



Sustainability Report 2025

Progress with Purpose





Table of Contents

Discover FPS's Sustainability Report and approach through annual performance.

ABOUT THE REPORT

- 4 About the Report
- 5 Message from the Chairman
- 6 CEO's Letter

ABOUT

- 8 About FPS
- 9 Purpose, Vision, and Business Priorities
- 11 Where We Operate
- 12 Our Products
- 14 Value Chain
- 15 2025 Highlights

SUSTAINABILITY

- 17 Sustainability at FPS
- 18 Double Materiality Assessment
- 21 Sustainability Approach
- 25 Sustainability Targets
- 28 Stakeholder Engagement

GOVERNANCE

- 30 Principles of Governance
- 31 FPS Corporate Governance Structure
- 39 Business Ethics, Transparency and Compliance
- 42 Integrated Risk Management
- 43 Risk and Opportunities
- 52 Business Continuity
- 53 Data Privacy and Cybersecurity

PEOPLE

- 56 People
- 57 Human and Labor Rights
- 59 Better Working Place
- 65 Occupational Health and Safety
- 69 Talent Attraction and Retention
- 72 Learning and Development
- 74 Diversity, Inclusion and Equal Opportunity
- 77 Customer Experience
- 81 Contribution to Local Communities

PLANET

- 84 Planet
- 85 Climate Action and Resilience
- 89 Energy Management
- 92 Waste Management
- 94 Water and Wastewater
- 96 Chemicals

PRODUCT

- 98 Product
- 99 Product Design and Lifecycle Management
- 106 Sustainable Products and Circularity
- 109 Product Quality and Safety
- 111 Innovation
- 112 Sustainable Supply Chain

APPENDICES

- 115 Performance Indicators
- 130 GHG Verification Statement
- 132 Sustainability Report Assurance Letter
- 135 GRI & ESRS Interoperability Index





About the Report

We set the framework!

About the Report

As FPS, we are proud to present our 2025 annual sustainability report, reaffirming our continued commitment to transparency and accountability.

As FPS, we are proud to present our annual sustainability report, reaffirming our continued commitment to transparency and accountability. This report outlines our Environmental, Social, and Governance (ESG) initiatives, performance metrics as well as key milestones covering the reporting period from January 1st to December 31st, 2025.

Unless otherwise specified, the scope of this report includes all FPS operations under our direct control. This approach provides a comprehensive view of our sustainability performance across our entire operational footprint.

We have prepared this report with reference to the Global Reporting Initiative (GRI) Standards and the European Sustainability Reporting Standards (ESRS). The GRI and ESRS Interoperability Index, provided at the end of the report, consolidates the relevant disclosures and clarifies the alignment between the two frameworks.

During the reporting period, we conducted an ESRS gap analysis and took concrete steps to align our sustainability reporting with the ESRS framework.

Using the Impact, Risk, and Opportunity (IRO) approach, we carried out a Double Materiality Assessment (DMA) to identify our material impacts, as well as the related risks and opportunities across our value chain. This work reflects FPS's commitment to proactively adapting to evolving regulatory requirements and strengthening its readiness for future reporting obligations.



In addition, we continue to emphasize our contributions to the United Nations Sustainable Development Goals (SDGs).

As part of our commitment to responsible business practices, FPS has been a participant in the United Nations Global Compact (UNGC) since May 2023.

Our Communication on Progress (COP), detailing our efforts to align with the UNGC's Ten Principles, is available for review [here](#).

This report has also undergone external assurance to ensure the integrity and reliability of the information presented.



We welcome your feedback on our sustainability performance and reporting practices.

Please feel free to contact us at sustainability@fps.com with any comments or suggestions.



Message from the Shareholders

The achievements of 2025 are the result of collective effort of our dedicated colleagues, trusted partners, and forward-thinking customers.

Dear Stakeholders,

At Al-Dabbagh Group, we approach sustainability as a driver of long-term economic value—shaping competitiveness, strengthening resilience, and supporting disciplined growth.

Guided by our philosophy of Omnipreneurship—Giving, Earning, and Sustaining—we are focused on translating this into measurable outcomes for both shareholders and society.

Over the past year, FPS has advanced sustainability as a core business lever. The expansion of circular economy capabilities—including post-consumer recycling and reconditioning—has not only reduced waste, but is also a driver of innovation, resilience, and growth. These efforts exemplify how businesses can rethink traditional models and lead the transition towards a more circular and resource-efficient future to combat market turbulence.

The recognition of the Circularity Hub by the United Nations Global Compact as the Best Sustainability Initiative is particularly meaningful. More importantly, it demonstrates that commercially viable solutions to global challenges can be scaled when underpinned by strong execution.

FPS' giving initiative, the WaterSafe, further demonstrates how business can play a meaningful role in addressing critical social challenges by leveraging its expertise and core competencies.

Climate action remains a central strategic priority. FPS's progress against Science Based Targets is embedding greater discipline in emissions management, with direct implications for cost optimization, regulatory readiness, and access to capital. In parallel, the development of tools such as the Carbon Tracker is improving data visibility, enabling more precise decision-making, and supporting integration of carbon considerations into operational and investment choices.

Operational performance continues to be underpinned by a focus on people. Strong health and safety standards, workforce engagement, and tailored capability building programs are critical to productivity, risk management, and business continuity.

The achievements of 2025 are the result of collective effort of our dedicated colleagues, trusted partners, and forward-thinking customers. They also reaffirm a broader truth: that sustainable growth is not a trade-off, but a pathway to enduring success.



Looking ahead, our focus is on scaling what works—accelerating high-impact initiatives, further embedding sustainability into core decision-making, and maintaining a disciplined link between sustainability performance and financial outcomes. We will continue to support FPS in strengthening this integration as part of its broader growth strategy. By staying true to our purpose and values, we remain confident in our ability to contribute meaningfully to a more sustainable and inclusive world.

I extend my appreciation to all those contributing to this progress.

Best Regards,

AMR AL-DABBAGH
Chairman and CEO
Al-Dabbagh Group



CEO's Letter

Sustainability at FPS is no longer a parallel agenda, it is how we grow, compete, and lead.

Dear Stakeholders,

2025 marked a defining year for FPS where ambition translated into measurable impact, and commitments evolved into scalable, value-creating action across our business and value chain.

Building on the strong foundations of previous years, we focused on execution at scale. Our circular economy efforts reached new milestones as we significantly expanded reuse and recycling operations, recovered both plastics and big bags from the market, and produced millions of FlexiGreen FIBCs, avoiding thousands of tons of virgin material. These achievements reaffirm our belief that circularity is not an aspiration, but a viable and competitive business model.

This year, our Circularity Hub was recognized by the United Nations Global Compact as Best Sustainability Initiative, a moment of pride that reflects the collective effort, ingenuity, and perseverance of our global teams. It also signals that FPS's approach, linking innovation, partnerships, and operational excellence, can deliver real solutions to global sustainability challenges.

Climate action remained at the heart of our strategy.

With our Science Based Targets validated under the SBTi Net-Zero Standard, we moved from commitment to accountability.

Investments in renewable energy, including our wind turbines, enabled tangible emission reductions, while the launch of the FPS Carbon Tracker strengthened transparency and data-driven decision-making across our product portfolio.

Equally important is the progress we made on our people and culture journey. Women represent nearly half of our global workforce, and all colleagues are covered by robust health and safety systems.

The fact that all FPS sites hold Great Place to Work certification, and several ranks among the best, speaks volumes about the culture we are building together.

Our responsibility extends beyond our operations. Through initiatives such as WaterSafe, we are contributing to access to safe water for thousands of children, while community programs continue to embed social impact into everyday working life at FPS.

As regulations evolve and expectations rise, we have proactively supported our customers and partners, most notably through PPWR webinars and one-to-one engagement, ensuring readiness, compliance, and shared success in a rapidly changing packaging landscape.



Two consecutive EcoVadis Platinum Medals, with our highest score to date, underline not only strong systems and governance, but a deeply rooted sustainability mindset across FPS.

Looking ahead, our focus is clear: to further integrate sustainability into strategic decision-making, accelerate innovation, and scale solutions that create value for our customers, communities, and the planet. Sustainability at FPS is no longer a parallel agenda, it is how we grow, compete, and lead.

I would like to thank our colleagues, customers, suppliers, and partners for their trust, collaboration, and shared ambition. Together, we are proving that sustainable growth is possible and powerful.

Warm regards,

HARI KUMAR
Chief Executive Officer



About

We create value and innovation!



About FPS

FPS specializes in providing Flexible Intermediate Bulk Containers (FIBCs).

FPS were founded in 2010 as a 50/50 joint venture between Greif, Inc. and Al-Dabbagh Group (ADG). On April 1, 2022, ADG acquired the shares of Greif and became the sole owner, with the aim of creating a market leader in flexible industrial packaging.

ADG is a family conglomerate, established in 1962. The Group employs more than 25,500 people worldwide through 84 portfolio companies, with manufacturing, sales, services, and projects in 60 countries. It has a portfolio of five strategic businesses, each with a flagship business. These include the Food, Petroleum and Auto services, Housing, Packaging, and Incubation portfolio. ADG is governed by its home-grown Omnipreneurship philosophy. The core pillars of ADG's daily functions are encapsulated in its three fundamental tenets: Giving, Earning and Sustaining.

Our people stand as our most valuable resource, and we are committed to fostering a workplace that promotes inclusive and responsible leadership, free from bias and discrimination, while championing inclusion and accountability. We prioritize and focus on the wellbeing and welfare of our people, on minimizing our environmental impact, on providing circular solutions in packaging and top-tier sustainable products.



Purpose

Continuously support the well-being of stakeholders and communities we touch and improve the sustainability of our products.



Well-being

Comprehensive focus, covering health, social, community, financial and career well-being.



Communities and Stakeholders

Communities we touch around the world and stakeholders including colleagues, shareholders, customers, regulators, and partners.



Sustainability

We are on a continuous journey to improve the sustainability of our products. Being passionate about reducing, reusing and recycling the materials we use in our products. Making significant contributions to Sustainable Development Goals (SDGs) and circularity solutions both define and excite us.



Vision

Be the first, safest, and sustainable choice in flexible industrial packaging.

First Choice

The first company that comes to mind in flexible industrial packaging with the highest brand recall. Meet the complex needs of our customers with efficiency, quality, and speed and be the best fit for all their demanding criteria. Easy to do business with user-friendly and easy to communicate with trust. Employer of choice based on colleague preference. Most preferred partner. Deliver superior value.

Safest Choice

Maintain safe practices, culture and working environment. Keep our colleagues safe in their workplace and home. Invest in career growth opportunities. It can be relied on to deliver safety and security of supply. Safest choice for packaging and using your products. Ownership delights and security of investment.

Sustainable Choice

We are constantly improving our products and processes to meet our sustainability goals. We aim to reduce, reuse and recycle the materials we consume and products we produce by at least 30%

For our customers, colleagues, partners, and shareholders.

Business Priorities



People Excellence



Sustainability



Customer Experience



Growth



Core Values



Integrity

Always make the right choice even if it is difficult. We subscribe to honesty, high moral and ethical standards. And career well-being.



Respect

Treat others as they would to be treated. Embrace and leverage our differences.



Passion

Believe in what we do and enjoy it. Be skilled, love what we do and create unmatched value from our work.



Trust

Earn and keep the trust of our customers, colleagues, partners, and stakeholders. We can be relied on and keep our promises.



Forward Thinking

We will not rest on our success. We are constantly learning and improving and adapting to rapid change.



Diversity and Inclusion

Take pride in the diversity of thinking, gender, language, and culture of our global business and our stakeholders.

Where We Operate

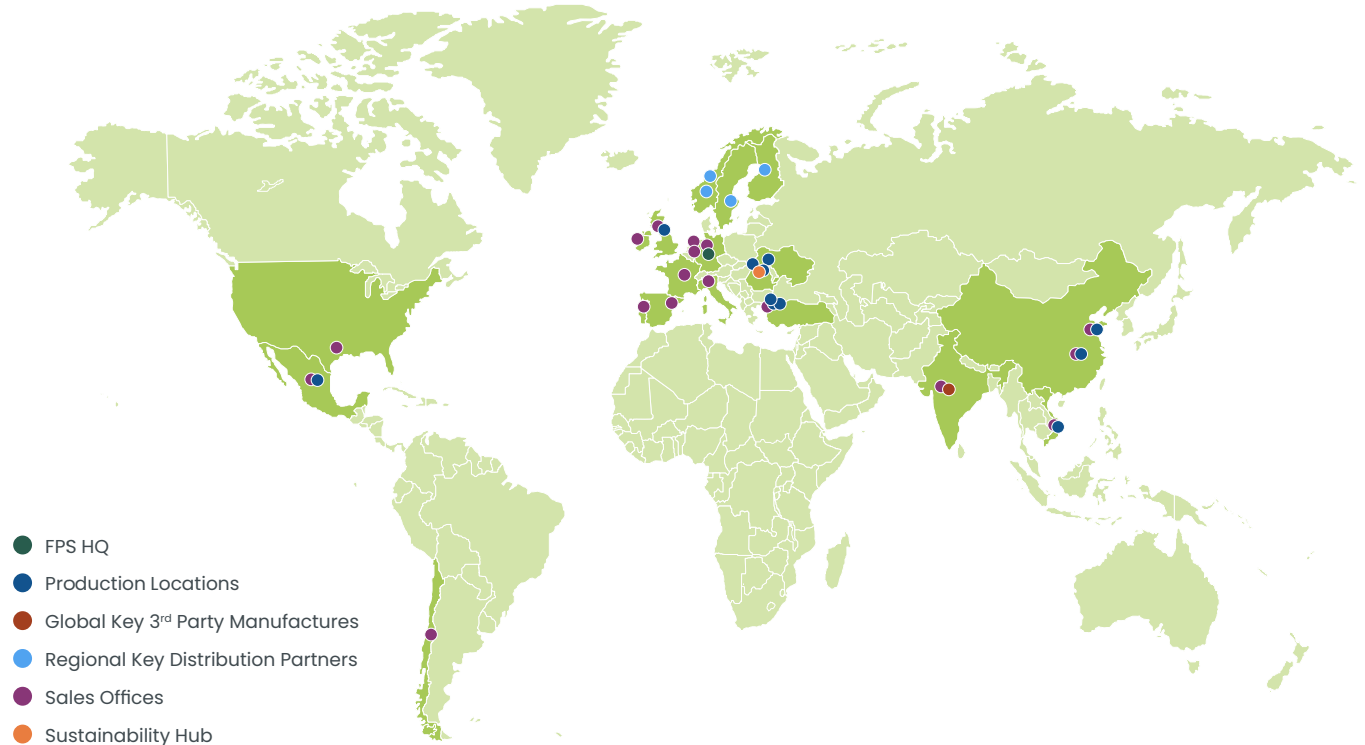
With 3,803 employees across 18 countries, 13 production plants, 1 recycling facility, 1 reconditioning unit, an R&D Hub and 22 sales locations, we operate an integrated global manufacturing and distribution network.

FPS specializes in providing Flexible Intermediate Bulk Containers (FIBCs), big bags, container liners and other flexible packaging solutions to sectors such as chemicals, food, pharmaceuticals, agriculture, and many others.

With a workforce of 3,803 colleagues spanning 18 countries, operating across 13 production plants, 1 Recycling facility, 1 reconditioning business unit, R&D Hub and 22 sales locations, we have a comprehensive and integrated global manufacturing and distribution network.

We take great pride in our commitment to delivering the highest quality FIBCs across various industries, while also leading the industry with our dedication to providing the most sustainable Packaging Products.

FPS's Operational Map



3,803
Employees

18
Countries

13
Production Plants

1
Circularity Hub

22
Sales Locations

Our Products

FPS specializes in flexible packaging solutions for industries including food and beverage, agriculture, pharmaceuticals, chemicals, and a wide range of industrial applications.

Its product portfolio comprises Flexible Intermediate Bulk Containers (FIBCs), industrial sacks, and customized packaging solutions designed to support sustainability, performance, and strict regulatory requirements. For food and pharmaceuticals applications, FPS provides packaging solutions developed in line with stringent hygiene standards, quality management systems, and traceability requirements, supporting customers in meeting applicable regulatory and safety expectations.

Operating in a global market, FPS serves multinational corporations, local businesses, and industrial customers across Europe, North America, Asia, and other regions. Its strong multi-regional presence enables localized production, efficient logistics, and responsive customer support tailored to market-specific needs.

Guided by a sustainable, innovative, and customer-centric approach, FPS continuously strengthens its value chain while contributing to the transition toward a more circular packaging industry.





Standard FIBC

Our extensive range of Standard FIBC serves a wide variety of dry bulk handling applications including the chemical and food sectors, providing customers with safe and reliable semi-bulk packaging solutions.



Flexible Films

We produce an extensive range of LDPE based flexible films and liners for specific industrial and sensitive barrier applications up to nine layers. Incorporating sustainable design technology as well as recyclability.



UN FIBCs

Developed for the safe handling and transportation of hazardous products. UN FIBCs are designed, tested, and manufactured with full adherence to the UN regulations for the transport of dangerous goods.



FIBCs with Liners

We provide FIBCs with customized Inner Liners to enable enhanced containment of products. These inner liners can be tailored and fixed to the outer polypropylene (PP) FIBCs.



FlexiGreen

Recyclclass certified FlexiGreen FIBCs with minimum 30% recycled material are compliant with ISO 21898 and offer the same benefits of reusability and recyclability as FIBCs made from virgin resin including comparable technical performance, without increasing the material content.



Container Liners

Designed for optimized sea container shipping delivering best-in-class product protection and leakage prevention, while enabling simple bulk handling for 20-foot and 40-foot sea containers.



MAPGuard

FIBCs using the Modified Atmosphere Packaging (MAP) technology allow producers to extend the shelf life of perishable products, providing high level containment and resistance to moisture ingress as well as containment of odor.



Formstable FIBCs

This unique and effective FIBC construction allows our customers to optimize the packaging footprint, help to prevent deformation of the bag, and ensures that the FIBC retains its square or rectangular shape during transportation and storage.



Foldable Containers

A flexible, collapsible and 100% recyclable packaging system for the transport of all kinds of solid, paste, and liquid semi-bulks.



Aggregate FIBCs

Our range of aggregate FIBCs provide safe packaging solutions for the transportation of bulk aggregates such as sand, stone, and gravel.



Static Reducing FIBCs

Our specialist big bags provide protection against electrostatic hazards in Types, B, C, and D formats, in accordance with IEC* regulation 61340-4-4. These bags are used in sensitive applications and environments where risk of static electricity may occur.



1&2 Loop FIBC

1 and 2 Loop FIBCs: These cost-effective and easy to-handle bags promote fast filling and can also be provided in a bag-on-roll format for automated filling systems for fertilizers seed, cement, lime, and fish feed.

* Electrostatic Classification of Flexible Intermediate Bulk Containers

Value Chain

FPS operates a comprehensive and integrated value chain that covers the full lifecycle of its flexible packaging solutions, from raw material sourcing to end-of-life management and recycling. Grounded in sustainability, innovation and operational excellence, this value chain enables the delivery of high-performance products while meeting evolving global environmental standards.

● Upstream ● Own Operations ● Downstream



RAW MATERIAL SOURCING AND PROCUREMENT

Sourcing high-quality recycled and virgin materials in line with responsible procurement policies aligned with environmental, social and ethical standards.

PRODUCT DESIGN AND INNOVATION

Investing in R&D for lightweight, durable, and recyclable solutions, such as FlexiGreen packaging with at least 30% post-consumer recycled content.

MANUFACTURING AND PRODUCTION

Operating across 18 countries with a focus on energy efficiency, emissions reduction, and waste minimization.

DISTRIBUTION AND LOGISTICS

Leveraging an integrated global supply chain to deliver efficiently while minimizing environmental impact.

CUSTOMER SOLUTIONS AND SERVICES

Providing technical expertise and consulting, customized packaging solutions, regulatory support on Packaging and Packaging Waste Regulation (PPWR) requirements through dedicated technical expert teams, and REBU reconditioning services to extend product life.

END-OF-LIFE AND RECYCLING INITIATIVES

Investing in circular economy models like the Romania Recycling Hub and targeting 30% recycled content in all products by 2030.

REBU

RECYCLING HUB

2025 Highlights

A snapshot of FPS's key achievements in 2025, reflecting our progress across governance, people, environment, and products.

<p>GOVERNANCE</p> <p>91/100</p> <p>We achieved EcoVadis Platinum, ranking top 1% with a 91/100 overall score.</p>	 <p>100% of colleagues acknowledged and completed the FPS Code of Conduct requirements.</p>	 <p>We maintained 0 cases of non-compliance or corruption across all operations.</p>	 <p>100% of targeted suppliers that have gone through the ESG risk assessment</p>	 <p>Our emission reduction and net-zero targets were validated by SBTi standards.</p>	 <p>Our Circularity Hub received a UN Global Compact Sustainability Award Recognition.</p>	 <p>We earned Platinum Export Award at ITHB's Export Stars Ceremony.</p>			
<p>PEOPLE</p> <p>123,456</p> <p>We delivered 123,456 hours of training to colleagues and contractors worldwide.</p>	 <p>Women represent 46.6% of FPS's global workforce across all regions.</p>	 <p>Women hold 27% of leadership roles across FPS global operations.</p>	 <p>100% of colleagues were covered by OHS management systems company-wide.</p>	 <p>100% of our operational sites underwent employee health and safety risk assessments.</p>	 <p>All FPS sites hold Great Place to Work certification across operations.</p>	 <p>We delivered 24,460 hours of occupational health and safety training programs.</p>	 <p>We provided 51,760 hours of training for our colleagues and contractors.</p>	 <p>Approximately 17,000 children aged 3-6 accessed safe water via WaterSafe programs.</p>	 <p>We maintained full compliance with internal health and safety performance standards.</p>
<p>PLANET</p> <p>95.06%</p> <p>Hazardous waste was reduced by 95.06% versus the 2022 baseline year.</p>	 <p>Our solar panels generated 448,296 kWh of electricity, corresponding to a savings of 156 tCO₂e in avoided emissions in our Vietnam Plant.</p>	 <p>Wind turbines generated 1.81 GWh, avoiding 787 tCO₂e emissions annually.</p>	 <p>We recovered 1913 tons of plastics from the market for recycling.</p>	 <p>We recovered 1000 tons of big bags for structured reuse programs.</p>	 <p>Virgin material use was reduced by 4,153 tons through circular product design.</p>				
<p>PRODUCT</p> <p>10M+</p> <p>We produced 10,000,000 1-Loop and 280,000 4-L FlexiGreen bags globally.</p>	 <p>We launched the FPS Carbon Tracker for product-level footprint reporting capabilities.</p>	 <p>We obtained 1 US Food and Drug Administration (FDA) product approval successfully.</p>	 <p>We hosted 2 PPWR webinars, reaching approximately 500 industry participants.</p>						



Sustainability

We lead with sustainability!



Sustainability at FPS

We are committed to contributing to a more sustainable, resilient, and inclusive economy by advancing circular economy principles, embedding strong governance practices, and creating long-term value for all stakeholders.

The global corporate landscape is undergoing a profound transformation. Accelerating climate change, resource scarcity, fragile supply chains, technological disruption, and growing expectations for social equity are redefining what it means to lead responsibly. In parallel, evolving regulatory frameworks such as the EU Packaging and Packaging Waste Regulation (PPWR) are reshaping how sustainability is embedded into business models and product design.

In this era of transition, sustainability is no longer a choice; it is a strategic imperative.

At FPS, we embrace this shift with conviction. Sustainability is embedded in our corporate DNA and serves as a guiding force behind our growth, innovation, and long-term value creation. Our approach goes beyond regulatory compliance, including PPWR requirements, and reflects a proactive and forward-looking mindset that strengthens our readiness for a more circular, resilient, and inclusive economy.

Our sustainability strategy is structured around four foundational pillars: Principles of Governance, People, Planet, and Product. Together, these pillars guide our actions, decision-making, and performance across the value chain.



