
	403-4 Worker participation, consultation, and communication on occupational health and safety	26	Worker participation and communication on health and safety is ensured through monthly Occupational Health & Safety meetings. Our Internal Accident Prevention Committee (CIPA) addresses specific health issues and referrals for care. In the case of an accident or incident, we conduct and act upon the findings from investigations, and develop strategies to prevent reoccurrence.				
	403-5 Worker training on occupational health and safety	26	Worker training on occupational health and safety is provided through internal initiatives, including training administered by our Specialized Occupational Health and Safety Service (SESMT), and/or external training administered by suppliers.				
	403-6 Promotion of worker health	26	To promote worker health, in addition to onboarding, periodic, change-of-role and return-to-work checkups, we organize in-person meetings with the relevant department, the SESMT service, and the CIPA committee to address specific health issues and referrals for care.				

GRI Standard	Disclosure	Location (page)	Complementary explanation	Requirement(s) omitted	Reason	SDGs	SASB
			Other notable programs include: the Occupational Risk Management and Occupational Health Surveillance Program; campaigns for occupational health prevention; regular internal audits to ensure compliance with legal requirements (with action plans developed as needed); Implementation of Functional Kinesiological Exams; and periodic safety meetings with management and the Board of Directors to review any deviations. GRI 403-6				
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Prevention and mitigation of occupational health and safety impacts directly linked by business relationships is ensured through Occupational Health & safety management systems that cover: management and employee commitment; systems for managing compliance with legal and regulatory requirements on health and safety; and per-site performance indicators. This topic is covered by our Occupational Health and Safety, Environmental, and Quality Management Systems				
	403-8 Workers covered by an occupational health and safety management system	26, 39					
	403-9 Work-related injuries	26, 39					
	403-10 Work-related ill health						
Diversity and equal opportunity							
GRI 3: Material Topics 2021	3-3 Management of material topics	23-25					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	24-25, 35-36					
	405-2 Ratio of basic salary and remuneration of women to men	37					
Non-discrimination							
GRI 3: Material Topics 2021	3-3 Management of material topics						
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken						



Sustainable Development Goals

1. No poverty
2. Zero hunger
3. Good health and well-being
4. Quality education
5. Gender equality
6. Clean water and sanitation
7. Affordable and clean energy
8. Decent work and economic growth
9. Industry, innovation and infrastructure
10. Reduced inequalities
11. Sustainable cities and communities
12. Responsible consumption and production
13. Climate action
14. Life below water
15. Life on land
16. Peace, justice and strong institutions
17. Partnerships for the goals

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