GOVERNANCE

Strengthening governance, policies, and management systems to ensure responsible business conduct, regulatory compliance, and transparent decision-making across all operations.



PEOPLE

Cultivating a safe, inclusive, and diverse workplace that promotes well-being, respects human rights, and ensures fair and equal opportunities for all colleagues.



PLANET

Acting as a responsible steward of natural resources by reducing environmental impacts, protecting ecosystems, and supporting climate action through efficiency, innovation, and circular practices.



PRODUCT

Advancing the sustainability of our packaging solutions through innovation, thoughtful design, and strategic investments that enhance recyclability, reusability, and lifecycle performance in line with customer and regulatory expectations.



Double Materiality Assessment

Throughout the assessment, FPS engaged with 187 individual inputs.

We updated our materiality assessment to align with the latest requirements and to future-proof our strategic sustainability priorities. A Double Materiality (when used as a concept title) assessment has been carried out by considering the guidelines of European Sustainability Reporting Standards (ESRS).

This approach helps to understand both how sustainability issues may affect FPS, and how FPS's activities impact the environment, society, and the economy.

It provides a balanced view of risks, opportunities, and impacts, supporting more transparent and accountable decision-making.

Methodology

In the initial phase of the double materiality assessment, we compiled a long list of 24 sustainability topics.

This was based on a review of sector-specific and global sustainability trends, key reporting frameworks such as ESRS, SASB; ESG rating criteria including S&P and MSCI; as well as peer company practices. This process integrated relevant regulatory requirements and industry benchmarks. The resulting list served as the basis for our materiality assessment.

Stakeholder Engagement and Prioritization

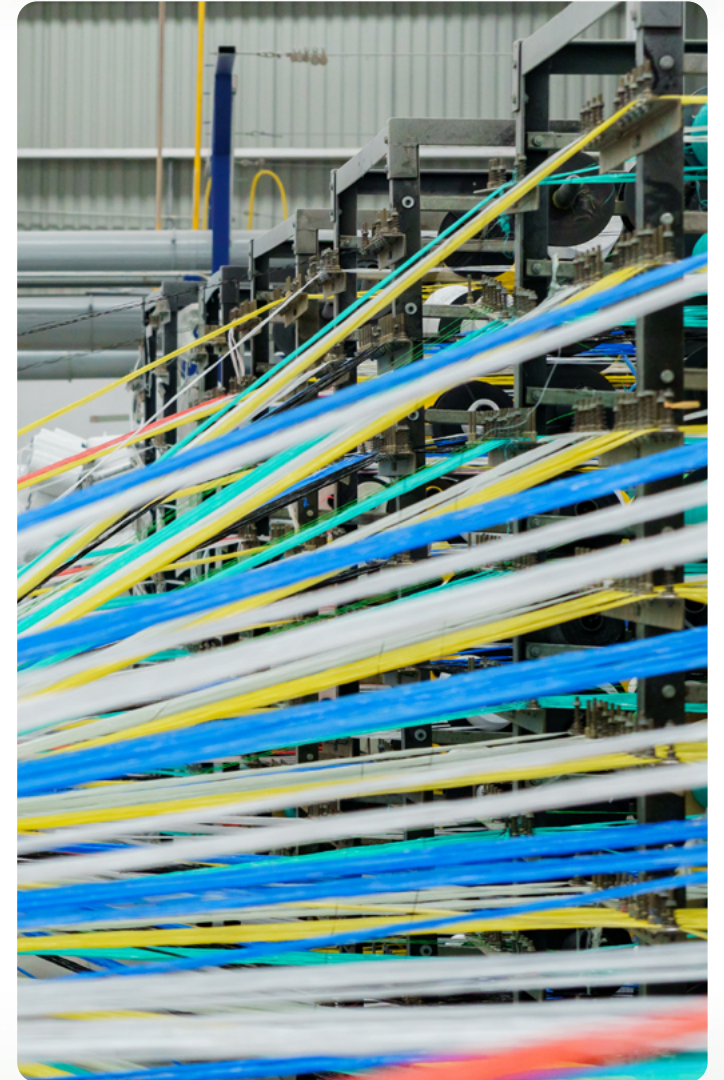
To validate and refine the long list, surveys, and interviews were conducted with internal and external stakeholders to gather insights into which topics are perceived as most significant from both impact and financial materiality perspectives. Throughout the assessment, FPS engaged with five key stakeholder groups: FPS Board, FPS Leadership Team, colleagues, suppliers, customers, consultants & partners including international organizations & initiatives. In total, 187 individual inputs were collected.

Executive-Level Strategic Insights

To further assess business relevance, we conducted face-to-face and virtual interviews with six members of the Leadership and Sustainability Leadership Teams. These discussions explored the impact of each topic on FPS's strategic objectives, long-term risks and opportunities, and value creation. These perspectives provided critical input to align material issues with FPS's strategic priorities.

External Trend Analysis & Benchmarking

To further strengthen the assessment, internationally recognized references such as the European Sustainability Reporting Standards (ESRS), the World Economic Forum Global Risks Report (WEF), MSCI and S&P Global Corporate Sustainability Assessments





(CSA), the Sustainability Accounting Standards Board (SASB), and the European Green Deal were reviewed. This helped us identify strategic opportunities and evaluate our position in the industry.

Impact Assessment

Each topic was assessed by integrating stakeholder perceptions with FPS's internal evaluations. We applied a structured lens to understand the scale, scope, severity, and likelihood of potential impacts.

Both positive and negative implications were considered, ensuring a balanced and comprehensive view of FPS's social, environmental, and economic impact.

Risk & Opportunity Assessment

Using input from executive interviews and global references, we mapped each material topic against potential risks and opportunities for FPS. We analyzed how these topics could affect FPS's operations, reputation, and long-term financial performance. This analysis supported more informed decision-making and resource allocation across the organization.

Results

Feedback gathered from FPS's stakeholders revealed a strong alignment across groups regarding key sustainability priorities. "Customer Experience" and "Product Quality and Safety" emerged as top-priority topics for all stakeholder groups, reflecting FPS's critical role in delivering reliable and safe packaging solutions.

As a result of the analysis, eight topics were grouped as very high priority, eight as high priority, and the remaining eight as medium priority.

Additionally, "Human and Labor Rights" and "Product Design and Lifecycle Management" were consistently highlighted as highly material across stakeholders, underscoring growing expectations around ethical value chains and the integration of circularity principles into packaging solutions.

From the perspective of FPS's executive team, governance-related topics were considered highly material, indicating a strong internal focus on transparent, accountable, and ethical business conduct.

Executives also emphasized innovation areas such as low-carbon product development, material optimization, and process improvements as strategic priorities.

These efforts are primarily driven by evolving customer expectations and regulatory requirements, both of which FPS actively monitors and responds to, through proactive measures and continuous improvement initiatives.

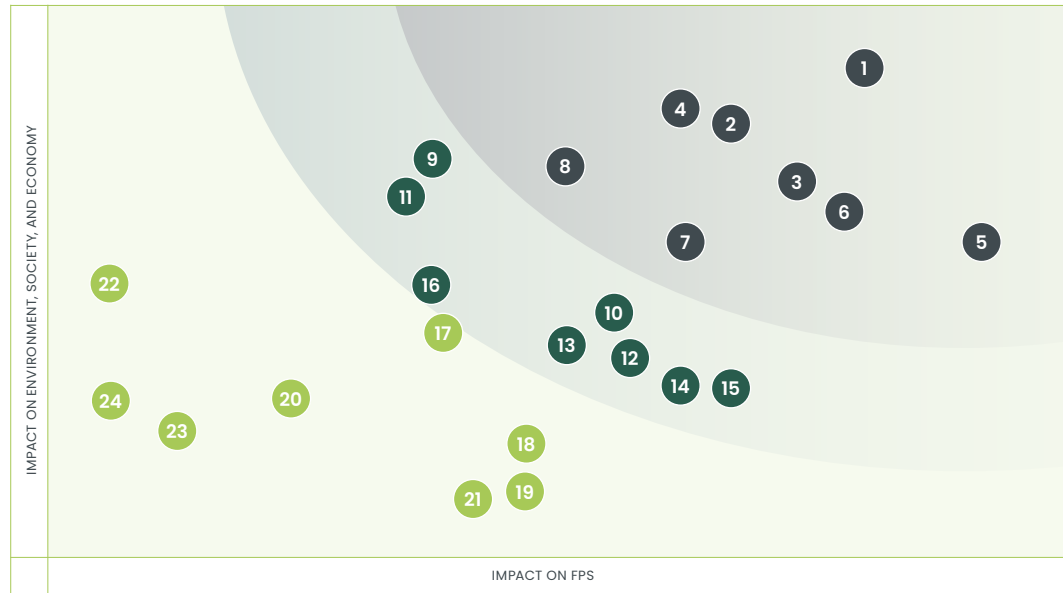
As a result of the analysis, eight topics were grouped as very high priority, eight as high priority, and the remaining eight as medium priority.



Double Materiality Matrix

A significant milestone strengthening our ESRS readiness through a comprehensive Double Materiality Assessment.

● Very High Priority ● High Priority ● Medium Priority



8
Very High Priority

8
High Priority

8
Medium Priority

Material Topic Impact Scores

1	Product Design and Lifecycle Management • E5	84.0
2	Human and Labor Rights • S1 • S2	79.0
3	Business Ethics, Transparency and Compliance • G1	78.5
4	Occupational Health and Safety • S1	78.5
5	Customer Experience • S4	80.5
6	Product Quality and Safety • S4	78.5
7	Sustainable Products and Circularity • E5	74.0
8	Climate Action and Resilience • E1	74.0
9	Waste Management • E5	71.0
10	Corporate Governance • G1	70.0
11	Water and Wastewater • E3	69.5
12	Better Working Place • S1	69.0
13	Integrated Risk Management • G1	68.9
14	Diversity, Inclusion and Equal Opportunity • S1	69.0
15	Innovation • E5	70.0
16	Data Privacy and Cybersecurity • G1	67.0
17	Sustainable Supply Chain • S2	66.0
18	Contribution to Local Communities • S3	63.5
19	Talent Attraction and Retention • S1	62.0
20	Business Continuity • G1	60.0
21	Learning and Development • S1	60.5
22	Biodiversity • E4	60.0
23	Chemicals • E2	56.5
24	Air Quality • E5	56.0



Sustainability Approach

We are committed to contributing to a more sustainable, resilient, and inclusive economy by advancing circular economy principles, embedding strong governance practices, and creating long-term value for all stakeholders.

At FPS, we believe circularity is central to the future of our industry and to responsible business leadership. We are committed to contributing to a more sustainable, resilient, and inclusive economy by advancing circular economy principles, embedding strong governance practices, and creating long-term value for all stakeholders.

This includes moving beyond the traditional “take, make, dispose” model, using resources more efficiently, reducing reliance on virgin materials, and minimizing waste while upholding high standards of ethical business conduct, transparency, and accountability across our operations and value chain.

Driven by innovation and informed by risk-based and impact-oriented decision-making, each product we develop brings us one step closer to our vision of being the first, safest, and most sustainable choice in flexible industrial packaging.

FPS’s sustainability priorities are structured around four core pillars: Principles of Governance, People, Planet, and Product. Together, these pillars guide how we manage risks and opportunities, respond to stakeholders’ expectations, and integrate sustainability into our business strategy and daily operations.



GOVERNANCE

We promote responsible business conduct through robust governance structures, clear policies, and effective internal controls.

Our approach emphasizes ethical behavior, regulatory compliance, risk management, and transparency, ensuring that sustainability considerations are embedded in decision-making processes at all levels of the organization.



PEOPLE

We are committed to safeguarding the health, safety, well-being, and human rights of our colleagues and value chain workers.

We foster an inclusive and diverse workplace that promotes equal opportunities, fair treatment, and continuous development, while engaging with customers, suppliers, and communities to create positive social outcomes and manage social risks across our value chain.



PLANET

We act as responsible stewards of the environment by reducing emissions, improving resource efficiency, protecting ecosystems, and strengthening climate resilience.

Through circular practices and sustainable material choices, we aim to minimize our environmental footprint across the lifecycle of our products.



PRODUCT

We advance the sustainability of our packaging solutions through innovation, thoughtful design, and strategic investments that enhance recyclability, reusability, and lifecycle performance.

Our product development approach supports customer needs and evolving regulatory requirements, contributing to a more circular and lower-impact packaging value chain.



Pillars × Impact

FPS’s sustainability pillars are underpinned by a strong governance framework that ensures accountability, transparency, and continuous improvement, enabling the effective management of material topics and their positive and negative impacts across the value chain.

08

Material Topics

Assessed for both positive and negative impacts across the organization.

04

Sustainability Pillars

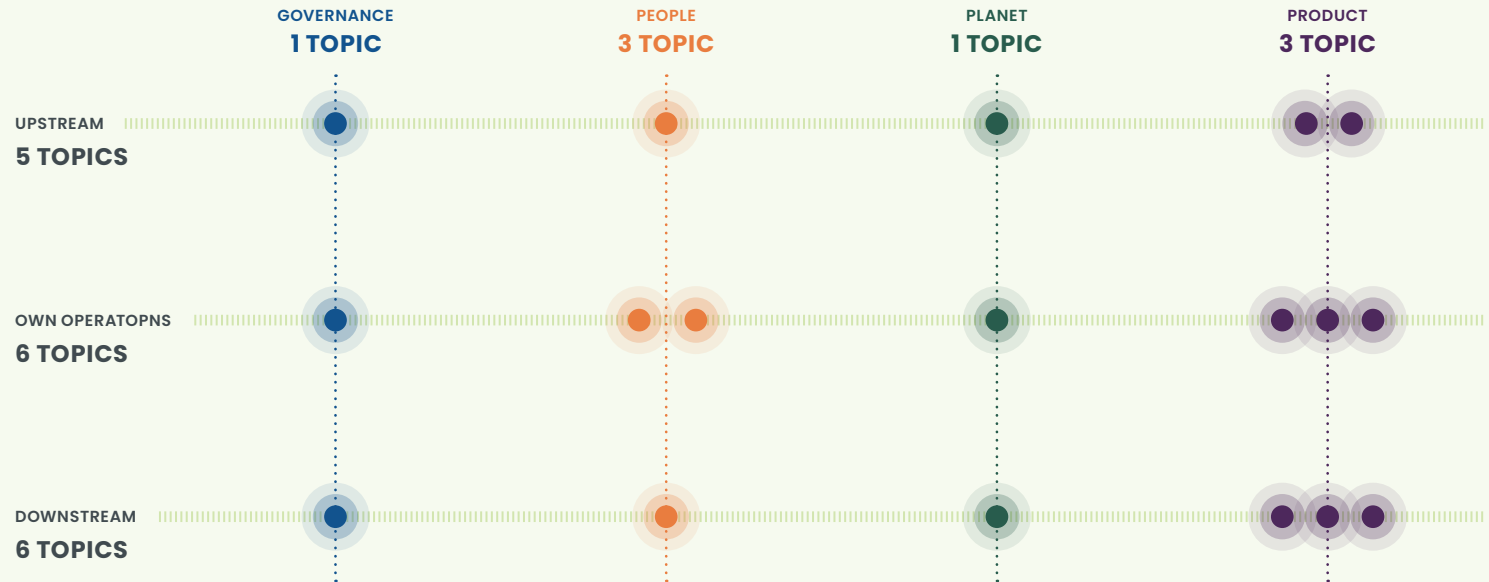
Principles of Governance, People, Planet, and Product

03

Value Chain Segments

Own Operations, Upstream, and Downstream

FPS’s Framework Map





Governance

Business Ethics, Transparency and Compliance



POSITIVE IMPACT

- Compliance with ethical standards and regulations
- Strengthening trust, integrity, and stakeholder confidence
- Improved transparency and accountability through governance systems



NEGATIVE IMPACT

- Limited visibility over indirect suppliers and third-party practices

People

Human and Labor Rights



POSITIVE IMPACT

- Promotion of ethical labor practices and human rights standards
- Improved working conditions, employee well-being and engagement



NEGATIVE IMPACT

- Risk of human rights violations in high-risk supply chains

People

Customer Experience



POSITIVE IMPACT

- Higher customer satisfaction, loyalty, and brand reputation
- Stronger long-term partnerships through sustainability collaboration



NEGATIVE IMPACT

- Loss of customers due to unmet expectations or poor communication
- Misalignment with customer sustainability and regulatory expectations

People

Occupational Health and Safety



POSITIVE IMPACT

- Safe and healthy working environment for all employees
- Reduced incident rates through preventive measures and training
- Increased employee engagement and safety culture awareness



NEGATIVE IMPACT

- Workplace accidents or exposure to unsafe conditions
- Operational disruptions due to incidents or injuries
- Legal and reputational risks from non-compliance with OHS standards



Planet

Climate Action and Resilience



POSITIVE IMPACT

- Reduction of GHG emissions through renewable energy, efficiency, and circular inputs
- Increased resilience to climate-related risks across operations and supply chain
- Contribution to low-carbon transition through sustainable product portfolio



NEGATIVE IMPACT

- GHG emissions from virgin raw materials, production, and logistics
- Exposure to physical climate risks (e.g., extreme weather, water stress)
- Transition risks related to evolving climate regulations

Product

Product Design and Lifecycle Management



POSITIVE IMPACT

- Reduced raw material consumption through eco-design and light weighting
- Improved recyclability and design for circularity (aligned with PPWR)
- Extension of product life through reuse, reconditioning (REBU) and durability
- Increased use of recycled and certified materials



NEGATIVE IMPACT

- Continued reliance on fossil fuel-based raw materials
- High energy and water consumption in production processes
- Use of chemicals with potential environmental or health impacts
- Technical and infrastructure limitations for circular solutions

Product

Sustainable Products and Circularity



POSITIVE IMPACT

- Enabling circular economy through recycled content and closed-loop systems
- Reduced carbon footprint across the product lifecycle
- Alignment with customer sustainability requirements and ESG criteria
- Driving supply chain transformation through sustainable sourcing



NEGATIVE IMPACT

- Limited availability of high-quality recycled materials
- Cost volatility of sustainable raw materials
- Risk of non-compliance with evolving regulations (e.g., PPWR)
- Dependency on external recycling infrastructure

Product

Product Quality and Safety



POSITIVE IMPACT

- High-quality, safe and compliant products (food / pharma standards)
- Compliance with food contact and regulatory requirements



NEGATIVE IMPACT

- Product recalls or non-compliance with safety regulations
- Reputational and financial risks from quality failures



Sustainability Targets

FPS supports all 17 UN SDGs through its day-to-day business activities, partnerships, and community initiatives.

The United Nations Sustainable Development Goals (SDGs) provide a global framework for advancing peace, prosperity, and environmental protection.

Addressing complex challenges such as climate change, environmental degradation, water scarcity, food insecurity, poverty, and inequality requires to be targeted and coordinated solutions.

Corporations play a critical role in accelerating progress toward these goals through innovation, responsible operations, and investment.

FPS supports all 17 UN SDGs through its day-to-day business activities, partnerships, and community initiatives. To ensure meaningful impact, we have prioritized 10 SDGs where our business operations, value chain, and sustainability strategy can make the greatest contribution.

This prioritization is based on an assessment of our impacts, risks, and opportunities, as well as the alignment between our sustainability objectives and the specific targets of the selected SDGs.

People

30M

Positively impact 30 million lives by 2030.

ACTIONS TO DATE

At FPS, we are dedicated to the continuous support of the well-being of all stakeholders and communities we interact with, including our colleagues, shareholders, customers, regulators, and partners.

Our community engagement initiatives are directed at the local level, with our local plant managers playing a pivotal role in engaging with stakeholders in the communities where our colleagues live and work. We are in the process of defining and implementing initiatives that will help us reach our goal of positively impacting 30 million lives. To facilitate this objective, FPS have introduced the Omniversal Life Impact Program (OLIP).

A key project under OLIP, the WaterSafe Initiative, is designed to provide a cleaner and safer solution to the often-contaminated vessels used in developing countries for transporting water from the source to homes. For additional information, please see the section "WaterSafe".



Product

30%

Minimum 30% recycled content globally by 2030.

ACTIONS TO DATE

We embrace the circular economy model across all our business activities, prioritizing the reduction, reuse, and recycling of resources. Since 2022, our efforts have focused on minimizing FIBC plastic waste through the recovery and reprocessing of previously used materials.

In parallel, we align our circularity approach with evolving regulatory frameworks such as the EU Packaging and Packaging Waste Regulation (PPWR), supporting the transition toward more recyclable, reusable, and resource-efficient packaging solutions. Our commitment to advancing circular and sustainable packaging is further demonstrated by our investment in a state-of-the-art recycling center in Romania, enabling us to close material loops and scale circular practices. These efforts have also been recognized externally, with FPS receiving the UN Global Compact Netherlands "Best Sustainability Initiative" award. For additional information, please refer to the "Product" section.



Planet

Net Zero

Committed to achieving net-zero greenhouse gas emissions across our value chain by 2050.

ACTIONS TO DATE

We are assessing our environmental impacts, establishing a robust baseline, and developing a structured roadmap to guide our transition.

This ambition is supported by our 2030 Carbon Roadmap and our 2050 Net-Zero Transition Plan, which outlines our pathway to significantly reduce greenhouse gas emissions across our operations and value chain in line with climate science.

These plans are complemented by ongoing efforts to improve resource efficiency, reduce environmental impacts, and strengthen circular practices across our business.

Together, these initiatives form the foundation of FPS's approach to becoming a more resilient, low-impact, and nature-positive organization. For additional information, please refer to the "Planet" section.

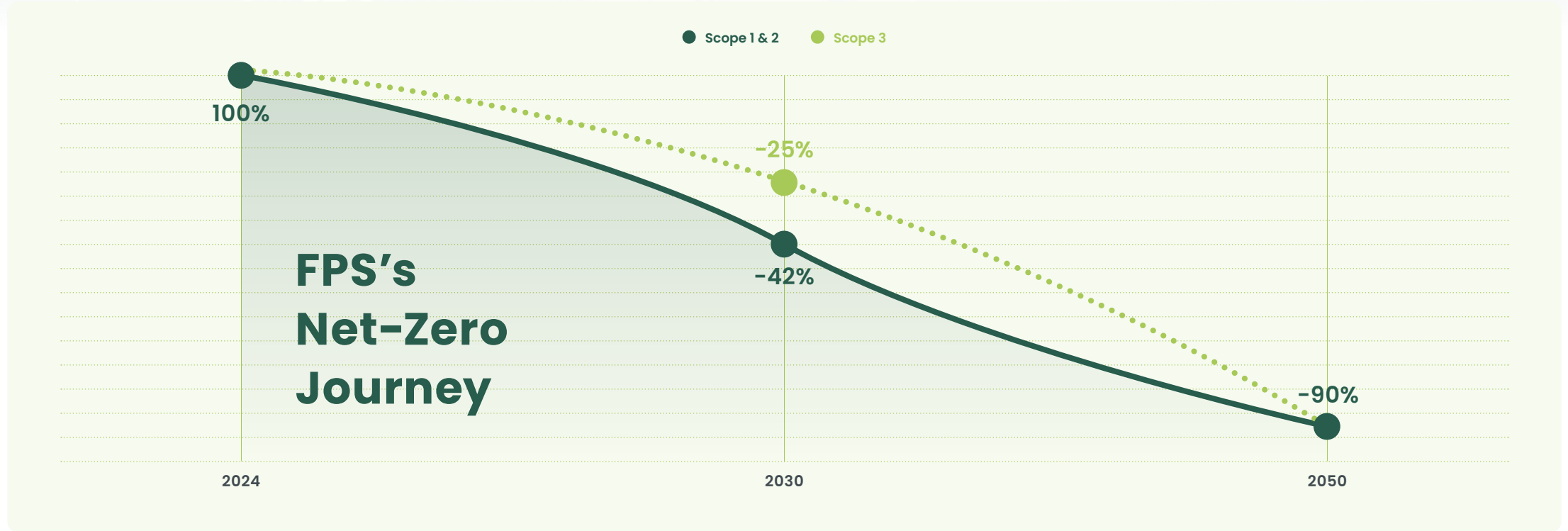




OUR CLIMATE COMMITMENT

The Science Based Targets initiative (SBTi) has officially approved our near-term and long-term science-based emissions' reduction targets.

This validation confirms that our climate commitments are aligned with the latest climate science and support global efforts to limit warming to 1.5 °C.



2024 - BASELINE ESTABLISHED

100%
REFERENCE YEAR (2024)

S1&2+S3
FULL VALUE CHAIN

2030 TARGET - NEAR-TERM TARGET

-42%
SCOPE 1 & 2

-25%
SCOPE 3

2050 TARGET - NET-ZERO ACROSS VALUE CHAIN



-90%
SCOPE 1 & 2

-90%
SCOPE 3



Stakeholder Engagement

FPS places strong value on the diverse perspectives of both internal and external stakeholders. These insights help us better understand stakeholder expectations, identify potential risks and challenges, and inform the integration of stakeholder feedback into our business strategy and sustainability initiatives.

	Daily	Weekly	Monthly	Yearly	Channel	Engagement Method
 Colleagues	●	●	●	●	10	DAILY Everyday management, Community projects, Corporate website/intranet, Colleague engagement surveys, Focus groups, Training opportunities/career development, Materiality assessment interviews, Other grievance mechanisms, Collective bargaining agreement with workforce, Dedicated and confidential colleague helpline
 Customers	●	●	●	●	8	WEEKLY Corporate website · Marketing materials and brochures, Dedicated account managers and customer service teams, Key Account Management structure YEARLY Webinars and newsletters, Materiality assessment interviews, Net Promoter Score (NPS) survey, Customer audits/visits
 Suppliers and Partners	●	●	●	●	4	WEEKLY Corporate website, Cadence meetings YEARLY Materiality assessment interviews, Onboarding and auditing process
 Government and Regulatory	●	●	●	●	2	YEARLY Forums, workshops, and training courses, Materiality assessment interviews
 Local Communities	●	●	●	●	5	MONTHLY Corporate website, Community engagement programs, Philanthropic efforts (OLIP), Volunteering YEARLY Materiality assessment interviews
 Associations and NGOs	●	●	●	●	5	MONTHLY Cadence meetings, Periodic industry / EFIBCA association events and seminars, EuPC communiques, Forums, workshops and webinars YEARLY Materiality assessment interviews
 AI-Dabbagh Group	●	●	●	●	3	MONTHLY Board meetings, Sustainability council meetings YEARLY Materiality assessment interviews



Governance

We focus on enabling trust through transparency and integrity





Principles of Governance

Our approach is built on transparency, accountability, and ethical leadership, ensuring that decisions at every level align with our purpose, values, and long-term strategy.

At FPS, we believe that strong governance is the foundation of sustainable business performance and stakeholder trust. Our approach is built on transparency, accountability, and ethical leadership, ensuring that decisions at every level align with our purpose, values, and long-term strategy.

Guided by our Board of Directors and Leadership Team, we have established clear governance structures that oversee critical areas including corporate purpose, sustainability, risk management, and ethical compliance. Committees such as the Audit and Risk Committee and the Sustainability Committee strengthen our oversight and drive alignment between strategy and day-to-day execution. Through robust processes for integrated risk management, legal and compliance monitoring, and proactive stakeholder engagement, we ensure that sustainability, innovation, and integrity are embedded in our operations.





FPS Corporate Governance Structure

Strong corporate governance is the cornerstone of sustainable business prosperity and expansion. At FPS, we are dedicated to maintaining exemplary standards in corporate governance. Establishing a framework of responsibility, openness, and reliability remains a principal objective for our company.

08

Executives in FPS Leadership Team





FPS Board Composition and Selection

Our highest governance body consists of the Chairman and 8 other members. The Board is composed of:

- 3 independent non-executive members
- 5 executive members
- 1 shareholder

Of the 5 –executive members:

4 are employed by the shareholder’s holding company 1 is employed by FPS

- Of the 5 executive members:
- 1 serves as COO of the shareholder
- 1 serves as CFO of the shareholder
- 1 serves as CEO of FPS

Executive members are nominated by the shareholder based on their functional roles in the holding company (e.g., finance, sustainability, legal, and operations). Non-executive members are selected for their expertise in packaging, strategic geography, diversity, and board experience.

The selection process includes candidate screening and interviews by current Board members. This process also applies to Board Committees, such as the Audit and Risk Committee and Compensation Committee.

Board Responsibilities and Activities

The Board convenes quarterly and holds additional meetings as necessary to address critical issues. Key responsibilities include:

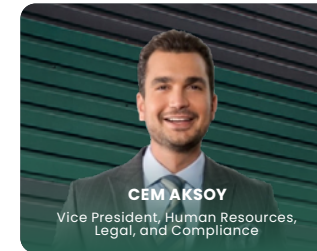
- Reviewing and approving the company’s purpose, policy statements, and strategic goals
- Allocating budgets and evaluating strategic partnerships
- Overseeing sustainability performance and targets
- Approving the Delegation of Authority, which outlines project funding authority across the organization
- Commissioning annual third-party assessments on colleague engagement, sustainability, and innovation readiness

For sustainability-related matters, the Board has nominated the Sustainability Lead of the holding company to provide additional oversight and support.

FPS Leadership Team

FPS Leadership Team, chaired by CEO Hari Kumar and consisting of 7 executives.

This team operates under the ADG Board’s oversight and is responsible for FPS’s day-to-day operations. A formal succession plan is in place for Leadership Team roles.





Legal and Compliance Overview

The Legal and Compliance Department plays a vital role in:

- Ensuring adherence to ethical practices and regulatory requirements
- Keeping leadership updated on regulatory developments
- Identifying legal and financial risks
- Executing mitigation strategies

The department also handles corporate procedures and transactions, including:

- General Assembly and Board meeting organization
- Investment contract development
- Market expansion coordination
- Business entity dissolution processes

Decision-Making

The FPS Leadership Team, in close coordination with the Board of Directors, is responsible for establishing and reviewing FPS's corporate purpose, mission, strategic direction, and sustainability policies. The Sustainability Leadership Team (SLT) develops and proposes sustainability goals that are reviewed and approved by the CEO and Leadership Team. This governance structure ensures cross-functional collaboration and accountability in executing FPS's sustainability vision.

FPS provides formal quarterly sustainability updates to the Board. These updates include ESG performance indicators, progress toward targets, climate risk assessments, stakeholder feedback, and results from tools such as double materiality assessments and EcoVadis. Reports are jointly prepared by the CEO and Head of Sustainability, with SLT responsible for reviewing and approving all disclosures.

Sustainability Expertise within the FPS Board

The FPS Board of Directors brings together members with extensive expertise in environmental management, responsible sourcing, corporate governance, and regulatory compliance. Notably, the Sustainability Director of FPS's parent company, Al-Dabbagh Group (ADG), serves on the Board, ensuring strategic alignment between group-level sustainability goals and FPS's operations.

Board members receive regular briefings on material ESG issues, including climate risks and sector-specific challenges, reinforcing their role in sustainability oversight.

Board Committees

Strong governance is fundamental to FPS's ability to manage risks, uphold ethical business conduct, and deliver long-term sustainable value.

Our governance framework is supported by a structured system of Board-level and management-led committees that provide oversight, guidance, and accountability across key areas of the business, including financial integrity, risk management, remuneration, sustainability, innovation, and Occupational Health and Safety.

These committees play a critical role in translating FPS's strategic objectives into effective oversight and decision-making.

By bringing together executive leadership, independent board members, and subject-matter experts, the committee structure ensures balanced governance, cross-functional collaboration, and informed management of material topics.

Regular meetings, clearly defined mandates, and transparent reporting lines enable FPS to monitor performance, address emerging risks, and continuously strengthen its governance and sustainability practices across the organization and value chain.



Board Committees

09

TOTAL MEMBERS

03

INDEPENDENT

05

EXECUTIVE

01

SHAREHOLDER

Audit and Risk Committee

The Audit and Risk Committee is responsible for overseeing the FPS's financial reporting, internal control framework, audit processes, and risk management systems to ensure integrity, transparency, and accountability.

MEMBERS

- Chairman of the ARC
- Independent Director
- COO and CFO of ADG
- CFO of FPS

Quarterly Meeting

Compensation Committee

The Compensation Committee is tasked with designing remuneration strategies for senior management and key leadership positions that align with FPS's long-term business goals. Its responsibilities include setting the framework for base salary, short- and long-term incentives, equity-based rewards, benefits, and retirement entitlements, as well as defining performance criteria and revising them in line with stakeholder expectations when necessary.

MEMBERS

- Chairman of the Board
- COO and CFO of ADG
- CEO of FPS

Ad Hoc Meeting

Sustainability Committee

The Sustainability Committee supports the implementation of FPS's sustainability strategy by bringing together key leaders and engaged FPS colleagues. It ensures alignment between strategic goals and on-the-ground actions, helps monitor progress on ESG targets, and promotes shared accountability across the organization. Meeting regularly, the Committee plays a key role in translating FPS's sustainability vision into effective, company-wide practice.

MEMBERS

- Sustainability Leadership Team
- Climate Champions
- Social Ambassadors

Monthly Meeting

Innovation Council

The Innovation Council at FPS is a cross-functional governance body established to drive innovation across the organization. It is structured around four strategic pillars: Process, Technical, Product, and Sustainability. The Council's main purpose is to enhance cross-functional collaboration, align innovation initiatives with business priorities, and maximize the efficiency of the innovation funnel. The Council meets weekly basis to evaluate ongoing innovation projects, prioritize new ideas, allocate resources, and track progress against strategic innovation goals.

MEMBERS

- CEO
- VP, Operations
- Global OpEx and Safety Director (Process Pillar Lead)
- Global Technical Director (Technical Pillar Lead)
- R&D Director (Product Pillar Lead)
- Global Sustainability Director (Sustainability Pillar Lead)

Weekly Meeting

Local Health and Safety Committees

SCOPE

Local Health and Safety Committees are responsible for promoting and ensuring a safe and healthy working environment at a specific site. These committees serve as a key mechanism for ongoing risk prevention and employee involvement in health and safety matters.

MEMBERS

The committee* is composed of diverse members, including executives, health and safety experts, employee representatives, and legal advisors, and is responsible for overseeing the health and safety strategies, ensuring compliance, and improving safety performance throughout the organization.

*The table on page 35 presents the distribution of committee members by country.

Site-Level Meeting



Health and Safety Committee Members

169

Total Members

158

EMPLOYEES

59

WORKER REPRESENTATIVES

SITE	COMMITTEE MEMBERS	EMPLOYEES PARTICIPATING	WORKER REPRESENTATIVES
UK	4	4	4
ROMANIA - BOTOȘANI	6	6	1
ROMANIA - NEGREȘTI	8	8	1
FRANCE	1	1	1
UKRAINE	19	19	14
GERMANY	7	7	1
MEXICO	10	10	1
CHINA - CHANGZHOU	18	18	11
CHINA - JI'AN	14	14	12
VIETNAM	20	8	6
TÜRKİYE - SA	26	26	4
TÜRKİYE - SU	20	20	2
TÜRKİYE - HADIMKÖY	17	17	2



FPS Sustainability Leadership Team

The Sustainability Leadership Team (SLT) is responsible for setting FPS’s sustainability vision, strategy, and key objectives. Comprising five principal members, the SLT meets monthly to shape FPS’s long-term sustainability roadmap and ensure the execution of key initiatives.



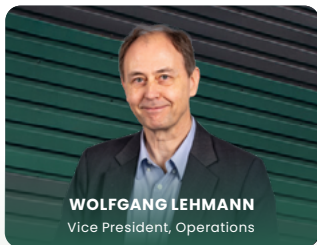
HARI KUMAR
Chief Executive Officer



CHRIS POOLE
General Manager UK & Ireland
Global Head of Sustainability



ÇAĞLA AKSOY
Global Sustainability Director



WOLFGANG LEHMANN
Vice President, Operations



JAMES DUNHAM
UK Commercial Director

Capacity Building for Sustainability

To strengthen collective knowledge, the following initiatives are implemented to enhance the sustainability capabilities of FPS’s highest governance bodies:

- Quarterly Board and Sustainability Committee meetings focused on key ESG issues
- Monthly SLT meetings for strategic alignment
- Tailored sustainability training across organizational levels
- Quarterly engagements with Social Ambassadors and Climate Champions
- Workshops on regulatory developments such as PPWR and CSRD
- Benchmarking insights shared from platforms like EcoVadis
- Site visits to factories and the internal Recycling Hub
- Internal newsletter (The Sustainability Insider), issued twice yearly
- Sustainability focused sessions in company-wide Townhall meetings
- Regular sustainability updates on the MyFPS intranet portal

This robust governance approach ensures that sustainability is deeply embedded in FPS’s strategic and operational framework, empowering decision-makers at all levels to contribute meaningfully to long-term ESG performance.

The SLT ensures that FPS’s sustainability goals are fully integrated into corporate strategy and operational execution.

It also provides oversight on risk management, regulatory compliance, ESG performance, and reporting.

Through regular collaboration and cross-functional engagement, the Sustainability Leadership Team helps translate FPS’s sustainability ambitions into measurable actions across all regions and functions.

By connecting governance, operations, and business strategy, the SLT supports a consistent and integrated approach to sustainability throughout the organization.

This ongoing commitment ensures that sustainability remains embedded in decision-making at every level, driving long-term value for both the business and the communities it serves.

5

Number of principal members in
The Sustainability Leadership Team





Sustainability Committee

To extend sustainability action beyond leadership, FPS has established two global, cross-functional teams: Climate Champions and Social Ambassadors. These groups include colleagues from HR, manufacturing, operations, finance, communications, commercial excellence (ComEx), and operational excellence (OpEx), representing different regions and functions.

These teams meet quarterly and play a vital role in implementing FPS’s sustainability programs at both corporate and local levels.



Climate Champions

Climate Champions advocate for environmental sustainability and lead climate-related initiatives across FPS. Their key roles include:

1. Promoting awareness around climate change, energy use, waste, and water.
2. Collaborating across teams to identify and develop sustainability projects.
3. Leading implementation of initiatives to reduce FPS’s environmental footprint.
4. Acting as change agents by encouraging eco-conscious behaviors.
5. Sharing knowledge and tools via training and peer engagement.
6. Supporting data collection and progress tracking on climate KPIs.



Social Ambassadors

Social Ambassadors champion social sustainability, focusing on community well-being, inclusion, and ethical practices. Their key roles include:

1. Raising awareness about diversity, inclusion, and social issues.
2. Advocating for positive social change across teams and sites
3. Collaborating on integrating social impact into company culture
4. Leading community engagement initiatives.
5. Educating colleagues on best practices and resources for social sustainability



Oversight and Reporting

The FPS Leadership Team and Board of Directors jointly oversee sustainability at the strategic level. Their responsibilities include:

- Defining FPS's corporate purpose, mission, and sustainability vision
- Setting strategic direction and approving sustainability goals and budgets
- Reviewing and validating policy and governance structures

Sustainability performance is formally reported to the Board on a quarterly basis. These updates include:

- Key ESG performance indicators
- Progress on sustainability targets and roadmaps
- Risk assessments, including climate-related risks and policy developments
- Stakeholder feedback, such as results from double materiality assessments and EcoVadis evaluations

Reports are prepared collaboratively by the CEO and Head of Sustainability, with input from the SLT. The SLT is also responsible for validating the accuracy of sustainability disclosures.

In 2025, sustainability remained a standing agenda item in SLT meetings, underscoring its strategic importance to FPS.

Key topics discussed included progress toward our Science Based Targets initiative (SBTi) net-zero commitment, regulatory preparedness for CSRD and PPWR, and the integration of ESG metrics into operational performance reviews.

Team reviewed EcoVadis performance, while also approving the 2026 Sustainability Roadmap with a focus on innovation, impact scaling, and stakeholder engagement.

Emerging risks such as climate-related disruptions and extended producer responsibility regulations were identified and addressed. This continuous oversight ensures that FPS's sustainability efforts are both accountable and aligned with long-term business resilience.



"Wherever we operate, it is our duty to leave a cleaner footprint behind us. As a Climate Champion, I am committed to translating this responsibility into measurable environmental progress."

Marius Buiciuc
Climate Champion
Global Head of Health and Safety



Business Ethics, Transparency and Compliance

At FPS, we are committed to conducting our business with the highest ethical standards and integrity. We prohibit all forms of bribery, corruption and anti-competitive behavior in our business and comply with the laws and regulations of the jurisdictions in which we operate. Ethical business conduct is not only a compliance requirement but a foundation of our corporate culture.

5

Number of legal professionals in Legal and Compliance Department



Policy

Our Legal and Compliance Department, led by the Vice President, Human Resources & Legal and Compliance and reporting directly to the CEO, is responsible for overseeing all ethics and integrity-related policies and procedures.

This includes policy development, training coordination, and responding to concerns raised through internal channels and contractual arrangements related to business ethics and integrity. The department comprises five in-house legal professionals and supports all entities globally.

Our team monitors and maintains the following policies and procedures:

- [FPS Code of Conduct](#)
- [Anti-Bribery Compliance Policy](#)
- [Anti-Trust Competition Compliance Policy](#)
- [Economic and Trade Sanctions Policy](#)
- [Record Management Policy](#)
- [Legal Entity Governance Policy](#)
- [Legal Guidelines and Procedures](#)

Legal and Compliance Department provides oversight on ethics, integrity, and compliance globally.



Actions and Initiatives

The FPS Code of Conduct outlines our expectations regarding ethical behavior and guides colleagues and stakeholders in maintaining integrity, transparency, and respect. The Code includes:

- Expectations for behavior and compliance
- Processes for addressing violations
- Mandatory annual online training modules
- A closing questionnaire to ensure understanding and commitment

Violations of the Code, related policies, or applicable laws may result in disciplinary action, including termination of employment or business relationships.

Criminal prosecution may apply where laws are breached. The Code is reviewed and updated regularly to reflect our evolving vision, values, and legal requirements, and is made accessible online to colleagues and business partners.

We maintain a 24/7 ethics and compliance hotline hosted by a third-party provider ETHICO to provide colleagues with a place to report violations of our ethics policy that may impact on the business without fear of repercussions.

At FPS, we encourage colleagues to report fraud, bribery, accounting, auditing, other financial practices, discrimination, harassment, violations of law, or other unethical activities.

In 2025, 3,803 colleagues received anti-corruption and business ethics training.

Our Human Resources (HR) and Legal Department evaluate these feedback and reports and ensure necessary action will be taken in terms of our business code of conduct and ethical compliance.

All FPS colleagues receive the Code of Conduct upon joining the company and all our colleagues have read and acknowledged the Code of Conduct.

To ensure ongoing awareness, we require annual refreshment training across all entities. In 2025, 3,803 colleagues received anti-corruption and business ethics training, which covered:

- Types of corruption (Bribery, Facilitation Payments, Kickbacks)
- Conflict of interest
- Gifts and hospitality guidelines
- Third-party risk management
- Whistleblowing and non-retaliation principles
- Legal obligations and internal reporting mechanisms

Awareness is reinforced through internal communications, informative media shared with colleagues, and recognition of Global Ethics Day across all FPS locations.



“Our role in legal and compliance goes simply beyond responding to risks and requirements. It is about anticipating future challenges and fostering a proactive culture of ethics, compliance, and sustainability.”

Ayşem Yeliz Esmer soy
Legal & Compliance Senior Manager



TOTAL NUMBER OF EMPLOYEES THAT HAVE RECEIVED TRAINING ON ANTI-CORRUPTION	2023	2024	2025
Senior Management	28	14	24
Middle Management	129	60	88
Junior Management	86	92	105
Other Colleagues	2,860	2,245	3,586
Total	3,103	2,411	3,803

100%

of colleagues received communication on anticorruption and bribery policies

0 Cases

of anti-competitive behavior or antitrust violations

100%

of our leadership received communication on anticorruption and bribery policies

0 Cases

of non-compliance with laws and regulations recorded

0 Cases

of substantiated complaints received concerning breaches of customer privacy received from outside parties or regulatory bodies

0 Cases

of identified leaks, thefts, or losses of customer data

Integrated Risk Management

Our risk review process includes regular assessments of global trends such as policy and regulatory developments, market dynamics, and technological advancements.

At FPS, we apply an integrated risk management approach designed to safeguard business continuity, strengthen organizational resilience, and support long-term value creation.

This approach is closely aligned with our corporate strategy, sustainability objectives, and regulatory obligations, enabling the proactive identification and management of risks across strategic, operational, financial, and ESG dimensions.

Risk management is embedded throughout the organization, spanning daily production activities, global supply chain operations, and regulatory and strategic planning processes. We systematically gather insights from field teams, suppliers, and operational managers to identify emerging risks at an early stage. These inputs are assessed through a structured evaluation process and prioritized based on their likelihood and potential impact.

100%

of all sites covered by the integrated risk management



Rather than responding reactively, FPS emphasizes preventive measures and the development of contingency plans to mitigate potential disruptions, including those related to supply chain volatility, regulatory changes, and environmental challenges.

Our risk review process includes regular assessments of global trends such as policy and regulatory developments, market dynamics, and technological advancements. The outcomes of these reviews are reported to the Board to support informed strategic decision-making. Cross-functional collaboration ensures shared ownership of risks across departments, enabling timely responses, effective mitigation, and continuous improvement.

This comprehensive risk management framework enables FPS to:

- Maintain resilient and efficient operations across its global manufacturing footprint, including all manufacturing sites
- Minimize financial, environmental, and reputational risks.
- Effectively manage risks related to climate change, compliance, and supply chain disruptions.
- Uphold stakeholder trust through responsible, transparent, and ethical business practices.

In addition, FPS has implemented a dedicated trade sanctions risk management system to strengthen compliance and risk prevention. Through the NAVEX platform, routine global sanctions screenings are conducted, providing risk reports that help ensure FPS does not inadvertently fall within the scope of international trade sanctions.





Risk and Opportunities

Through Double Materiality

Assessment, FPS links material topics to strategy by weighing both their impact and financial implications.

Risk and opportunities refer to sustainability-related matters arising from FPS's operations and business relationships that may influence the company's ability to create value over the short, medium, and long term. Risks represent potential adverse effects, such as regulatory developments, supply chain disruptions, or climate-related events, that could impact FPS's financial performance, reputation, or operational continuity. Opportunities, by contrast, reflect potential benefits, including access to new markets, improved resource efficiency, enhanced brand value, innovation through circular solutions, and increased eligibility for sustainable or green financing.

As part of our Double Materiality Assessment, FPS identified material topics by assessing both their impacts on people and the environment and their potential financial implications for the company. This process enables us to systematically link sustainability-related impacts, risks, and opportunities to our strategic priorities and operational decision-making.

Risk Categories

To ensure consistency and comparability, identified risks are classified into the following categories, reflecting the nature of potential impacts on FPS:

Legal

Risks of financial or operational consequences arising from non-compliance with applicable laws, regulations, or contractual obligations, including litigation, fines, or regulatory sanctions.

Reputational

Risks of damage to FPS's reputation, brand value, or stakeholder trust resulting from negative perceptions related to business practices, incidents, or associations.

Operational

Risks of disruptions or inefficiencies in day-to-day operations caused by internal failures, accidents, system breakdowns, supply chain interruptions, or inadequate processes.

Market

Risks of losing market share, customers, or competitive position due to changing market conditions, evolving customer expectations, or insufficient innovation and adaptability.

Strategic

Risks of failing to achieve long-term business or sustainability objectives due to ineffective strategic planning, delayed responses to external trends, or misalignment with regulatory and stakeholder expectations.

Financial

Risks of direct or indirect financial losses arising from cost volatility, resource scarcity, misaligned investments, or unforeseen liabilities linked to ESG-related factors.



Risks

Product

Reputational damage due to high environmental footprint of products

Products with high environmental footprints such as limited recyclability, high virgin material content, or poor lifecycle performance may undermine FPS's sustainability positioning, reduce customer confidence, and weaken brand credibility in ESG-sensitive markets.

Material Topics

Product Design and Lifecycle Management

Risk Category

Reputational Market

Time Horizon

Medium term (3-5 years)

Product

Loss of market share due to insufficient sustainable product offerings

As customer expectations increasingly favor low-impact, recyclable, reusable, or bio-based packaging solutions, failure to adapt the product portfolio may lead to loss of ESG-driven customers, reduced competitiveness, and declining investor interest.

Material Topics

Product Design and Lifecycle Management

Risk Category

Market Strategic

Time Horizon

Medium term (3-5 years)

Product

Limited access to sustainable and certified raw materials

Supply constraints, limited availability, or increased competition for certified, recycled, or low-carbon raw materials may disrupt FPS's ability to meet circularity and recycled content targets, while increasing procurement costs and supply volatility.

Material Topics

Product Design and Lifecycle Management

Risk Category

Operational Financial

Time Horizon

Medium term (3-5 years)

Product

Technological and infrastructure limitations for circular solutions

Insufficient internal capabilities or external recycling and reconditioning infrastructure may constrain FPS's ability to scale circular economy models, meet recycled content requirements, or deploy innovative low-impact solutions.

Material Topics

Product Design and Lifecycle Management

Risk Category

Operational Strategic

Time Horizon

Medium term (3-5 years)



Risks

Product

Product recalls due to quality or safety failures

Product quality or safety issues, particularly in regulated sectors such as food or pharmaceuticals, may trigger recalls, regulatory action, financial losses, and long-lasting reputational damage.

Material Topics

Product Quality and Safety

Risk Category

Reputational Financial

Time Horizon

Short term (< 3 years)

Product

Inability to comply with future product-related sustainability regulations

Delays in adapting products to evolving sustainability and circularity regulations may restrict market access, particularly in highly regulated regions such as the EU.

Material Topics

Sustainable Products and Circularity

Risk Category

Market Legal

Time Horizon

Medium term (3-5 years)

Product

Non-compliance with PPWR (Packaging and Packaging Waste Regulation)

Failure to meet PPWR requirements including recyclability, reuse, labeling, and recycled content obligations may result in fines, restricted market access, contractual risks, and reputational harm.

Material Topics

Sustainable Products and Circularity

Risk Category

Legal Market

Time Horizon

Medium term (3-5 years)

People

Reputational exposure linked to human rights violations in the supply chain

Associations with labor rights violations, particularly in high-risk regions may trigger stakeholder backlash, negative media coverage, exclusion from customer supplier lists, and loss of business partnerships.

Material Topics

Human and Labor Rights

Risk Category

Legal Reputational

Time Horizon

Short term (< 3 years)



Risks

People

Non-compliance with international labor standards and due diligence regulations

Inadequate human rights due diligence or failure to align with evolving international labor regulations may result in regulatory scrutiny, legal sanctions, contractual risks, and erosion of investor confidence.

Material Topics

Human and Labor Rights

Risk Category

Legal Reputational

Time Horizon

Medium term (3-5 years)

People

Limited visibility into tier-2 and tier-3 supplier labor practices

Inadequate human rights due diligence or failure to align with evolving international labor regulations may result in regulatory scrutiny, legal sanctions, contractual risks, and erosion of investor confidence.

Material Topics

Human and Labor Rights

Risk Category

Operational

Time Horizon

Medium term (3-5 years)

People

Legal and reputational consequences of non-compliance or serious incidents

Failure to comply with Occupational Health and Safety (OHS) standards, or the occurrence of severe workplace incidents, may result in legal penalties, reputational damage, and diminished stakeholder trust.

Material Topics

Occupational Health and Safety

Risk Category

Reputational Legal

Time Horizon

Short term (< 3 years)

People

Operational disruption due to workplace accidents or unsafe conditions

Workplace accidents or hazardous environments may endanger employee well-being, increase absenteeism, reduce productivity, and cause production delays or shutdowns.

Material Topics

Occupational Health and Safety

Risk Category

Operational

Time Horizon

Short term (< 3 years)



Risks

People

Loss of customers due to unmet expectations or inadequate engagement

Insufficient customer service, limited transparency, or weak responsiveness to evolving customer expectations may result in dissatisfaction, reduced loyalty, and loss of market share to more customer-centric competitors.

Material Topics

Customer Experience

Risk Category

Market Reputational

Time Horizon

Medium term (3-5 years)

People

Misalignment with customers' sustainability requirements

Failure to support customers on sustainability, regulatory compliance, or circularity expectations may weaken long-term partnerships.

Material Topics

Customer Experience

Risk Category

Strategic

Time Horizon

Medium term (3-5 years)

Governance

Exposure to corruption, bribery, or unethical conduct within the supply chain

Ethical misconduct by suppliers or business partners such as bribery, fraud, or forced labor may lead to compliance breaches, reputational harm, regulatory penalties, and exclusion from ESG-driven markets.

Material Topics

Business Ethics, Transparency and Compliance

Risk Category

Legal Reputational

Time Horizon

Short term (< 3 years)

Governance

Inadequate implementation of compliance controls across regions

Inconsistent application of compliance frameworks in different jurisdictions may increase exposure to regulatory violations and enforcement actions.

Material Topics

Business Ethics, Transparency and Compliance

Risk Category

Legal

Time Horizon

Medium term (3-5 years)



Risks

Planet

Supply chain disruption driven by climate related events

Extreme weather events, resource scarcity, or climate-related disruptions may interrupt raw material sourcing and logistics, leading to production delays and increased operational costs.

Material Topics

Climate Action and Resilience

Risk Category

Operational Financial

Time Horizon

Long term (>5 years)

Planet

Physical and transition climate risks

Transition risks from evolving climate regulations and physical risks such as flooding, heatwaves, or water stress may disrupt operations, increase compliance costs, and expose FPS to legal or reputational consequences.

Material Topics

Climate Action and Resilience

Risk Category

Legal Operational

Time Horizon

Medium term (3-5 years)





Opportunities

The time horizons indicate when the benefits of these opportunities are expected to materialize.

The following overview presents the key sustainability-related opportunities which reflect areas where FPS can create long-term value by leveraging innovation, responsible business practices, and strategic alignment with sustainability and regulatory expectations.

By addressing these opportunities across product design, operations, governance, and the value chain, FPS aims to strengthen its competitiveness, enhance operational efficiency, and support the transition toward a more circular, resilient, and low-impact packaging industry.

The time horizons indicate when the benefits of these opportunities are expected to materialize.

Product

Reduced material usage leading to cost efficiency and lower environmental footprint

Innovations in product design that minimize material inputs enable cost savings, reduce waste generation, and improve FPS's environmental performance while supporting compliance with circularity and eco-design expectations.

Material Topics

Product Design and Lifecycle Management

Time Horizon

Short term (< 3 years)

Product

Differentiation through high-quality, compliant, and sustainable packaging for regulated sectors

By maintaining rigorous product safety standards and proactively integrating sustainable materials and design features, FPS strengthens customer trust, meets strict regulatory requirements, and expands its presence in highly regulated sectors such as food and pharmaceuticals.

Material Topics

Product Quality and Safety

Time Horizon

Medium term (3-5 years)

Product

Market differentiation and access to new customer segments

Offering recyclable, reusable, and low-impact packaging solutions positions FPS as a preferred partner for ESG-focused customers and enables access to sustainability-driven markets and green financing.

Material Topics

Sustainable Products and Circularity

Time Horizon

Medium term (3-5 years)



Opportunities

Product

Long-term operational cost savings through material reuse and recovery models

Implementing circular practices such as reconditioning and recycling reduces dependence on virgin raw materials, lowers long-term production costs, and improves overall resource efficiency.

Material Topics

Sustainable Products and Circularity

Time Horizon

Long term (>5 years)

Product

FPS-owned FIBC recycling facility as a strategic enabler

FPS's dedicated recycling hub enables greater control over material circularity, improves traceability, and supports compliance with upcoming packaging waste regulations.

Material Topics

Sustainable Products and Circularity

Time Horizon

Medium term (3-5 years)

People

Strengthened employer brand and responsible supply chain partnerships

Proactive human rights due diligence, fair labor practices, and supplier engagement enhance FPS's reputation as a responsible business partner, support talent attraction and retention, and strengthen long-term relationships with customers.

Material Topics

Human and Labor Rights

Time Horizon

Medium term (3-5 years)

People

Improved productivity and employee engagement through safe workplaces

Strong Occupational Health and Safety practices reduce incidents and absenteeism, improve employee well-being and morale, and contribute to higher operational efficiency and workforce stability.

Material Topics

Occupational Health and Safety

Time Horizon

Short term (< 3 years)



Opportunities

People

Product and service innovation driven by customer feedback

Integrating customer insights into product development and service delivery enables FPS to respond to evolving market needs, enhance customer satisfaction and loyalty, and support sustainable business growth.

Material Topics

Customer Experience

Time Horizon

Medium term (3-5 years)

Governance

Increased trust and access to ESG-driven markets through strong governance

Robust ethical standards, transparent reporting, and effective compliance systems reinforce stakeholder confidence, reduce regulatory exposure, and support access to ESG-focused customers, investors, and financing opportunities.

Material Topics

Business Ethics, Transparency and Compliance

Time Horizon

Medium term (3-5 years)

Planet

Competitive advantage through climate-aligned products and SBTi alignment

FPS's dedicated recycling hub strengthens control over material circularity, improves traceability, and supports compliance with evolving packaging waste and circular economy regulations.

Material Topics

Climate Action and Resilience

Time Horizon

Long term (>5 years)





Business Continuity

Cross-functional coordination ensures clear roles and responsibilities during crisis situations, enabling FPS to continue serving its customers, meeting regulatory and contractual obligations, and upholding its commitments even under challenging circumstances.

At FPS, we recognize that operational resilience is essential to sustaining business performance in the face of natural disasters, pandemics, geopolitical developments, and other unforeseen disruptions.

Business continuity is therefore an integral part of our integrated risk management framework, ensuring that potential disruptions are identified, assessed, and addressed in a structured and proactive manner.

FPS maintains a business continuity plan tailored to its specific risk profile, covering emergency response procedures, crisis management protocols, recovery plans, and regular testing and simulation exercises.

These measures are designed to enhance preparedness across all sites and enable a swift, coordinated response when disruptions occur.

Strong communication channels, backup systems, and alternative supply chain routes are in place to minimize operational downtime and safeguard the health and safety of our colleagues.

Cross-functional coordination ensures clear roles and responsibilities during crisis situations, enabling FPS to continue serving its customers, meeting regulatory and contractual obligations, and upholding its commitments even under challenging circumstances.





Data Privacy and Cybersecurity

At FPS, we recognize the critical importance of safeguarding digital assets and proactively addressing the evolving risks associated with digitalization.

According to the World Economic Forum's Global Risks Report 2025, cybersecurity and data privacy are among the top global risks of the next decade. At FPS, we recognize the critical importance of safeguarding digital assets and proactively addressing the evolving risks associated with digitalization.

Protecting the information of our customers, colleagues, and business partners is not only a technical necessity, but a fundamental ethical and governance responsibility.

ISO 27001

Certificate of Information Security Management System



Policy

We manage information security through a comprehensive set of global policies, including:

- Access control
- Backup and disaster recovery
- Business resilience
- Change management
- Cloud
- Information classification
- Information security
- Information Security Management System
- IT end-user
- Secure development

These policies form the foundation of our security posture across all facilities. As of 2025, our three largest operational sites implemented an information security management system certified to the ISO 27001 standard. All three of these sites have been certified since 2018, demonstrating strong compliance with global data protection and cybersecurity standards, including the EU's GDPR.

Our cybersecurity infrastructure is managed by a dedicated Cybersecurity Partner working together with the Global IT Department. This team regularly monitors system performance and prepares monthly reports for the global service team and Global IT Director.



In 2025, FPS strengthened its cyber resilience through 27 training sessions delivered to over 1,618 participants, covering topics including phishing prevention, incident response, password security, and safe remote working.

Any major changes to systems, policies, or infrastructure are reviewed and approved by FPS’s senior leadership team to ensure coordinated and secure implementation.

FPS colleagues play an active role in our information security strategy. All colleagues receive annual cybersecurity training, structured into five core modules addressing various threat scenarios.

Modules must be completed within two months, and progress is monitored through internal dashboards. We also conduct regular phishing simulations. If a colleague fails a phishing test, they are directed to complete additional training. Reporting suspicious emails is facilitated through the Phishing Alert Button in Outlook or by contacting the FPS IT Service Desk.

Thanks to these proactive measures, there were no reported cybersecurity incidents or data breaches across FPS in 2025.

1,618

Employees trained across 27 sessions



Actions and Initiatives

We manage and safeguard various types of sensitive information, including Personally Identifiable Information and Personal Health Information, recognizing the importance of protecting it from unauthorized access, disclosure, modification, or misuse.

Maintaining strong data security is essential not only for preserving trust but also for complying with data protection regulations.

To strengthen our cybersecurity defenses, we work with a third-party vendor to monitor and update our firewall systems regularly.

Additionally, we partner with an external firm to perform biannual vulnerability assessments and penetration tests.



DATA PRIVACY AND CYBERSECURITY METRICS	2022	2023	2024	2025
Verified complaints on customer privacy breaches	0	0	0	0
Data leaks, losses, or thefts detected	0	0	0	0



People

We focus on valuing our people & society

- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 10 REDUCED INEQUALITIES
- 16 PEACE AND JUSTICE STRONGER TOGETHER
- 17 PARTNERSHIPS FOR THE GOALS



People

At FPS, our commitment to sustainability goes beyond circular product innovation and operational excellence.

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As we strive to become the first, safest, and most sustainable choice in flexible industrial packaging, we place people; our colleagues, customers, and the communities we operate in at the heart of our strategy. We recognize that building a resilient and responsible business requires not only environmental stewardship, but also a deep dedication to social responsibility.

Guided by our core values and ADG's Omnipreneurship Ecosystem principles of Giving, Earning, and Sustaining, we work to ensure that our growth is inclusive, fair, and empowering. Through our efforts to foster safe and supportive workplaces, enhance employee wellbeing, create equal opportunities, and build trust with customers and local communities, we aim to create long-term shared value for all.

Omnipreneurship is a holistic approach to leading a purposeful and balanced life. Grounded in three principles, five values, and ten guiding rules, it offers a universal framework applicable across all domains: whether in business, the public sector, civil society, or personal life.

The following section outlines how FPS supports its people and society by cultivating a better working environment, investing in talent, promoting diversity and inclusion, ensuring customer satisfaction, and contributing meaningfully to the communities we serve.





Human and Labor Rights

FPS's Anti-Harassment and Anti-Discrimination Policy promotes a workplace built on dignity, respect, and equality.

Policy

Respect for human rights is fundamental to FPS and the communities and countries in which we operate. Our approach is grounded in dignity, respect, and fairness for all individuals, and is guided by our [Human Rights Policy](#), [Code of Conduct](#), [Equal Employment Opportunity Policy](#), and [Child Labor Policy](#).

Our [Anti-Harassment and Anti-Discrimination Policy](#) promotes a workplace built on dignity, respect, and equality.

The policy strictly prohibits all forms of harassment, discrimination, and retaliation, in line with applicable laws.

A confidential and structured procedure is in place for reporting and investigating any violations, ensuring a safe and supportive environment for all.

Actions and Initiatives

We strictly prohibit any form of forced labor, child labor, or human trafficking. Employment at FPS is based on voluntary engagement, and no individual is employed under coercive or exploitative conditions. All candidates are engaged through a fair and transparent recruitment process that evaluates merit, role alignment, and cultural fit. Background checks and age verifications are conducted in accordance with local laws and internal policies, and all personal data is handled responsibly and deleted once the process concludes.

Our onboarding practices ensure that all new hires receive clear information about their rights, responsibilities, and available grievance mechanisms from their first day. We provide regular training to all colleagues to maintain awareness of human rights, ethical business conduct, and workplace safety.



FPS Ethics Hotline, which is available 24/7 and managed by an independent third party.

We also respect our colleagues' right to join or form a labor union without retaliation, intimidation, or harassment. Where colleagues are represented by a legally recognized union, we are committed to building a constructive and respectful relationship with that union. During the reporting period, 64% of all FPS colleagues were covered by a collective bargaining agreement. For colleagues not covered by such agreements, we provide employment contracts and social benefits in line with regional market standards and industry best practices.

FPS promotes equal opportunity, inclusive hiring, and a non-discriminatory workplace environment. We actively encourage diversity and prohibit any form of harassment or discrimination based on race, gender, age, nationality, disability, sexual orientation, or any other protected characteristic. Freedom of expression and the right to raise concerns are protected through our confidential grievance mechanisms, including the FPS Ethics Hotline, which is available 24/7 and managed by an independent third party. These channels ensure that all concerns are reviewed promptly, confidentially, and without fear of retaliation.

Through these integrated policies and practices, FPS fosters a respectful, fair, and rights-based workplace culture that supports the wellbeing and empowerment of all its colleagues.



In 2025, we achieved full coverage in human rights, diversity, and anti-discrimination training, reaching 100% of our global workforce. This milestone reflects our strengthened commitment to fostering an inclusive, respectful, and safe working environment across all locations.

In alignment with its commitment to integrity and inclusion, FPS takes the following steps to prevent harassment and foster a positive workplace culture:

Policy Overview

FPS has an Anti-Harassment Policy that defines what constitutes harassment. The policy explicitly states that harassment will not be tolerated under any circumstances.

Zero-Tolerance Approach

The policy emphasizes that any form of harassment will be met with immediate corrective action, and employees are encouraged to report any incidents without fear of retaliation.

Training

All colleagues undergo FPS Code of Conduct training including anti-harassment as part of their onboarding process.

This training educates colleagues about what constitutes harassment, how to identify it, and the steps to take if they witness or experience harassment.

Also, to ensure that colleagues remain aware of their rights and responsibilities, FPS provides annual refresher training on FPS Code of Conduct.

Creating an Inclusive and Respectful Culture

FPS promotes a culture of respect, inclusion, and diversity where all colleagues are valued and treated with dignity.

Leadership Role

Senior leaders and managers encourage a culture of respect. They are also responsible for ensuring that their teams understand the importance of maintaining a harassment-free workplace.



HUMAN AND LABOR RIGHTS METRICS	2024	2025
% of all operational sites that have been subject to human rights reviews or human rights impact assessments	100	100
% of the total workforce across all locations who received training on human rights, diversity, discrimination and/or harassment	60	100

Better Working Place

Our values, Integrity, Passion, Forward Thinking, Respect, Trust, Diversity, and Inclusion are embedded in our day-to-day operations and continuously reinforced through our leadership and culture. People Excellence stands as one of our four core business priorities, reflecting our belief that engaged and supported colleagues drive innovation and performance.

At FPS, we recognize that creating a better working place is not only a moral imperative but also a key enabler of long-term business success. The choices we make today shape not only our organizational culture but also our broader social impact. That is why we place strong emphasis on building a workplace that is inclusive, empowering, safe, and growth oriented.

Our values, **Integrity, Passion, Forward Thinking, Respect, Trust, Diversity, and Inclusion** are embedded in our day-to-day operations and continuously reinforced through our leadership and culture. People Excellence stands as one of our four core business priorities, reflecting our belief that engaged and supported colleagues drive innovation and performance.

3,803

Workforce



Policy

We are committed to cultivating a work environment where all colleagues feel valued, respected, and motivated to grow. This includes fostering open communication, recognizing contributions, offering meaningful opportunities for development, and ensuring fairness and transparency in all interactions.

Ethical leadership, respect for human rights, and continuous improvement are central to how we manage this commitment.

As part of our commitment to fairness and dignity at work, FPS ensures that all colleagues receive a local living wage, a level of pay that covers essential needs such as food, housing, healthcare, and education.

We regularly assess wage levels across our operations to ensure alignment with local living standards and act promptly where gaps are identified. These expectations extend to our suppliers and contractors, as outlined in the [FPS Supplier Code of Conduct](#).

Actions and Initiatives

Promoting Well-being

The health and well-being of our colleagues is a top priority at FPS.

We integrate well-being into our corporate culture through a holistic framework that addresses physical, mental, and financial aspects of life.

We are committed to maintaining a safe, supportive, and inclusive workplace where everyone can thrive.

Key pillars of our well-being strategy include:

- **Health and safety:** Strict protocols to prevent workplace hazards.
- **Financial well-being:** Inflation-sensitive support in high-cost geographies to help colleagues maintain their living standards.
- **Mental and emotional health:** Team-building activities, social events, and open communication channels.
- **Work-life balance:** Flexible work arrangements, remote working and support programs.
- **Community connection:** Local engagement initiatives supporting colleagues and their families.
- **Psychological support:** Psychological safety initiatives have been launched across countries. In the UK a Mental Support Coach program has been introduced, and in Türkiye employees have access to the Avita support application.



To bring our well-being strategy to life, FPS has launched several initiatives:

- **The Omniversal Life Impact Program (OLIP):** A long-term initiative that promotes community well-being, sustainability, and social responsibility.
- **Climate Champions & Social Ambassadors:** Colleague-led teams dedicated to environmental and social impact, advancing inclusion, engagement, and sustainability.
- **Sports & Wellness Events:** Activities such as volleyball tournaments, photo contests, and cultural celebrations promote team spirit and satisfaction.
- **Colleague Recognition Programs:** Award ceremonies and appreciation events that foster a sense of belonging and motivation.
- **Colleague Engagement Surveys & Town Hall Meetings:** Regular feedback mechanisms like GPTW engagement surveys and quarterly town halls to listen to employee voices and shape action.



Great Place to Work

In 2025, FPS strengthened its commitment to creating a people-centered and inclusive workplace culture by achieving Great Place to Work® certifications across all participated sites. Our employee survey recorded a 96.8% participation rate and an overall score of 88%.

Additionally, FPS sites in five countries were recognized on Best Workplaces national lists, demonstrating our dedication to building workplaces where colleagues feel valued, engaged, and inspired to contribute. This recognition reflects our belief that a thriving, inclusive culture is essential not only for employee well-being but also for driving FPS's long-term success.

96.8%

Employee survey participation rate



88%

Overall employee survey score





China

**BEST
WORKPLACES IN
GREATER CHINA**

#1

MEDIUM-SIZED
COMPANIES



Germany

**BEST
WORKPLACES IN
GERMANY**

#7

50-99
COLLEAGUES



Türkiye

**BEST
WORKPLACES IN
TÜRKIYE**

#12

1,000+
COLLEAGUES



Mexico

**BEST PLACES
TO WORK®
FOR WOMEN**

#6

MULTINATIONAL
COMPANIES 50-500
COLLEAGUES



UK

**BEST
WORKPLACES IN
UNITED KINGDOM**

#37

MEDIUM-SIZED
COMPANIES



“We believe a truly sustainable manufacturing business is built not only on strong materials, but on strong people. By creating a safer, healthier, and more supportive workplace, FPS invests in resilience, quality, and long-term success.”

Bahar Köstem
Global Total Rewards and
Regional HR Director



Engagement Building Events

At FPS, we believe that a thriving work environment is built on engagement, teamwork, and wellbeing, which are essential to fostering a positive workplace culture. Our recent activities, such as the Lunar New Year celebrations in China and Vietnam, the soccer tournament in Vietnam, and our participation in the Al-Dabbagh Group's Art for All competition, where we were rewarded with two art awards, reflect our commitment to these principles. In the United States, a diversity event was organized to embrace and celebrate every culture.

In addition, we celebrate the diversity that makes us unique, as demonstrated by our FPS Mexico team's beautiful Día de Muertos celebration.

This event, deeply rooted in Mexican culture, allowed colleagues to celebrate life with color, remembrance, and joy. Such activities bring our colleagues together, fostering a sense of belonging, creativity, and connection.

In addition to global cultural events, we promote everyday appreciation and connection through local initiatives that recognize positive behavior and celebrate personal milestones. Across our sites, colleagues are regularly acknowledged for their contributions and respectful conduct, and we celebrate monthly birthdays to strengthen team spirit and create joyful moments, especially among our production teams. These practices contribute to a supportive, people-centered work culture that values recognition and inclusion at every level of the organization.



Hayati Kaptı Sustainability Award

To honor the legacy of our former Türkiye Operations Director Hayati Kaptı, we have an award system that recognizes those who turn sustainability into action for the environment, people, and communities since 2022.

Held every two years, the award celebrates teams and individuals who go beyond intention and create real, lasting impact. As a mark of recognition winners earn the opportunity to participate in the WaterSafe Initiative in Kenya, a hands-on experience that connects them to one of the world's most pressing sustainability challenges, water security.

Last winners Nataliia Melnyk and the FPS Ukraine team, claimed this honor with the project named "Together We Stand" rooted in mental health support and community resilience.





Engaging Our People on World Environment Day

At FPS, we believe that meaningful sustainability progress starts with awareness, engagement, and collective action. To mark World Environment Day on June 5, we organized a global webinar to bring our colleagues together around key environmental and social sustainability topics.

The session featured a guest speaker from the UN Global Compact Netherlands, who joined us as Climate Lead to share valuable insights on current climate challenges, corporate responsibility, and the role of businesses in driving positive change. The webinar provided an interactive platform for learning, reflection, and dialogue across our global teams.

To further engage participants, the session concluded with a sustainability quiz covering both environmental and social topics. The initiative not only reinforced key learnings but also encouraged active participation and knowledge sharing among colleagues.

As part of this initiative, FPS made donations to WaterSafe on behalf of the three winning colleagues, linking employee engagement with tangible social impact.

This initiative reflects FPS's commitment to fostering a culture of sustainability, empowering colleagues, and connecting individual actions with broader environmental and social outcomes.





TOTAL NUMBER OF COLLEAGUES	2022	2023	2024	2025
Number of white-collar colleagues	589	566	564	548
Number of blue-collar colleagues	3,636	3,175	3,382	3,255
Total number of colleagues	4,167	3,716	3,946	3,803

RATE OF NEW HIRES BY AGE GROUP (%)	2022	2023	2024	2025
Under 30 years old	39	16	29	28
30-50 years old	55	72	61	62
Above 50 years old	6	12	10	10

FULL-TIME COLLEAGUES	2022		2023		2024		2025	
	Female	Male	Female	Male	Female	Male	Female	Male
Colleagues	1,942	2,225	1,741	1,975	1,825	2,121	1,775	1,952

PART-TIME COLLEAGUES	2022		2023		2024		2025	
	Female	Male	Female	Male	Female	Male	Female	Male
Colleagues	25	33	23	2	34	7	37	9

NEW HIRES	2022		2023		2024		2025	
	Female	Male	Female	Male	Female	Male	Female	Male
Total number of new colleagues	280	322	218	372	589	694	377	477

COUNTRIES	2022	2023	2024	2025
Number of countries from which FPS has colleagues	19	18	18	18

KPI	2023	2024	2025
Percentage of internal employees covered by living wage benchmarking analysis	100%	100%	100%



Occupational Health and Safety

We are committed to providing a safe and healthy working environment by equipping our people with the necessary knowledge, tools, and support to perform their roles safely and confidently.

At FPS, safeguarding the health, safety, and well-being of our 3,803 colleagues is a fundamental priority. We are committed to providing a safe and healthy working environment by equipping our people with the necessary knowledge, tools, and support to perform their roles safely and confidently.

Our Occupational Health and Safety (OHS) Management System is designed to proactively identify, assess, and mitigate workplace risks, while fostering a strong safety culture based on awareness, shared responsibility, and continuous improvement.

The system applies to all FPS colleagues and subcontractors across our operations and is aligned with applicable regulatory and international standards.



FPS has achieved ISO 45001 certification at eight facilities located in China, Vietnam, Romania, and Ukraine, covering 53% of our total workforce. This certification reflects our commitment to high safety standards and a structured, preventive approach to Occupational Health and Safety. In line with the ISO 45001 framework, we systematically identify hazards, conduct risk assessments, actively engage colleagues, and regularly monitor OHS performance.

Our Health and Safety Committee plays a key role in maintaining a safe and compliant working environment. Comprising executive leadership, health and safety professionals, employee representatives, and legal advisors, the Committee provides oversight of OHS strategy, ensures regulatory compliance, and monitors performance across sites. Regular meetings and defined governance processes support informed decision-making and continuous improvement.

FPS actively encourages colleagues to raise safety concerns and share improvement suggestions through open communication channels and participation in health and safety committees. This inclusive approach reinforces a culture in which safety is a shared responsibility embedded at all levels of the organization.

51,760

Hours of Training





Policies

Guided by our zero-accident approach, our Occupational Health and Safety Policy is built on proactive risk management, legal compliance, and a strong safety culture shared across the organization.

At FPS, safety is our top priority, and we are deeply committed to ensuring the well-being of our colleagues both at work and in their personal lives. To uphold this commitment, we have established a comprehensive Global Safety Rule Book that outlines essential safety protocols for all our colleagues, regardless of location. The rule book is designed to prevent injuries, illnesses, and property damage by providing clear guidelines on safe work practices, the use of personal protective equipment (PPE), and the reporting of incidents, injuries, and illnesses. It also emphasizes the importance of maintaining a safe and secure environment, outlining serious safety violations that may result in disciplinary action, including termination.



Actions and Initiatives

Managing OHS-Related Impacts and Risks

At FPS, we take a proactive approach to managing Occupational Health and Safety (OHS) risks to ensure a safe and healthy work environment across all operations. In 2025, we conducted regular assessments at all sites to identify and manage key hazards. These include ergonomic risks such as repetitive movements and prolonged standing, chemical exposure to inks, adhesives, and cleaning agents, high noise levels in printing and extrusion areas, and airborne particles in recycling operations.

Mechanical risks remain a focus, particularly in production, maintenance, and warehouse settings, where workers may interact with moving machinery, forklifts, sharp tools, or aging electrical systems. Subcontracted workers performing high-risk tasks such as maintenance, container unloading, or electrical repairs are also included in our risk management efforts and are subject to the same controls and supervision.

FPS manages workplace risks by applying the hierarchy of controls, prioritizing preventive and collective measures. Where possible, hazardous tasks such as manual unloading are eliminated or replaced with safer handling methods. Outdated equipment is substituted with newer, safer alternatives like machines with safety interlocks. Engineering solutions such as machine guards, emergency stop buttons, and dust or fume extraction systems are widely used.

We take a proactive approach to managing occupational health and safety (OHS) risks to ensure a safe and healthy work environment across all operations.

Administrative controls, including work instructions, job rotation, safety signage, and procedures, help reduce daily exposure. Where risks remain, personal protective equipment (PPE) such as gloves, safety shoes, and hearing protection is provided and regularly checked for proper use. This system is supported by our Behavior-Based Safety Observation (BBSO) program, which encourages colleagues to report unsafe behaviors or conditions in real time. BBSOs focus on rotating topics such as fire safety, ergonomics, or warehouse operations, helping identify risks early and strengthening individual responsibility for safety.

All FPS locations have well-established emergency protocols for fires, earthquakes, flood chemical spills, and medical incidents. Regular training and emergency drills ensure preparedness, always supported by on-site first-aid kits and trained personnel available. As a result of these measures, FPS achieved the lowest Medical Case Rate in company history. Our OHS risk management system continues to evolve through ongoing audits, employee engagement, and centralized oversight by our Global Head of Health & Safety.



Training and Awareness

Safety is everyone's responsibility at FPS. Our training programs ensure that all colleagues understand workplace hazards, emergency procedures, and safe practices tailored to their specific roles. In 2025, all colleagues and subcontractors received 24,760 hours of OHS training, covering workplace-specific injury risks, health and safety policies, emergency protocols, and the correct use of personal protective equipment (PPE). On-the-job training complements these sessions by focusing on machinery operation and task-specific risk management.

To foster a proactive safety culture, we host annual Safety Events at each site, featuring training sessions, safety contests, briefings, and the exchange of Best Demonstrated Practices (BDPs). These events reinforce our collective commitment to safety and encourage peer learning across sites.

The effectiveness of our training is rigorously assessed through post-training examinations, internal audits, and managerial feedback. Colleagues are required to achieve a perfect score on safety exams, with re-training provided if needed to ensure full comprehension. Supervisors and managers continuously observe the application of safety protocols in daily tasks, providing real-time feedback and identifying any training gaps. Internal audits and safety inspections further validate that training translates into safe workplace behaviors. These evaluations are integral to our continuous improvement approach, helping us refine and enhance our OHS programs regularly.



Internal Audits

We conduct regular internal safety audits and cross-checks to ensure the effectiveness of our OHS system and identify improvement areas. Routine safety checks on equipment and plant infrastructure further enhance our ability to detect potential hazards early and take corrective action proactively.

All sites are required to report on key safety metrics, which are reviewed centrally to drive consistency and accountability.

Metrics

FPS uses FPS QS software to monitor its Health, Safety, and Environmental (HSE) metrics in real-time. This software tracks key performance indicators (KPIs) related to accident rates, near-miss incidents, employee training participation, safety committee meeting outputs, and other important safety metrics.

The senior leadership team regularly reviews safety performance, utilizing the data collected through FPS QS software, to ensure that necessary resources and actions are in place to maintain or improve safety standards.

In 2025, 100% of our colleagues were covered by an Occupational Health and Safety management system, 100% of our operational sites underwent employee health and safety risk assessments, and 100% of our workforce was represented in formal joint management-worker health and safety committees.



OHS METRICS	2022	2023	2024	2025
Number of hours worked	8,342,619.41	7,956,243	7,970,994	8,178,622
Number of recordable work-related injuries (including first aid, medical case, lost workday cases, restricted workday cases)	14	14	3	12
Number of high-consequence work-related injuries	0	0	0	0
Lost time injury frequency rate for the direct workforce	0.60	0.11	0.38	0.49
Lost time injury severity rate for direct workforce	0.03	0.07	0.03	0.02
LWCR (Lost Workday Case Rate) rate for direct workforce	0.12	0.22	0.08	0.10

100%

Of our colleagues were covered by an Occupational Health and Safety management system.

24,416

hours of OHS training given to our colleagues

100%

Of our operational sites underwent employee health and safety risk assessments.

4,069

colleagues attended OHS training

344

hours of OHS training given to our contractors

62

subcontractors attended OHS trainings



Talent Attraction and Retention

At FPS, we recognize that our ability to deliver high-quality solutions depends on the engagement, development, and well-being of our people.

In the competitive and fast-evolving industry, attracting and retaining top talent is critical to maintaining innovation, operational excellence, and long-term growth. At FPS, we recognize that our ability to deliver high-quality solutions depends on the engagement, development, and well-being of our people.

To this end, we are committed to fostering an inclusive and engaging work environment, offering competitive compensation and benefits, and creating meaningful career development opportunities. By building a culture rooted in respect, transparency, and continuous feedback, we empower our colleagues to grow with the business. Our people strategy prioritizes performance management, internal mobility, and diversity of thought, ensuring that every colleague can contribute to and benefit from FPS's collective success.

Actions and Initiatives

At FPS, we are committed to fostering colleague engagement through a structured approach that promotes open communication, inclusive participation, and professional growth.

Our aim is to cultivate a workplace where individuals feel empowered to contribute their perspectives, confident in raising concerns, and connected to the broader organizational purpose.

Our colleague suggestion program supports inclusive hiring practices. When vacancies arise, colleagues are invited to recommend peers who may be a good fit for the role. If the referred individual is selected, the recommending colleague receives a recognition bonus.

In 2025, this program facilitated the internal appointment of 17 colleagues, reinforcing our commitment to leveraging internal capabilities and encouraging career progression.

To further support engagement and development, FPS hosts Career Talks and Leadership & Values

881

Number of Colleagues with >10 years of full-time service

Talks designed to highlight the diverse career journeys within our organization and share the personal leadership stories behind our company values.

These platforms provide colleagues with inspiration, visibility into different career paths, and a deeper understanding of the principles that shape FPS's culture and success.

Employee Benefits

Our benefits framework is designed to promote health, well-being, financial security, and a culture of inclusion and growth.

The key benefit areas provided to our colleagues across regions are detailed on the following pages.

NUMBER OF FULL-TIME COLLEAGUES BY YEARS OF SERVICE	2024	2025
0-5 years	1,754	1,973
6-10 years	1,293	873
>10 years	899	881



Health and Well-being

Medical Coverage

Health insurance is provided to all colleagues working more than 30 hours per week, offering access to quality care and financial protection in the case of illness or injury.

Health and Well-being

Preventive Health Services

Regular health screenings and fitness challenges are organized to promote physical well-being.

Health and Well-being

Mental Health Support

Counseling services, stress management workshops, and mental health resources are made available, with specific support provided in high-need regions such as FPS Ukraine.

Health and Well-being

Work-Life Balance

FPS provides flexible work arrangements and remote work options to support colleagues to manage their professional and personal responsibilities.

Health and Well-being

Sponsored Social Events

Social and team-building activities such as team dinners, sports tournaments, and cultural events are organized to foster a positive and connected workplace culture.

Leave and Flexibility

Paid Time Off

FPS offers paid leave for bereavement, parental responsibilities, accompanying dependents to appointments, professional training, and other compassionate reasons.

Financial Security and Recognition

Living Wage Commitment

FPS ensures all colleagues receive a local living wage that covers essential needs such as food, housing, healthcare, and education. Wages are reviewed regularly and adjusted when necessary.

Financial Security and Recognition

Bonuses and Incentives

FPS offers long-term and short-term incentive programs, local performance bonuses, and sales-based incentives depending on role and region.

Financial Security and Recognition

Allowances

A variety of allowances are offered, including meal vouchers, commuting, education, car, family, and Christmas allowances.

Financial Security and Recognition

Overtime and Holiday Pay

Overtime and public holiday work are compensated for all employees either through additional pay or through additional leave, in line with local regulations and company practices.

Financial Security and Recognition

Gratuity and Performance Rewards

Additional financial recognition is provided for contributions to company performance and culture.

Financial Security and Recognition

Retirement Plans

Retirement and Pension Plans with employer contributions.

Growth & Development

Training and Upskilling

Comprehensive training and development programs are provided to equip colleagues with the skills needed to grow in their roles and advance within the company.

Growth & Development

Performance Recognition

Both formal and informal recognition programs are in place to celebrate achievements and contributions.

Growth & Development

Check-Ins and Feedback

Regular one-on-one meetings between colleagues and managers support feedback, development, and progress tracking.

Engagement and Inclusive Culture

Inclusive Workplace

FPS is committed to fostering a diverse, respectful, and inclusive work environment where everyone feels valued.

Engagement and Inclusive Culture

Colleague Voice

Engagement surveys (e.g., GPTW) and quarterly town hall meetings provide opportunities for colleagues to share feedback and shape the future of the workplace.

Engagement and Inclusive Culture

Award Programs

Recognition programs such as seniority awards, value awards, and discretionary bonuses contribute to a sense of belonging and purpose.



Learning and Development

FPS is enhancing its approach to talent identification and succession planning. Starting in 2025, we will implement a formal succession framework to identify high-potential talent and build a strong leadership pipeline for the future.

At FPS, we prioritize investing in learning and development (L&D) because our colleagues are our company's greatest asset. Our training programs provide the support colleagues need to excel in their roles and advance within our company. FPS adopts a comprehensive and inclusive L&D framework that supports colleagues at every career stage from onboarding to leadership development.

Our learning journey begins with structured onboarding and orientation programs, designed to integrate new colleagues into FPS culture and values. These programs include training on health and safety, operational standards, and the FPS Code of Conduct, ensuring alignment from day one.

To support role-specific expertise, we deliver a wide range of technical and functional skills trainings, including ISO and BRCGS PM standards, to ensure operational consistency and compliance.

Soft skill trainings and leadership development programs further equip colleagues with communication, problem-solving, and people management capabilities, critical for both team performance and individual growth.



FPS is also committed to advancing knowledge on key global topics through sustainability trainings and by providing access to curated content from external platforms such as EcoVadis Academy and UNGC Academy.

These learning resources allow colleagues to stay current with sustainability trends, ethical business practices, and industry innovations.

Our performance management system is closely tied to development. Through annual performance reviews, managers, and colleagues engage in structured conversations about achievements, growth areas, and future goals. These discussions also inform career planning and internal mobility, with colleagues encouraged to explore new roles through internal job postings and job rotation opportunities.

Looking ahead, FPS is enhancing its approach to talent identification and succession planning.

Starting in 2025, we will implement a formal succession framework to identify high-potential talent and build a strong leadership pipeline for the future. Regular one-on-one career development conversations support this effort, ensuring every colleague understands their growth pathway and the skills needed to progress.

Together, these initiatives create a learning culture where professional development is actively supported, leadership potential is nurtured, and career opportunities are transparent and accessible across all FPS locations.



100% of our white collar workforce, across all locations received career performance and career development reviews.

Actions and Initiatives

FPS Vietnam held its 4th annual Skill Competition in November. This interactive event combined team-based and individual contests to strengthen technical competencies, promote cross-functional collaboration, and reinforce quality awareness in a dynamic setting.

With full participation from 65 colleagues across 13 contests, the initiative not only fostered a culture of continuous improvement but also contributed to a measurable 9.8% increase in efficiency, highlighting the value of experiential learning in driving operational excellence.

9.8%

Increase in operational efficiency driven by experiential learning



AVERAGE HOURS OF TRAINING PROVIDED PER COLLEAGUE BY GENDER	2022	2023	2024	2025
Female	21	13.46	13.70	13.59
Male	21	14.26	12.80	13.63



AVERAGE HOURS OF TRAINING PROVIDED PER COLLEAGUE BY CATEGORY	2022	2023	2024	2025
Senior Management	8	9.33	13.30	11
Middle Management	30	23.03	23.5	23
Junior Management / Staff	24	18.18	12.70	15
Other	22	13.13	12.70	13
Total	21	13.76	16.10	16.10



Diversity, Inclusion, and Equal Opportunity

Our DEI efforts focus on ensuring fair recruitment and compensation practices across all levels of the organization, while promoting inclusive leadership and personal accountability.

At FPS, we are committed to building a diverse, equitable, and inclusive workplace where every colleague feels empowered to bring their authentic self to work. Our DEI efforts focus on ensuring fair recruitment and compensation practices across all levels of the organization, while promoting inclusive leadership and personal accountability.

We maintain a zero-tolerance policy for any form of discrimination, harassment, or bullying, and are committed to responding swiftly and appropriately to all concerns raised by our colleagues.

To support this vision, we equip our managers and teams with practical tools, clear guidelines, and targeted training. Through year-round town halls that continuously reinforce our DEI mindset, and dedicated DEI sessions delivered during Global Values Day, we raise awareness of different cultures, genders, generations, and disabilities both within our organization and in the communities we operate in. Our inclusive leadership training is specifically designed for Plant and Production Managers, HR professionals, and functional leaders, helping them develop the skills needed to lead diverse teams with empathy and fairness.

Our DEI management approach is guided by a strategic, consistent, and collaborative communication structure. Led by our Vice President, Human Resources, Legal & Compliance, local HR teams play an active role in implementing DEI practices regionally. Through our Global HR Calendar, we continuously share best practices and harmonize our initiatives across countries.

To embed DEI into every stage of the employee experience, we have successfully completed the transition to an integrated Human Resources system, enhancing our people management practices across the organization. The new platform comprises three key modules: Employee Center, Performance & Development, and Talent Review.

This transition enables greater transparency, consistency, and efficiency in managing employee data, tracking performance, fostering development, and supporting data-driven talent decisions.

By streamlining HR processes, we are better equipped to nurture our people, align individual growth with company goals, and build a more resilient and agile workforce.





Policies

Our Equal Employment Opportunity Policy reinforces FPS's commitment to providing equal opportunities for all colleagues and maintaining a workplace free from discrimination.

Complementing this, the Fair Treatment of Others Policy sets clear expectations for behavior, prohibits any form of discrimination or inappropriate conduct, and encourages colleagues to report concerns through accessible and safe channels.

We also provide spaces and resources for colleagues to meet, express their views, and organize when needed. Our transparent grievance mechanisms, including an Ethics Hotline, ensure that concerns can be raised confidentially and without fear of retaliation. These systems enable FPS to respond fairly and effectively to any issues, helping to foster a respectful, responsible, and inclusive workplace.

As of 2025, women represent **48%** of our total workforce. We are committed to reaching **49%** by 2030.

By 2030, FPS aims to increase the share of women in leadership roles from **30.4%** in the 2024 baseline year to **40%**.

Actions and Initiatives

FPS celebrated International Women's Day across all countries with events that recognized and appreciated the contributions of women in our organization.

From empowerment sessions in Mexico to leadership spotlights in France, joyful gatherings in Vietnam, and cultural celebrations supporting education in Türkiye, each site added its own spirit to the day.

These celebrations reflect our shared values and ongoing efforts to create an inclusive workplace where everyone feels valued and empowered.

We also host events to encourage our colleagues to get involved, including our Annual Skill Competition, Annual Outing with colleagues' family members, Annual Team Leader Team Building, and our Quarterly Employee Townhall Meeting



	FEMALE	MALE
All FPS Colleagues	48%	52%
Board of Directors	11%	89%
Leaders	27%	73%



COUNTRY	2023		2024		2025	
	TOTAL NUMBER OF COLLEAGUES	NEWLY HIRED COLLEAGUES	TOTAL NUMBER OF COLLEAGUES	NEWLY HIRED COLLEAGUES	TOTAL NUMBER OF COLLEAGUES	NEWLY HIRED COLLEAGUES
Belgium	6	2	8	2	7	0
Chile	3	3	6	7	8	2
China	611	155	677	395	629	221
France	46	6	49	9	61	16
Germany	65	1	59	2	5	5
Hungary	2	0	1	0	1	0
India	3	0	3	0	3	0
Ireland	4	0	4	0	4	0
Mexico	210	1	231	84	273	126
Netherlands	32	6	34	8	30	7
Poland	4	0	4	0	3	0
Romania	637	75	699	146	668	87
Spain	2	1	2	0	2	0
Türkiye	1,473	289	1,498	438	1,359	253
Ukraine	365	39	434	137	390	61
United Kingdom	61	4	61	3	61	9
USA	19	3	19	0	16	0
Vietnam	198	8	198	52	206	67



Customer Experience

We approach customer experience not merely as a service objective, but as shared value embedded across product design, manufacturing, and delivery.

At FPS, building strong and long-term relationships with our customers is central to our ambition to be a reliable, responsible, and future-ready partner. Safety, quality, and regulatory compliance are fundamental to our business, and customer trust is built through consistent performance, transparency, responsiveness, and continuous improvement. We approach customer experience not merely as a service objective, but as shared value embedded across product design, manufacturing, and delivery. Our aim is to exceed expectations by providing safe, high-quality, and sustainable packaging solutions that respond to evolving customer needs and regulatory requirements across all markets we serve.

FPS's customer experience approach is structured around three core pillars: product quality, customer satisfaction, and regulatory compliance. This framework is applied consistently across all sites and guides how we create value and build trust with our customers. In line with internationally recognized standards such as BRCGS Packaging Materials and ISO 9001, FPS also supports customers in meeting the requirements of the EU Packaging and Packaging Waste Regulation (PPWR) through dedicated technical expertise and product-focused solutions.

Specifically, FPS supports customers on PPWR requirements related to reuse, recyclability, labeling, and post-consumer recycled (PCR) content. This includes designing packaging solutions that enable reuse and reconditioning, optimizing materials and structures to improve recyclability, supporting compliant labeling and information requirements, and advancing the integration of recycled and certified materials where technically and regulatory feasible. Through this technical and regulatory support, FPS helps customers manage compliance risks while advancing their circularity and sustainability objectives.

Customer and stakeholder engagement is maintained through audits, surveys, and structured feedback channels to ensure transparency, shared accountability, and continuous improvement.

Oversight of customer experience and quality performance is provided by the CEO, while relevant policies and requirements are communicated across all functions through training programs, internal communication channels, and the FPS website. By going beyond minimum legal compliance, FPS reinforces its commitment to proactive quality assurance, employee safety, and customer-centric innovation.





Managing Customer-Related Impacts, Risks, and Opportunities

While our products are primarily business-to-business, we recognize that product safety and quality issues, such as material contamination, can pose risks, especially in sensitive applications like infant formula or pharmaceutical packaging.

Although such incidents are rare and not systemic, FPS maintains a robust risk management framework that includes supplier audits, material inspections, and in-process quality controls to prevent and mitigate potential harm.

Customer safety is a top priority. All FPS sites deliver mandatory safety and quality training, and potential risks are managed through strict hazard and risk management procedures.

For each identified risk within this process, specific control measures are defined to minimize the impact, and the effectiveness of these measures is audited at regular intervals. These measures ensure our products remain safe and reliable across all applications.

On the positive side, our operations create strong value for customers through innovation in materials, packaging design, and sustainable practices such as FlexiGreen and Rebu initiatives. These initiatives enhance the environmental profile of our products while meeting customers' sustainability expectations. Our experienced teams and broad supply chain capabilities also enable us to deliver reliable, responsive service across regions.

All FPS sites deliver mandatory safety and quality training, and potential risks are managed through strict hazard and risk management procedures.

Actions and Initiatives

FPS implements a range of operational measures to ensure consistent delivery of high-quality products and a reliable customer experience across all sites. These include structured customer audit programs, regular internal and external quality audits, and site-level readiness practices to ensure successful audit outcomes and full compliance with customer and regulatory requirements.

Dedicated account management and technical support teams work closely with customers to address specifications, resolve issues promptly, and ensure alignment on quality and sustainability expectations. In addition, standardized quality control procedures, incoming material checks, and in-process inspections are applied across all facilities to maintain product consistency and safety. Continuous training programs for employees, along with cross-site knowledge sharing, further strengthen operational excellence. Through these actions, FPS ensures responsiveness, transparency, and reliability in its day-to-day interactions with customers while continuously improving performance.



"We believe strong partnerships are built on trust, quality, and a shared commitment to sustainability. By delivering safe, compliant, and future-ready packaging solutions, we grow together with our customers."

Gönül Aslan
Global Director, Quality



Approval of SunStat 100-micron Permanent Antistatic Liner by FDA US Food & Drug Administration

FPS has officially received confirmation from the U.S. Food and Drug Administration (FDA) regarding the regulatory status of our SunStat 100-micron Permanent Antistatic Liner, produced at our FPS Türkiye plants.

FPS submitted the required technical documentation to the FDA for the liner used in the production of big bags supplied to Reckitt Benckiser and ByHeart in the USA. After a submission and review process of about 1.5 years, the FDA has determined that the components of this new liner are authorized for their intended use in contact with powdered infant formula.

This means that our big bags with the 100-micron Permanent Antistatic Liner, specifically designed and produced for the infant formula industry, can now be safely used in this highly sensitive application.

This achievement marks an important milestone for FPS, further strengthening our position as a trusted supplier to the infant nutrition industry. It also reflects the high standards we maintain in regulatory compliance, product safety, and innovation.





Customer Satisfaction Index (CSI) is reviewed monthly and shared with all colleagues, with a target of maintaining scores above 95%.

We track customer satisfaction through two key indicators: the Customer Satisfaction Index (CSI) and the Net Promoter Score (NPS). CSI is reviewed monthly and shared with all colleagues, with a target of maintaining scores above 95%.

Ensuring the health and safety of our customers is a top priority. We are proud to report that the total number of recall incidents across our products is zero. This KPI reflects our commitment to maintaining the highest standards of product safety and quality assurance.

109

Total number of customer complaints in 2025



109

Total number of customer complaints resolved in 2025



CUSTOMER COMPLAINTS	2022	2023	2024	2025	TARGET
Total number of customer complaints	120	114	99	109	-
Total number of customer complaints resolved	120	114	99	109	-
CSI Score	97%	96%	96%	96%	95%



RECALLS	2022	2023	2024	2025
Total recall incidents	0	0	0	0



Contribution to Local Communities

Our commitment to social responsibility is embedded in our operations, with a clear focus on making a positive impact on the communities where we operate.

As FPS expands its global presence, we remain committed to engaging with a broad range of external stakeholders, including business associations, international organizations, NGOs, customers, partners, and local communities. These collaborations are essential to advancing sustainable solutions and creating shared value.

Our commitment to social responsibility is embedded in our operations, with a clear focus on making a positive impact on the communities where we operate. Guided by our OLIP Committee, Sustainability Leadership Team, Climate Champions, and Social Ambassadors, we are working toward our goal of positively impacting at least 30 million lives by 2030.

Community engagement at FPS is managed locally, empowering plant managers to build strong relationships with community stakeholders. This decentralized approach allows us to tailor our initiatives to local needs and ensure meaningful and effective outcomes.

Actions and Initiatives

Building on our commitment to social responsibility, FPS continued to strengthen employee engagement, well-being, and community connection through a variety of locally driven initiatives in 2025.

These activities reflect our belief that a strong organizational culture is built not only through performance, but also through meaningful shared experiences that bring people together across teams, locations, and cultures.

Across our global footprint, colleagues participated in sports and wellness activities that promote health, teamwork, and inclusivity. Friendly football matches organized in Türkiye and Vietnam brought together colleagues from different functions, including both female and male teams, fostering collaboration, mutual support, and a strong sense of belonging. Similarly, our teams in Germany took part in the AOK Company Run, encouraging active lifestyles while strengthening team spirit through shared participation. In Vietnam, Family Day was celebrated through a badminton event where colleagues and their families came together, reinforcing the importance of family and connection within our culture.

We also created opportunities to strengthen interpersonal relationships and team cohesion through informal social initiatives. In the United States, the launch of the FPS Family Potluck Lunches brought colleagues together in a relaxed setting to share food, celebrate diversity, and build stronger workplace connections. Seasonal events, such as Halloween celebrations, added an element of creativity and fun, contributing to a positive and engaging work environment.

Team-building initiatives also played a key role in enhancing motivation and collaboration.

For example, the FPS Vietnam team organized a dedicated team-building event by the seaside, combining interactive activities with recognition of collective achievements. These moments provided valuable opportunities for colleagues to recharge, strengthen relationships, and return to work with renewed energy and alignment.

In addition, FPS continued to foster stronger connections between colleagues and their families. In Türkiye, the annual April 23 Children's Day event welcomed employees' children to company sites, offering them the opportunity to experience their parents' work environment in an engaging and educational way.

Such initiatives reinforce our inclusive culture and strengthen the sense of community that extends beyond the workplace.

Beyond internal engagement, FPS remains committed to supporting local communities.



In the United Kingdom, FPS contributed to Hambleton Foodshare during the Christmas period, supporting individuals and families in need. This initiative reflects our shared values and our commitment to making a positive impact in the communities where we operate, particularly during times when support is most needed.

Through these diverse initiatives, FPS continues to promote well-being, inclusion, and engagement, while strengthening its social impact across regions. By empowering local teams to design activities that reflect their cultural context, we ensure that our global values are brought to life in meaningful and authentic ways.



1,544

Schools equipped with Watersafe out of Kenya's 43,645 schools

WaterSafe Initiative

As part of our Omniversal Life Impact Program (OLIP), FPS launched the WaterSafe Initiative, a flagship effort designed to improve access to clean and safe water in developing regions and areas affected by natural disasters.

Recognizing clean water as a fundamental human right, the initiative provides practical and scalable solutions through the distribution of WaterSafe backpacks, which support hygienic water transportation and storage in underserved communities.

The program has delivered particularly meaningful impact in Kenya, where 43% of the population lacks access to clean water and the prevalence rate of waterborne illnesses such as diarrhea reaches 38.8%. These conditions contribute to serious public health and educational challenges; an estimated 443 million school days are lost globally each year due to water-related illnesses, disproportionately affecting children.

To address this urgent need, FPS has distributed over 76,000 WaterSafe backpacks across Kenya.

In partnership with a U.S.-based NGO, the initiative has positively impacted approximately 4,200,000 lives, initially focusing on household access and now expanding to Primary and Secondary Schools.

So far, 1,544 out of Kenya's 43,645 schools have been equipped with backpacks, helping ensure safer water access for school-aged children.

Positively impacted
4,200,000 lives

Positively impact by 2030
30,000,000 lives

By reducing the health risks associated with unsafe water and supporting educational continuity, WaterSafe is not only improving daily life but also helping break cycles of poverty and inequality. This initiative exemplifies FPS's commitment to scalable, community-focused impact and contributes directly to Omniversal Life Impact Program's broader ambition to positively affect 30 million lives by 2030.

The WaterSafe Initiative reflects the power of collaborative action in addressing one of the world's most pressing challenges. By combining innovation, strategic partnerships, and local engagement, FPS is helping build healthier, more resilient communities where clean water is no longer a privilege, but a shared right.



For more information about WaterSafe, please check the [WaterSafe Brochure](#).

Click to Donate:
[WaterSafe GoFundMe Page](#)



Planet

We focus on minimizing our impact on the environment





Planet

Our efforts focus on improving energy efficiency, increasing the use of renewable energy, reducing waste sent to landfills, and using water resources more responsibly.

At FPS, environmental sustainability is deeply embedded in the way we operate and make decisions.

Guided by the principles outlined in our Environmental Policy, we are committed to minimizing our environmental footprint while fostering a culture of environmental stewardship across all operations.

Our approach is proactive and data-driven we conduct regular environmental risk assessments at all operational sites to identify potential impacts and implement effective mitigation measures.

Our efforts focus on improving energy efficiency, increasing the use of renewable energy, reducing waste sent to landfills, and using water resources more responsibly.

We monitor key environmental indicators such as raw material use, water, and energy consumption on a monthly basis, with performance updates reported by operations teams to regional General Managers, Vice President of Operations and the CEO.

This structure ensures accountability and continuous improvement.

Environmental stewardship is a shared responsibility at FPS. Each plant contributes to our sustainability goals by implementing local initiatives and sharing their learnings through our FPS Practices Platform and monthly best practice calls. As part of our long-term commitment, FPS has pledged to make a nature-positive contribution by 2030, reinforcing our dedication to protecting ecosystems. This collective effort allows us to scale impact, strengthen resilience, and uphold high environmental standards as we continue our global growth.

To ensure rapid and effective response to unforeseen environmental incidents, FPS has implemented robust environmental emergency measures across all production and logistics sites. These measures include detailed emergency response plans, clearly assigned roles and responsibilities, and readily available spill containment equipment. All personnel are regularly trained in environmental incident response, including drills and scenario-based exercises. We also conduct periodic reviews and updates of our emergency procedures to align with evolving risks and regulatory requirements. By proactively preparing for environmental emergencies, we aim to minimize potential harm to people, communities, and ecosystems.





Climate Action and Resilience

We recognize the urgency of the climate crisis and the need for decisive, science-aligned action. The SBTi has approved FPS's near-term and long-term science-based emissions reduction targets. The SBTi has verified FPS's net-zero science-based target by 2050.

2050

Net Zero Target Year



Near-Term

FPS Investments B.V. commits to reduce **absolute scope 1 and 2 GHG emissions 42.0% by 2030 from a 2024 base year.***

FPS Investments B.V. also commits to reduce **absolute scope 3 GHG emissions 25.0% within the same timeframe.**

Long-Term

FPS Investments B.V. commits to reduce **absolute Scope 1 and 2 GHG emissions 90.0% by 2050 from a 2024 base year.***

FPS Investments B.V. also commits to reduce **absolute Scope 3 GHG emissions 90.0% within the same timeframe.**

Net-Zero

FPS Investments B.V. commits to achieve net-zero greenhouse gas emissions across the value chain by 2050.

*The target boundary includes land-related emissions and removals from biogenic feedstocks.

As a participant in the Race to Zero campaign, FPS is aligning its operations with global climate goals and contributing to a just and resilient transition to a low-carbon future.

This commitment is more than a pledge: it reflects our company-wide ambition to innovate, collaborate, and drive measurable impact. From improving energy efficiency and transitioning to renewable sources to fostering a culture of climate awareness, FPS is taking an integrated approach to climate action.

During the reporting year, FPS implemented several initiatives to reduce emissions across its operations.

We upgraded equipment and optimized systems to improve energy efficiency, expanded solar energy installations, and pursued long-term contracts with green energy providers to ensure that a higher percentage of our energy needs were met by renewable sources.

Waste reduction efforts, including improved recycling and reuse practices, further supported our emission goals. Additionally, employees across all sites were engaged through sustainability campaigns focused on energy conservation and responsible waste management. These actions, combined with continuous monitoring of scope 1, 2, and 3 emissions, are helping us build a strong foundation for our upcoming net-zero roadmap.



Climate Transition Plan

We are actively working toward developing the Climate Transition Plan. To achieve our emission reduction targets, we are in the process of developing a Net-Zero Roadmap outlining the steps needed to reach net-zero emissions by 2050.

This plan will also address climate adaptation measures to ensure our long-term resilience against both physical and transitional climate risks.

The management of greenhouse gas (GHG) emissions is guided by a robust governance framework that combines strong leadership, dedicated resources, and incentive-based engagement. Oversight is led by the Sustainability Leadership Team and supported by the Climate Champions and Social Ambassadors, ensuring cross-functional collaboration on emissions reduction.

FPS allocates resources for GHG reporting, verification, and carbon tool development, while also linking individual performance targets of senior leadership, including the CEO, to sustainability objectives. This integrated approach ensures accountability, drives innovation, and reinforces our commitment to meeting our climate targets.

Actions and Initiatives

At FPS, we have embraced Ecosia, the search engine that funds tree planting through its ad revenue, as a green alternative for our online searches.

At FPS, we have embraced Ecosia, the search engine that funds tree planting through its ad revenue, as a green alternative for our online searches. As of December 31, 2025, our collective use of Ecosia has resulted in 462,435 searches, contributing to the planting of an estimated 9,248 trees.

As of December 31, 2025, our collective use of Ecosia has resulted in 462,435 searches, contributing to the planting of an estimated 9,248 trees.

Our continued commitment to sustainable digital habits reflects FPS's broader dedication to environmental responsibility and making a positive contribution to communities and ecosystems around the world.

We are actively implementing measures to manage air pollution and non-GHG air emissions in compliance with local regulations at each of our production sites.

In the UK, we are using a local exhaust ventilation system in the printing area to remove volatile organic compounds from workplace air and protect employees' health. In Türkiye, a dust extraction system is being operated for our lamination machines to help prevent dust-related emissions. At our site in Negresti, Romania, we are continuously monitoring air quality to evaluate and control pollution risks. In Vietnam, we are using a vacuum device to manage waste and dust particles from the sewing process, and exhaust systems are treated with activated carbon before release to help reduce environmental impact.

We enhanced data handling and methodological improvements which reflects significant effort to improve the accuracy, completeness, and granularity of our emissions data.

We undertook a comprehensive review of our Scope 3 categories and made several enhancements in our calculation approach, including:

- Refining logistics emissions calculations by aligning with the Global Logistics Emissions Council (GLEC) Framework, an industry recognized standard for freight emissions reporting.
- Reviewing thousands of individual purchased items across all our procurement categories to ensure the most relevant and up-to-date emission factors were applied based on material type, region, and supplier-specific data when available.
- Ensuring consistency and accuracy through cross-functional collaboration across procurement, logistics, and sustainability teams.

These improvements have enabled us to generate a more reliable and realistic picture of our value chain emissions.



Advancing Carbon Transparency with FPS Carbon Tracker

At FPS, we recognize that achieving meaningful climate action requires accurate, transparent, and actionable data. To support this, we have developed the FPS Carbon Tracker, an internal digital tool designed to calculate and monitor the carbon footprint of our products across their lifecycle. The Carbon Tracker enables FPS to quantify product-level emissions by integrating data on raw materials, energy consumption, manufacturing processes, and logistics. This allows us to provide customers with more reliable and consistent carbon footprint information, supporting their own sustainability targets and decision-making processes. At the same time, it strengthens our internal capabilities to identify emission hotspots and prioritize reduction actions across our operations and value chain. Beyond measurement, the Carbon Tracker serves as a strategic tool to support low-carbon product design and innovation. By making emissions data more accessible and comparable, it empowers our teams to develop more sustainable solutions, including the use of recycled materials, optimized product designs, and more efficient production processes.

To ensure credibility and robustness, the methodology and outputs of the Carbon Tracker are subject to review by independent third-party experts. This external validation supports alignment with recognized standards and enhances the reliability of the results shared with customers and stakeholders. Through the FPS Carbon Tracker, we are strengthening transparency, enabling data-driven decision-making, and accelerating our transition toward a low-carbon and more sustainable packaging portfolio.





Over the past three years, FPS's Scope 1 and Scope 2 emissions have been independently verified on an annual basis. This validation strengthens the reliability and transparency of our emissions data and supports our commitment to robust climate reporting and accountability.

EMISSIONS*	2022	2023	2024	2025
Scope 1 (tCO ₂ e)	1,800	1,809	1,693	1,533
Scope 2 (market based) (tCO ₂ e)	26,588	23,728	24,199	26,595
Scope 2 (location based) (tCO ₂ e)	-	24,279	24,300	27,628
Scope 3 (tCO ₂ e)	330,277	256,154	335,176	405,700
Biogenic Emissions	0	104	2.92	6
Total Emissions (tCO ₂ e) – Location Based	358,616	281,691	361,169	434,861
GHG Emissions Intensity**	14.57	12.19	15.33	18.88

*All emissions are calculated using the GHG Protocol and ISO 14064 Standard.
 **kg CO₂ emissions per unit produced (dividing the absolute GHG emissions by the organization-specific metric)

Energy Management

In 2025, our wind turbines generated approximately 1.81 GWh of electricity, corresponding to a savings of 787 tCO₂ in avoided emissions.

Within our sustainability journey, energy efficiency and emission reduction are central pillars of FPS's environmental strategy.

We understand that managing energy effectively is not only essential for reducing greenhouse gas emissions but also for improving operational performance and supporting long-term cost efficiency. To this end, FPS monitors, tracks, and reports energy consumption across all facilities to ensure effective oversight and continuous improvement in energy performance.

We are actively working to lower this intensity by upgrading production equipment, optimizing heating and cooling systems, and refining operational processes to eliminate unnecessary energy use. Energy-saving initiatives are monitored through key performance indicators (KPIs) and regularly reviewed to identify further improvement areas. Our Hadımköy and Sancaktepe plants in Türkiye are certified under ISO 50001 Energy Management System, reflecting our structured and standardized approach to energy governance. Additionally, we maintain compliance with environmental legal and regulatory requirements and sustain a culture of transparency and accountability throughout our organization.



Transitioning to renewable energy is another key component of our approach.

During the reporting year, we continued generating electricity from our existing solar power installations and wind energy systems at selected production sites and signed long-term contracts with green energy providers, increasing the share of renewables in our energy mix.

We monitor our renewable energy usage annually and are committed to continuously raising this share in line with our climate targets.

By combining efficiency-focused investments with a growing reliance on renewables, and by maintaining full compliance with regulatory requirements, FPS aims to drive meaningful environmental impact while building a more resilient, low-carbon energy system across its operations.

Actions and Initiatives

FPS continues to implement a wide range of energy efficiency and resource optimization initiatives across its global operations, supporting the reduction of greenhouse gas emissions and improving overall operational performance. Our approach combines technology upgrades, process improvements, renewable energy investments, and circular practices to deliver measurable environmental and economic benefits.

Across multiple sites, FPS is actively modernizing its equipment by replacing conventional machinery with more energy-efficient alternatives.



For example, the introduction of servo motors in production processes reduces energy consumption by approximately 20% compared to traditional systems. Similarly, upgrades such as the replacement of pneumatic ink pumps with electric alternatives have lowered compressed air demand and reduced overall energy use.

These equipment improvements, combined with process optimization projects, are expected to generate significant savings, including up to 6 GWh of energy, 4,400 tons of GHG emissions, and 400 tons of material waste annually.

Lighting efficiency has also been improved across facilities through the transition to LED systems and the installation of smart lighting solutions.

Motion sensors and light sensors have been deployed in production areas, hallways, and shared spaces to ensure lighting is used only when necessary, reducing unnecessary electricity consumption while improving working conditions.

Energy recovery and reuse solutions play an important role in FPS's approach. At several sites, including Negrești-Oaș and Ukraine, heat generated by compressors and other equipment is captured and reused for space heating during colder periods.

In Ukraine, this system has enabled the complete elimination of natural gas consumption for heating purposes. Additional energy-saving projects implemented by local teams have delivered measurable results, including annual savings of approximately 30,000 kWh.

FPS is also increasing its use of renewable energy.


In Vietnam, solar power currently supplies approximately 70% of the plant's energy demand, significantly reducing reliance on fossil fuels.

Building on this success, solar panel installations are being expanded in China, where new capacity is expected to cover around 25% of the site's electricity consumption. In Ukraine, a rooftop solar project with a planned capacity of 750 kW AC is under development and is expected to generate approximately 790,000 kWh annually, covering around 9% of the site's total electricity demand once operational. In addition, our wind energy investments in Türkiye continue to play a key role in our renewable energy portfolio, contributing to the decarbonization of our electricity consumption.


In addition, innovative operational solutions contribute to energy efficiency. At the recycling facility in Romania, a low-energy temperature control strategy leverages ambient winter conditions to cool machinery, reducing the need for energy-intensive mechanical cooling systems.

Circularity initiatives further support energy and resource efficiency. The integration of post-consumer recycled (PCR) materials into production reduces both raw material demand and associated energy consumption. For example, the use of 30% PCR content in FIBCs can result in an estimated 10% reduction in climate impact. Across sites, practices such as solvent recovery, material reuse, and internal recycling contribute to lowering both energy use and emissions.

20%
Energy savings from servo motors



70%
Solar share in Vietnam plant's energy



ISO 50001
Energy Management System



At a site level, FPS continues to implement targeted actions to optimize resource use and reduce environmental impact.

These include the reuse of pallets, cores, and packaging materials, recovery and reuse of production inputs such as solvents and inks, and improvements in logistics and material handling to reduce unnecessary resource consumption.

Through these combined efforts, FPS is strengthening its energy management practices, reducing emissions, and advancing toward its climate targets while maintaining operational efficiency and resilience.



In 2025, we achieved 2,819,053 kWh coming from renewable sources such as solar panels in Vietnam, wind turbines in Türkiye and RECs in UK and Germany. This shift towards renewable energy not only reduces our carbon footprint but also aligns with our sustainability goals.



ENERGY AND ELECTRICITY KPI'S	2022	2023	2024	2025
Total electricity consumption (kWh)	51,293,896	64,591,950	65,396,005	64,013,546
Total renewable energy consumption (kwh)*	2,609,811	2,762,852	2,756,840.10	2,819,053
% of renewable energy out of total energy mix	3.85	4.28	4.22	4.40
Energy intensity ratio (kWh/unit)	1.19	1.15	1.09	1.07

*Comes from on-site renewable sources and RECs.



Waste Management

We measure, manage, and monitor both hazardous and non-hazardous waste in line with applicable legal and regulatory requirements.

At FPS, we are committed to reducing operational waste and aim to achieve zero waste-to-landfill across all sites. We measure, manage, and monitor both hazardous and non-hazardous waste in line with applicable legal and regulatory requirements.

Waste is carefully separated at source by type such as glass, paper, plastics, contaminated materials and recyclable items are sent for recycling. Materials like wood, metal, and plastic are reused when applicable. Post-industrial scraps are seamlessly reintegrated into our production cycle from extrusion to confection ensuring that clean, in-plant waste is recovered and reused.

This approach not only supports our zero-waste to landfill commitment, but also reflects our ability to close the loop within our own operations. Through our integrated PIR (Post-Industrial Recycled) process, we significantly reduce landfill dependency while maintaining strict hygiene and safety standards required for sensitive applications.

We have implemented a comprehensive mapping of waste streams across all our operations. This process allows us to identify, categorize, and manage waste efficiently, ensuring that we minimize environmental impact and enhance resource recovery.

By systematically mapping waste streams, we can better track our waste management practices and continuously improve our sustainability performance

Hazardous waste is managed in strict accordance with regulatory standards, including proper labeling, storage, and transportation. FPS collaborates with licensed partners for the disposal of hazardous and electronic waste and restricts the transboundary movement of such materials to reduce environmental and health risks.

Our policies ensure compliance with international regulations, promote safe and environmentally sound waste management practices, and prevent the illegal trafficking of hazardous materials. By adhering to these measures, we aim to protect both local and global ecosystems.

Colleague training is provided to raise awareness on sustainable waste management. Single-use plastics are avoided, and reusable options such as glass bottles and ceramic cups are encouraged across sites.

FPS is steadily moving toward its zero-waste-to-landfill goal. As of 2025, 11 out of 13 FPS plants have already achieved this status.

In Türkiye, all three plants have received zero-waste government certification. Each plant continues to monitor waste metrics and explore innovative reuse opportunities to minimize landfill disposal.

Actions and Initiatives

FPS applies a “learn from the best” approach by encouraging communication and collaboration among plant managers worldwide.

Representatives from Operational Excellence (OpEx) and the Health & Safety team meet monthly to select and roll out best practices. During project implementation, bi-weekly calls are held to track progress and ensure alignment across sites.

Through research, innovation, and product design, we optimize our products to create new features that minimize raw material content. We have implemented manufacturing processes that consume less energy and water.

These efforts have allowed us to reuse 241 tons of waste throughout our global operations and recycle 4,560.22 tons of waste.

In 2025, 177.60 metric tons of waste were sent to landfill, which is about 2.4% of the total waste generated.

FPS promotes circularity through its REBU service, which reconditions FIBCs by collecting, cleaning, inspecting, and returning them to customers for reuse. This program reduces waste and supports landfill diversion.



We achieved a 95.06% reduction in the total amount of hazardous waste produced compared to 2022 baseline year.



WASTE METRICS	2022	2023	2024	2025
Hazardous Waste Generated (metric tons)	547	29	28.7	27.02
Non-Hazardous Waste Generated (metric tons)	6,406	8,900	8,582	9,109
Reduction in the total amount of hazardous waste (2022 base year)	-	94.6%	94.8%	95.06%
Total amount of waste recycled (Metric tons)	3,639.75	4,816.10	4,005.15	4,560.22
Total waste reused (Metric tons)	261.63	231.85	309.19	241.06
Total amount of waste recycled (Metric tons)	3,639.75	4,816.10	4,005.15	4,560.22



Water and Wastewater

FPS actively safeguards water resources through proactive risk prevention, strict controls, and emergency response preparedness.

At FPS, safeguarding natural resources is a key pillar of our environmental responsibility.

To minimize environmental risks, we have implemented strict control measures to prevent the release of hazardous substances into soil, water systems and groundwater. These include secure storage of chemicals with secondary containment systems, proper labeling and handling procedures, and regular inspections to detect any signs of leakage or deterioration. In addition, spill response kits are made available across all relevant areas, and employees are trained in emergency response protocols.

Policy

At FPS, we recognize that water is a shared and finite resource essential not only to our operations but also to the well-being of communities and ecosystems. Guided by our Environmental Policy, we are committed to using water responsibly across all sites by adopting efficient technologies, monitoring consumption, and minimizing waste. While some of our operations are not located in areas of high-water stress, we remain proactive in reducing freshwater use and enhancing water recycling and reuse.

Our wastewater, where applicable, is managed through pre-treatment and quality of wastewater discharge monitored regularly to ensure compliance with environmental standards. Sites located in water-stressed or sensitive areas undergo additional risk assessments.

Although FPS's manufacturing processes are not water-intensive by nature, we recognize the increasing global importance of water stewardship.

While our operational water consumption remains relatively low, we are committed to managing this vital resource responsibly and transparently.

Actions and Initiatives

To minimize our reliance on freshwater, all FPS sites utilize closed-loop water systems. These systems allow us to reuse water within our operations, requiring only the replenishment of evaporated water.

Additionally, treated water is repurposed in specific processes such as tape extrusion. As a result of these efforts, only 5% of our total water consumption is attributed to production processes; the remainder is related to domestic use within facilities.

Sensor installations at handwashing stations have also helped reduce unnecessary water flow.

Plastic recycling is inherently water-intensive, with approximately 60,000 liters of water required to process one ton of plastic waste.

At our Recycling Hub, we have installed an advanced water treatment and recycling system to address this challenge. This system enables the reuse of approximately 98% of the water used in recycling operations, significantly reducing our freshwater withdrawal. Further details can be found in the Product section of this report.

In addition to internal measures, our commitment to water stewardship is reflected in global initiatives such as the WaterSafe project, which helps deliver safe water access to vulnerable communities, reinforcing our broader ambition to contribute to a healthier and more sustainable future.




FPS monitors water usage across all manufacturing plants and reports associated metrics on a monthly basis. By systematically tracking usage, we aim to identify areas for improvement and ensure continuous progress toward our conservation goals.


As part of our water risk mitigation strategy, we conduct periodic assessments of local water conditions using globally recognized tools such as the WRI Aqueduct and WWF Water Risk Filter.


These evaluations help us identify physical, regulatory, and reputational risks associated with water scarcity, even in low-consumption contexts.



To minimize our impact, we focus on:

-  Monitoring water use across all sites
-  Reducing losses through improved efficiency
-  Exploring opportunities for water reuse

5%
Share of production in total water use 

98%
Water reuse rate at our Recycling Hub 

WATER CONSUMPTION	2022	2023	2024	2025
Utility water consumption (m ³)	76,896	80,842	91,237	92,960





Chemicals

We measure, manage, and monitor both hazardous and non-hazardous waste in line with applicable legal and regulatory requirements.

At FPS, the responsible use and management of chemicals is critical to ensuring workplace safety, regulatory compliance, and environmental protection.

Operating in the industrial packaging sector, FPS frequently works with adhesives, inks, cleaning agents, and other chemical substances particularly in printing, and maintenance processes. While these materials are essential to our operations, they also pose potential risks to human health and the environment if not properly managed.

FPS is committed to minimizing environmental and human health risks associated with hazardous substances through a comprehensive management approach.

Our use of eco-friendly, water-based printing inks reflects our preference for less hazardous materials in operations. In addition, emergency preparedness is ensured through site-specific procedures and health and safety emergency response plans, covering a wide range of potential environmental incidents.

Policy

We maintain clear protocols for the labeling, storage, handling, and transportation of chemicals and hazardous substances, guided by Safety Data Sheets, our Global Safety Rules Book, and detailed chemical handling instructions. To reinforce these protocols colleagues regularly receive health, safety, and environmental training, and training records are meticulously maintained.

Hazardous waste is handled with utmost care, supported by our documented procedures and instructions, which outline safe treatment and disposal practices. We continue to explore and implement the use of safer alternatives to reduce both the generation and toxicity of hazardous substances, as demonstrated in our transition to water-based inks.

Moreover, for products with food contact applications, our Food Contact Assessment Procedure ensures compliance with international safety standards and food-contact packaging regulations.

Actions and Initiatives

Collective efforts demonstrate FPS's proactive and responsible stance on chemical safety, environmental protection, and regulatory compliance.

FPS minimizes exposure through the use of local exhaust ventilation systems (e.g., in printing areas) and activated carbon filters (e.g., in Vietnam) to prevent volatile organic compounds (VOCs) from being released into the atmosphere.

In Türkiye, dust extraction systems are installed in lamination areas to reduce particulate emissions. Across all locations, colleagues receive mandatory training on chemical handling, spill response, and personal protective equipment (PPE) usage.

Chemical usage is considered a risk factor in our health and safety risk assessments, with specific focus on exposure levels, safe storage, and disposal. We partner with licensed vendors to safely dispose of hazardous and electronic waste, reducing the risk of soil or water contamination.





Product

We focus on driving circular solutions in packaging





Product

We aim to achieve a minimum of 30% recycled content globally by 2030, building on our current level of 9% with integration of recycled materials.

At FPS, circular thinking is embedded in the way we design and manufacture our packaging solutions. We are focused on reducing our reliance on virgin materials by increasing the use of recycled content across our product portfolio. Through the systematic integration of recycled materials, we aim to achieve a minimum of 30% recycled content globally by 2030, building on our current level of 9%.

Initiatives such as REBU, which enables the reconditioning and reuse of used FIBCs, along with the continued expansion of our Recycling Hub, play a central role in closing material loops and reducing waste. These initiatives form part of a broader transformation of our production cycle, where extending product life and avoiding disposal are key priorities.

Our product design and development teams are committed to delivering solutions that combine high performance with environmental responsibility. We continuously explore alternative materials containing recycled content while ensuring that all packaging solutions meet required quality, safety, and regulatory standards.

Energy and water efficiency are also integral considerations within our production processes, supporting our wider environmental objectives.

FPS places strong emphasis on collaboration with suppliers who share our sustainability values. By working with partners that meet stringent environmental and social criteria, we contribute to the development of a more responsible and resilient value chain. In parallel, our tools and methodologies, including life cycle assessments and emissions reduction planning, enable us to measure, manage, and continuously improve our environmental performance over time.

For FPS, circularity represents a long-term commitment to designing out inefficiencies, keeping materials in use for as long as possible, and enabling meaningful transformation across the industry through regenerative and circular practices.

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Product Design and Lifecycle Management

We consider the entire product lifecycle, starting from raw material selection to end-of-life recovery, to create packaging solutions that are both technically reliable and resource-efficient.

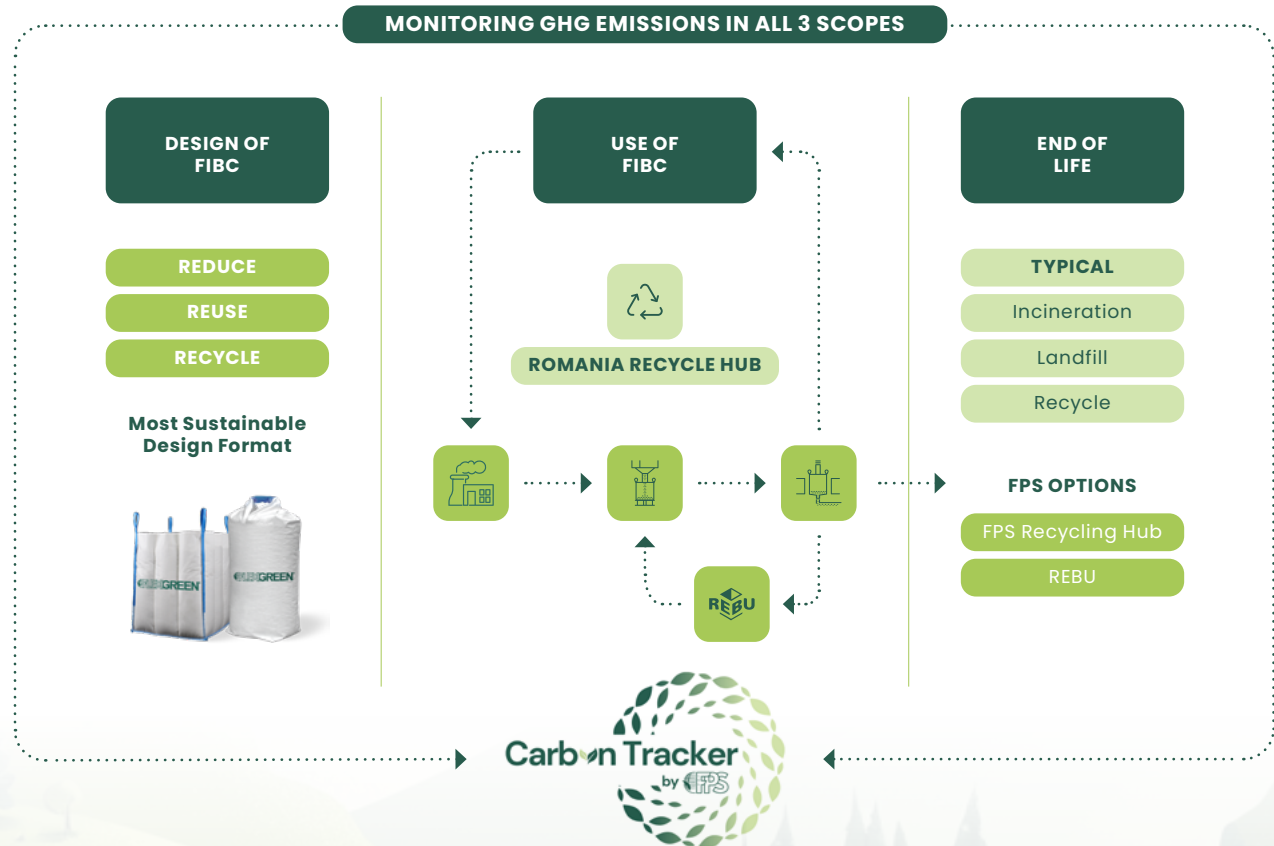
At FPS, our approach to product design reflects a commitment to long-term environmental responsibility and functional performance.

We consider the entire product lifecycle, starting from raw material selection to end-of-life recovery, to create packaging solutions that are both technically reliable and resource-efficient. Our goal is to ensure that every design decision contributes to reducing waste, conserving energy and water, and enabling circularity.

Our packaging solutions are engineered to meet high-performance criteria while minimizing environmental footprint. Every product is designed with durability, and recyclability in mind.

Sourcing and material use decisions are guided by internal policies that prioritize environmental, and product safety considerations.

The use of recycled materials is carefully assessed for potential risks, durability, and long-term safety; any use of such materials is subject to strict compliance and quality controls. This approach enables FPS to deliver innovative, circular solutions without compromising on product integrity or regulatory alignment.



We use lifecycle assessment tools to measure the environmental performance of our products and production systems. These tools provide data-driven insights on emissions, resource use, and improvement opportunities, guiding product redesigns and material optimization.

Where appropriate, FPS also integrates materials derived from internal waste streams, such as Post-Industrial Recycled (PIR) content. These materials are incorporated into production when they meet internal quality thresholds and regulatory standards, contributing to our broader material efficiency and waste minimization goals.

In 2025, FPS consumed a total of 47,194 tons of raw materials. Of this, 4,205 tons, approximately 9%, consisted of recycled inputs:

3,337 tons

Post-Industrial Recycled (PIR) materials

867 tons

Post-Consumer Recycled (PCR) materials

These inputs are increasingly used across our product portfolio, particularly in applications that allow for substitution without compromising performance or safety.



Governance and Cross-Functional Ownership of Circularity

Our Vice President of Operations and Vice President UK & IR, Global ILoop and Sustainability plays a key strategic role in driving circular economy initiatives and aligning sustainability priorities across all functions. Under this leadership, our manufacturing teams proactively seek out lower-impact material alternatives and support process optimizations that reduce resource consumption.

Product design and development teams, meanwhile, are responsible for integrating recyclability and material efficiency into packaging performance without compromising product quality and safety. These collaborative efforts ensure that environmental impact is considered from the design phase through to the product's end of life.

We also work closely with our customers to promote sustainable packaging solutions, providing insights on the environmental benefits of recycled content and reusability.

Through this engagement, we help our partners align with global sustainability expectations while supporting our shared responsibility toward a more sustainable packaging ecosystem.

Actions and Initiatives

We are committed to actively supporting the global transition from linear to circular production systems through long-term investment in innovative technologies and process optimization.



Over the past three decades, we have implemented forward-looking programs designed to minimize environmental impacts while maximizing resource efficiency across our value chain.

Circularity is not limited to design, it also requires systems that ensure post-use recovery. FPS has developed a structured approach to recovering and reusing FIBCs through both reconditioning (REBU) and full recycling (Recycling Hub).

These systems allow used FIBCs to either return to circulation through REBU or be transformed into new products through the Recycling Hub, ensuring end-of-life materials are managed as valuable resources rather than waste.

FPS Recycling Hub End-to-End Recycling for Circular Impact

The FPS Recycling Hub in Romania is the largest and most advanced FIBC recycling facilities in the world.

This purpose-built facility enables FPS to create a circular economy for Flexible Intermediate Bulk Containers (FIBCs) by converting used bags into high-quality recycled resin, which is then reintegrated into our production processes. An integrated 3-stage water treatment and recycling system is in place to support the environmental efficiency of the operation.

Water used in the washing process is treated and reused internally, significantly reducing the facility's overall water footprint.



Our recycling process follows a robust and quality-assured workflow that includes:



Collection and Sorting

Used FIBCs are collected from various industrial users and sorted based on polymer composition, color, contamination level, and usage history. This first stage ensures consistent material feedstock quality for downstream processing.



Shredding and Intensive Washing

Sorted bags are mechanically shredded and undergo a multi-stage water-based cleaning process using industrial washers. This removes dust, adhesives, printing residues, and other contaminants while maximizing the recovery of usable polymer.



Water Treatment and Reuse

A proprietary three-stage water treatment system filters, clarifies, and recycles wash water, significantly reducing freshwater consumption and environmental discharge. Water is reused multiple times within the facility, supporting FPS's broader water stewardship goals.



Extrusion and Pelletizing

Cleaned flakes are dried and melted through advanced extruders, forming high-purity recycled pellets (regranulate). These pellets are quality-tested and stored under traceable conditions for reuse in producing new FIBCs, including our FlexiGreen bags.



Traceability and Certification

All batches are recorded, tested, and labeled according to strict quality assurance protocols to ensure traceability and compliance with regulatory and customer requirements.



Our recycling approach is aligned with evolving regulatory frameworks such as the EU Packaging and Packaging Waste Regulation (PPWR).

By reintegrating post-use FIBCs into our production loop, the Recycling Hub supports FPS’s long-term goals of reducing virgin plastic consumption and landfill dependency. Based on internal analysis, each FIBC produced with 30% recycled content reduces CO₂ emissions in average 15%, helping our customers meet both carbon and virgin material usage reduction targets.

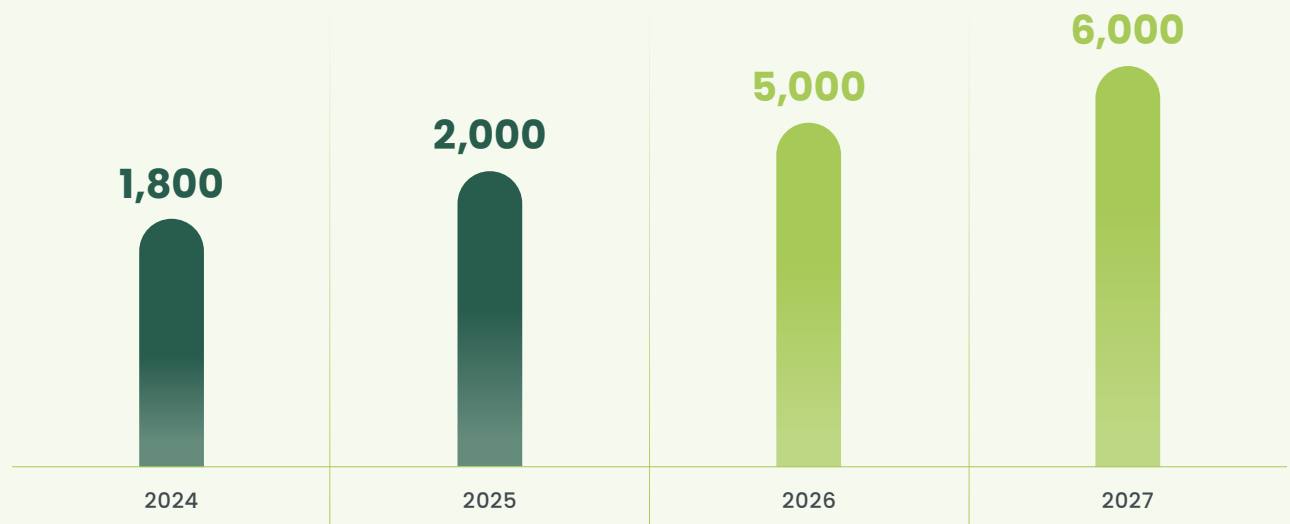
For more detailed information about the Recycling Hub, please refer to the [FPS Recycling Hub Brochure](#).

Our recycling approach is aligned with evolving regulatory frameworks such as the **EU Packaging and Packaging Waste Regulation (PPWR)**, supporting requirements related to recyclability, reuse, and the increased use of post-consumer recycled (PCR) content. This enables FPS to deliver both environmental and economic value to customers, choosing FlexiGreen, while supporting their compliance with current and future regulatory expectations.

In recognition of its robust systems and traceability practices, the facility has obtained the **RecyClass Recycling Process and Traceability Certifications**, verifying compliance with the EN 15343:2007 standard.

We have established measurable product recycling targets that scale with our capacity and customer adoption:

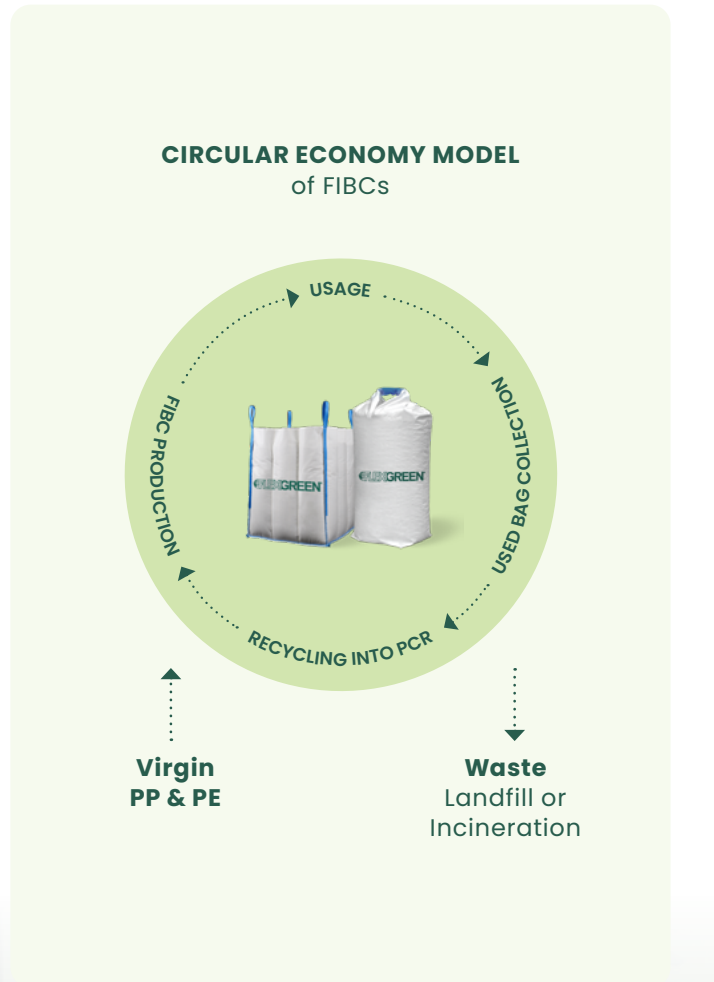
Recovered Plastics from the Market for Recycling (tons)



The Recycling Hub also complements our REBU reconditioning program, offering a flexible system where used FIBCs can either be cleaned and reused or fully recycled, depending on their condition and customer requirements. This integration of reuse and recycling enables FPS to deliver customized, scalable, and circular packaging solutions across a variety of industrial sectors while simultaneously reducing pressure on natural resources such as water and fossil-based polymers.



How the circular economy of FIBCs work



We recovered **1913 tons of plastics** from the market for recycling.

This infographic details the recycling process. It starts with a **32% RECYCLED PLASTIC** certification (Certified by RecyClass) shown next to FIBC bags. The process then moves through several stages: **The largest FIBC recycling facility in the world** (where **We recycle 3.5 million used FIBCs per year**), **3-stage water treatment for re-use**, and finally reaching a **Capacity 23 Million FIBCs with minimum 30% PCR by 2030**.

We recovered **1000 tons of big bags** from the market for reuse.



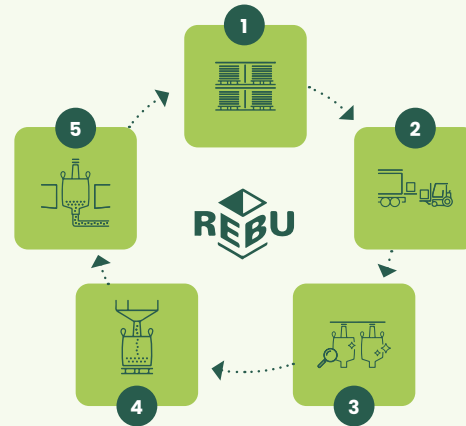
We reached our target of recovering 240,000 bags ahead of schedule in 2025. This milestone reflects the continued expansion of our reconditioning activities and strong customer engagement. Going forward, we will focus on increasing the share of reconditioned FIBCs reintroduced to the market for reuse, further strengthening the circularity of our products.

REBU – Reconditioning Process for Multi-Trip FIBCs

As part of our commitment to product longevity and material efficiency, FPS has developed and expanded its REBU reconditioning program. The REBU process is a structured system designed to enable the reuse of emptied FIBCs that are suitable for multi-trip applications. This process involves the collection, visual and physical inspection, professional cleaning, drying, and preparation of bags for reuse in line with customer specifications and regulatory requirements. Each step is conducted under strict quality assurance protocols to ensure the technical integrity and cleanliness of the reconditioned bags. Bags are tracked by lot and traceability is maintained throughout the reconditioning cycle.

REBU PROCESS

REBU is our FIBC reconditioning operation, working in close alignment with our Recycling Hub to support circularity across our value chain.



- 1 Storage of Emptied FIBCs
- 2 Collection by REBU
- 3 Cleaning & Inspection of FIBCs
- 4 Reuse at the Filling Point
- 5 Emptying FIBCs

The REBU program contributes directly to reducing the consumption of virgin raw materials and preventing used bags from ending up in landfill or incineration.

Instead, it extends the lifecycle of products already in circulation. The program operates with scaling targets:

80,000 bags

reconditioned in 2024.

243,780 bags

reconditioned in 2025.

Reconditioning is offered to customers in multiple regions and is supported by trained operators, automated washing systems, and dedicated logistics channels that ensure safe and efficient handling of used bags.

REBU not only supports FPS’s waste reduction goals but also provides a cost-effective and sustainable alternative for our customers.



Global Recognition for FPS Circularity Hub

FPS has been awarded the “Best Sustainability Initiative Award 2025” by the UN Global Compact Network Netherlands for its Circularity Hub in Romania, recognizing a breakthrough approach to circularity in industrial packaging.

Announced at the Leaders of Progress Summit, attended by over 500 global leaders including key customers and stakeholders, this award represents one of the most prestigious sustainability recognitions in the Netherlands. It highlights how FPS’s commitment to innovation, collaboration, and purpose-driven action is creating tangible impact at scale. The Circularity Hub in Romania is the world’s first large-scale circular system for FIBCs, designed to address critical environmental challenges in the packaging industry. Through advanced reconditioning and recycling processes, the Hub extends the life of used FIBCs and significantly reduces plastic waste. Beyond operational performance, the initiative demonstrates how circular business models can be scaled to deliver measurable environmental benefits while supporting customer needs and regulatory expectations. The Circularity Hub directly contributes to multiple UN Sustainable Development Goals, including SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), SDG 6 (Clean Water and Sanitation), and SDG 17 (Partnerships for the Goals). This recognition reflects the collective effort of FPS teams and partners across the value chain and reinforces our ambition to lead the transition toward a more circular, resource-efficient, and low-impact packaging industry.





Sustainable Products and Circularity

Our sustainable product strategy focuses on reducing dependence on virgin materials, integrating recycled content, extending product life through reuse, and maximizing recyclability at the end of use.

We are committed to designing products that not only meet stringent technical requirements but also contribute to the global transition toward a circular economy.

Our sustainable product strategy focuses on reducing dependence on virgin materials, integrating recycled content, extending product life through reuse, and maximizing recyclability at the end of use. Each of these pillars supports our goal to transform flexible industrial packaging into a circular system that minimizes environmental burden while delivering high-performance solutions to our customers.

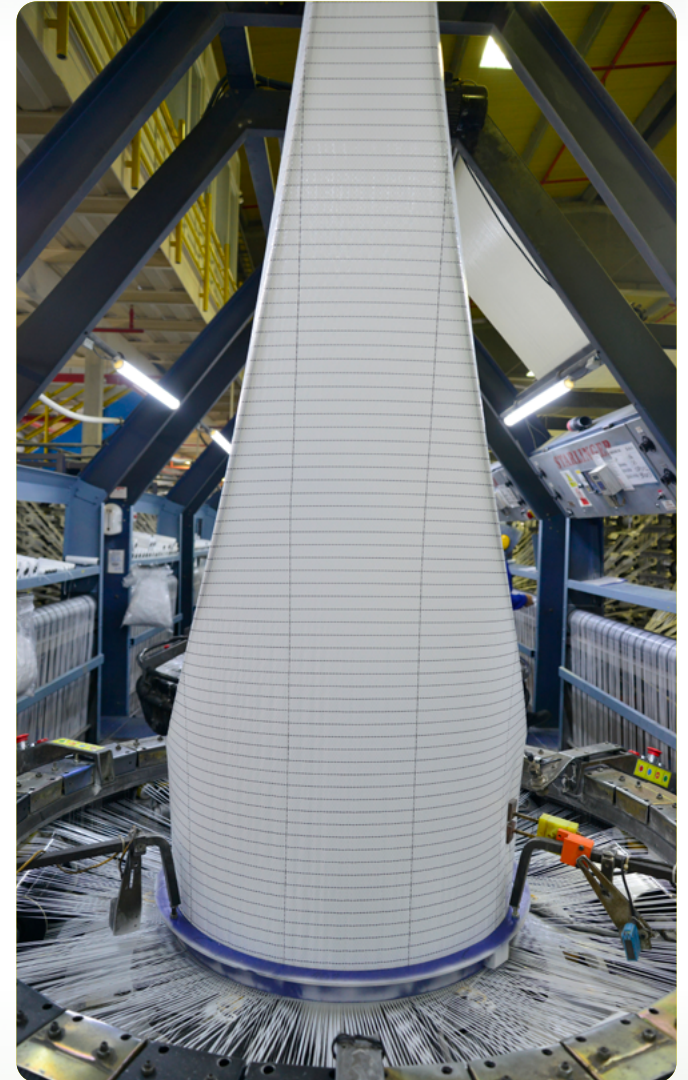
In developing circular products, FPS carefully evaluates the appropriateness of recycled content for each application. While high levels of PCR and PIR are prioritized where technically and legally feasible, their use is restricted in sensitive sectors such as pharmaceutical, food-contact and UN packaging.

All materials used in these applications undergo comprehensive risk assessments to ensure regulatory compliance, product safety, and long-term performance.

Circular economy principles are embedded across FPS's value chain. We apply these principles not only in product development and recycling infrastructure but also in upstream activities such as material sourcing, supplier management, and compliance with emerging regulatory frameworks.

Our key business activities related to circularity include:

- Raw material sourcing
- Use of recycled content
- Supplier evaluation and due diligence
- Circular product design
- Big bag manufacturing
- Lifecycle extension through reuse
- In-plant waste management
- Logistics optimization
- Regulatory compliance tracking





Where appropriate, FPS integrates PIR materials derived from internal waste streams, into its products to enhance material efficiency.

These applications are carefully evaluated to ensure they meet industry standards and customer requirements. In cases involving food and pharma applications, the use of such materials is restricted to ensure full compliance with quality, health, and safety standards.

FlexiGreen

FlexiGreen represents FPS’s flagship sustainable product innovation. Developed to combine technical reliability with environmental integrity, FlexiGreen FIBCs incorporate a **minimum of 30% post-consumer recycled (PCR) content** while maintaining the same strength, reusability, and product handling safety as those made from virgin resin.

Manufactured using high-purity, traceable regranulate produced at our in-house Recycling Hub, FlexiGreen bags meet all **ISO 21898** standards for flexible intermediate bulk containers. FPS Flexibles Romania became the first plant in the FIBC industry to receive the **RecyClass Recycled Content Traceability Certificate** for FlexiGreen FIBCs, demonstrating certified use of recycled materials and ensuring transparent communication to our customers.

For more detailed information about the RecyClass Recycled Content Traceability Certificate, please [click here](#).



FlexiGreen delivers both environmental and economic value.



Internal analysis confirms that each FIBC made with 30% recycled content reduces carbon emissions by up to 15% over its lifecycle.



These bags are generally exempt from plastic packaging taxes in jurisdictions like the UK and Spain, offering a cost advantage alongside environmental benefits.



By utilizing post-consumer big bags as the main feedstock, FlexiGreen contributes directly to landfill diversion and closed-loop material recovery.



Supporting Customers Through PPWR Webinars and Action

As the EU Packaging and Packaging Waste Regulation (PPWR) continues to reshape the packaging landscape, FPS has taken a proactive role in supporting customers and partners in understanding and preparing for these changes.

In 2025, FPS organized two dedicated PPWR webinars, bringing together customers, industry experts, and internal stakeholders to provide clear, practical insights into the regulation and its implications for industrial packaging. These sessions focused on key topics such as recyclability requirements, reuse targets, labeling obligations, and the increasing role of post-consumer recycled (PCR) content.

Beyond knowledge sharing, these webinars served as a platform for dialogue—enabling customers to raise questions, share challenges, and explore solutions together with FPS's technical experts. This interactive approach strengthened collaboration and helped translate regulatory complexity into actionable steps.

Building on these engagements, FPS has taken concrete actions to support PPWR readiness across its product portfolio and value chain. These include advancing design-for-recycling principles, expanding reuse and reconditioning models such as REBU, increasing the integration of recycled materials, and enhancing internal capabilities to assess product compliance.

Through these initiatives, FPS not only strengthens its own regulatory readiness but also supports customers in navigating PPWR requirements, reinforcing its role as a trusted and forward-looking partner in the transition toward more sustainable and circular packaging solutions.



Product Quality and Safety

Across its operations, FPS implements standardized systems and procedures to support consistent product performance and compliance with relevant regulations.

FPS maintains quality and safety as fundamental considerations in the design, production, and delivery of its packaging solutions. Across its operations, the company implements standardized systems and procedures to support consistent product performance and compliance with relevant regulations.

13 production sites operate under the ISO 9001 Quality Management System, with additional certifications held depending on product application and regional requirements. For packaging intended for food contact, relevant sites are certified under the BRCGS Packaging Materials and FSSC 22000 standards. In 2025,

FPS facilities also maintained certifications such as ISO 14001, ISO 45001 and ISO 50001.

All certifications held by FPS sites are available on our [website](#).



Product quality is supported by 10 testing laboratories across FPS locations, and by dedicated R&D activities. Products are tested for mechanical performance and application-specific requirements. For example, FIBCs used for transporting battery powder are subject to additional measures for foreign object control. In food and pharma applications, hygiene criteria and clean room conditions are taken into account throughout production and packaging.

Traceability of raw materials, including recycled content, is ensured through batch recording and documentation procedures. These practices are in place to support both regulatory requirements and customer documentation needs.

13 sites

ISO 9001 certified production sites



10 labs

Testing laboratories across locations



ISO 15343

Recyclclass Certifications





OPERATIONAL SITES	ISO 9001	BRCPM / FSSC 22000	ISO 14001	ISO 45001	ISO 27001	ISO 50001	ISO 15343
Changzhou, China	●	●	●	●			
Ji'an, China	●	●	●	●			
Montceau-Les-Mines, France		●					
Matehuala, Mexico	●	●					
Botosani, Romania	●	●	●	●			
Negresti Oas, Romania	●		●	●			●
Rheine, Germany							
Istanbul, Hadımköy, Türkiye	●	●			●	●	
İstanbul, Sancaktepe, Türkiye	●	●			●	●	●
İstanbul, Sultanbeyli, Türkiye	●	●	●		●		●
Thirsk, UK	●						
Zhytomyr, Ukraine	●		●	●			
Trangbom, Vietnam	●	●	●	●			
FIBC Recycling Hub, Negresti Oas, Romania	●		●	●			●
REBU, Negresti Oas, Romania	●		●	●			
Coverage* (%)	97%	74%	65%	51%	37%	23%	36%

*Based on headcount

Innovation

Our Innovation Council, chaired by the VP of Operations, drives innovation across four key pillars each led by dedicated experts in process, technical development, product, and sustainability-led innovation.

At FPS, we view innovation as a core enabler of our sustainability ambitions and customer-focused development efforts. Rather than treating it as a standalone function, we integrate innovation across multiple dimensions ranging from process improvements and technical advancements to product design and environmental performance.

To ensure coherence and cross-functional alignment, our innovation activities are structured around four pillars: Process, Technical, Product, and Sustainability.

Our innovation governance is coordinated through the Innovation Council, led by our Vice President of Operations. Each pillar is guided by a designated leader: the Global OPEX and Safety Director for process innovation, the Global Technical Director for technical development, the R&D Director for product innovation, and the Global Sustainability Director for sustainability-led innovation.

This structure allows us to collaborate across disciplines, evaluate new ideas systematically, and ensure that innovation is aligned with our long-term goals.

Our research and development teams are supported by modern testing laboratories across 10 locations to implement advance product innovation and operational efficiency. These facilities enable us to conduct in-depth material testing, product design iterations, and validation studies to ensure quality and performance under varying use cases.

We also promote a culture of continuous improvement across all teams. Through our internal “Re-think & Re-fresh” mindset, we encourage employees at all levels to challenge existing practices, contribute new ideas, and actively participate in the innovation process.

This approach allows us to remain responsive to market changes, customer feedback, and sustainability imperatives while embedding innovation into the fabric of our daily operations.



”



“Our packaging innovation reflects our commitment to sustainability by reducing material use, enhancing recyclability, and minimizing environmental impact.”

Nihal Etisoy
R&D Director



Sustainable Supply Chain

To meet evolving market expectations, we continue to improve traceability across our sourcing activities. Our internal management systems now enable tracking of raw materials by batch number up to tier-2 suppliers.

At FPS, building a sustainable and resilient supply chain is central to our operational strategy and long-term commitment to responsible sourcing.

We collaborate with 1700 suppliers worldwide to ensure that our operations remain robust, adaptable, and aligned with environmental and social standards.

We operate with a resilient supply chain across 18 countries, supported by an extensive and integrated global manufacturing and distribution network.

This structure allows us to provide localized customer service and technical expertise while maintaining consistency in quality, safety, and sustainability.

To meet evolving market expectations, we continue to improve traceability across our sourcing activities. Our internal management systems now enable tracking of raw materials by batch number up to tier-2 suppliers. Enhanced site visits and monitoring processes further strengthen our ability to verify material origin and uphold supply chain accountability.

Supplier Code of Conduct

Our expectations of suppliers are clearly outlined in our Supplier Code of Conduct, which is supported by our Global Policy on Sustainable Procurement.

The Code covers key areas such as human rights, fair labor conditions, legal compliance, anti-corruption, and environmental responsibility.

It applies to all suppliers, including raw material providers and third-party manufacturing partners.

We request all targeted suppliers to formally sign and adhere to this Code.

As of 2024, 83% of our targeted suppliers had signed the Supplier Code of Conduct. Our goal is to achieve 100% adoption by 2026.

We continue to follow up with remaining suppliers and integrate these requirements into ongoing supplier qualification and onboarding processes.

For more detailed information, please refer to the [Supplier Code of Conduct](#).

Supplier Evaluation and Engagement

We categorize our supply partners into two main segments: raw materials and ingredients, and external manufacturers. Supplier management is coordinated at both global and regional levels. The Business Development Director oversees overall progress and regularly reports to the CEO, while regional procurement teams maintain continuous contact with suppliers and provide quarterly updates to leadership.

Our supplier assessment model incorporates a wide set of criteria to evaluate risk and performance. These include geographical location, regulatory compliance, adherence to our Supplier Code of Conduct, recognition in the market, membership in platforms like Sedex, the availability of publicly disclosed sustainability reports, and ESG ratings.

Suppliers located in countries with a GSCI score above 55 are considered very low risk, while those in countries scoring below 40 are classified as very high risk. Similarly, suppliers with strong compliance records, widely recognized market presence, and third-party validated ESG ratings are assessed more favorably.

New suppliers go through a structured onboarding process that includes self-assessments, sample testing, on-site visits, and contract finalization. Audits are used to verify conformity with international standards such as ISO 9001, ISO 14001, BRCGS, and FSSC 22000. Where areas of improvement are identified, we provide direct feedback and request corrective actions.



In 2025, 29 suppliers were evaluated through this procedure, and none were classified as high risk.

To further strengthen our approach to third-party risk management, we use the NAVEX Risk Rate Enterprise Due Diligence module, which provides a structured framework for identifying and mitigating risks associated with supplier engagements.

Recognizing that third parties can introduce significant operational and reputational risks, this system supports comprehensive due diligence procedures.

Action Plan for High-Risk Suppliers

Although no high-risk suppliers were identified in 2025, we have a defined procedure in place in case such cases arise. When a supplier is classified as high risk based on our ESG assessment, we initiate direct engagement to discuss the findings in detail. We clearly communicate the areas of concern and emphasize the importance of addressing them.

We then work collaboratively with the supplier to develop a tailored ESG risk mitigation plan. This plan outlines the specific issues to be addressed, as well as the actions, timelines, and responsibilities necessary for improvement.

To support capacity building, we provide training sessions and practical resources to help suppliers align their practices with ESG expectations. We also share relevant industry standards, best practices, and legal requirements to guide their improvement journey.

100% of buyers across all locations have received training on sustainable procurement.



Where needed, we adopt a collaborative problem-solving approach, working alongside the supplier to overcome implementation challenges and identify practical solutions. This structured response ensures that our expectations are clearly understood and supported by active cooperation.

Contingency and Nearshoring Strategies

To support supply chain continuity, we maintain contingency plans that enable quick transitions in response to geopolitical or market disruptions. During the Ukraine conflict, we swiftly adapted by sourcing from alternative suppliers. We also classify suppliers by material type instead of geography to increase flexibility.

As part of our long-term resilience planning, we continue to pursue nearshoring strategies, working with suppliers closer to our manufacturing hubs to reduce transport-related risks and emissions, improve lead times, and enhance responsiveness. Through these integrated practices, we aim to strengthen our supplier relationships while promoting transparency, risk awareness, and responsible growth across our value chain.

SUPPLY CHAIN METRICS	2023	2024	2025
Number of targeted suppliers that have gone through the ESG risk assessment	25	29	29
Number of "high risk" suppliers	0	0	0
Percentage of "high risk" suppliers	0	0	0



Appendices

We back it up!



Performance Indicators

PRINCIPLES OF GOVERNANCE			
ETHICS AND COMPLIANCE	2023	2024	2025
Percentage of our leadership team received communication on anti-corruption and bribery policies (%)	100	100	100
Number of our colleagues received communication on anticorruption and bribery policies	3,716	3,987	3,803
Percentage of our colleagues received communication on anticorruption and bribery policies (%)	100	100	100
Number of cases of non-compliance with laws and regulations recorded	0	0	0
Number of cases of substantiated complaints received concerning breaches of customer privacy received from outside parties or regulatory bodies	0	0	0
Monetary value of fines paid in the year for instances of non-compliance that occurred in previous reporting periods	0	0	0
Total number of instances for which non-monetary sactions were incurred	0	0	0
Total number of significant instances of non-compliance with laws and regulations	0	0	0
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant	0	0	0
Number of cases of anti-competitive behavior or antitrust violations	0	0	0
Total number of operations assessed for risks related to corruption	0	0	21
Total number of identified leaks, thefts, or losses of customer data	0	0	0
Monetary value of fines paid for instances of non-compliance that occurred in the year* (USD)	0	0	10,000
Total number of instances for which fines were incurred	0	0	1*
*During the reporting period, a regulatory non-compliance related to permitting and inspection requirements was identified at one of FPS's operations. The issue was addressed through corrective actions, and the necessary permits and inspections were successfully completed. The relevant authorities have since confirmed that the site is fully compliant with applicable regulations. The matter was resolved through a formal process, including a financial settlement, and is now closed.			
CYBERSECURITY	2023	2024	2025
Total number of substantiated complaints received concerning breaches of customer privacy received from outside parties and substantiated by the organization	0	0	0
Total number of substantiated complaints received concerning breaches of customer privacy received from regulatory bodies	0	0	0
CERTIFICATION	2023	2024	2025
Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27001 (or other equivalent/similar standard) (%)	20	20	20
Percentage of all operational sites with certified anti-corruption management system (%)	0	0	0
Coverage of ISO 27001-certified sites (%)	37	37	37



PEOPLE			
ETHICS AND COMPLIANCE	2023	2024	2025
Age Verification Compliance: Percentage of colleagues whose age has been verified to ensure they are not underage for work (%)	100	100	100
The number of confirmed cases of child labor, forced labor, or human trafficking	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0
Percentage of employees confirmed that they have read and acknowledged the Business Code of Conduct (%)	*	96	100
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to by employee category - Frontline Managers and/or Supervisors	97	117	105
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to by employee category - Middle Management	99	92	88
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to by employee category - others	3,528	3,755	3,586
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to by employee category - Senior Management	17	23	24
Total number of governance body members (FPS Board)	9	9	9
Total number of governance body members (FPS LT)	6	8	7
Total number and percentage of governance body members (FPS Board) that the organization's anti-corruption policies and procedures have been communicated to	9	9	9
Percentage of governance body members (FPS Board) that the organization's anti-corruption policies and procedures have been communicated to (%)	100	100	100
Total number of governance body members (FPS LT) that the organization's anti-corruption policies and procedures have been communicated to	6	8	7
Percentage of governance body members (FPS LT) that the organization's anti-corruption policies and procedures have been communicated to (%)	100	100	100
* Data was not monitored effectively during the reporting period			
HEALTH& SAFETY	2023	2024	2025
Percentage of all operational sites for which an employee health & safety risk assessment has been conducted (%)	100	100	100
Lost time injury (LTI) frequency rate for direct workforce	0	0	0
((total number of lost time injury events) x 1,000,000 / total hours worked - company-wide)	0.11	0.38	0.49
Lost time injury severity rate for direct workforce	20	20	20
((number of days lost due to injuries) x 1,000 / total hours worked)	0.07	0.03	0.02
LWCR (Lost Workday Case Rate) rate for direct workforce	0.22	0.08	0.10
Number of cases of recordable ill health in employees	0	0	0
Number of cases of recordable ill health in workers	0	0	0
Number of fatalities among employees due to work-related ill health	0	0	0
Number of fatalities among employees due to work-related injury	0	0	0
Number of fatalities among workers due to work-related ill health	0	0	0



PEOPLE			
HEALTH& SAFETY	2023	2024	2025
Number of high-consequence work-related injury	3	0	0
Number of high-consequence work-related injuries (excluding fatalities) in employees	3	0	0
Number of hours worked	7,956,243	7,970,994	8,178,622
Number of recordable work-related injuries (including first aid, medical case, lost work day cases, restricted work day cases)	14	6	16
Number of days lost to work-related injuries, fatalities, and ill health	557	239	184
Percentage of our colleagues covered by an Occupational Health and Safety management system (Employee Health & Safety) (%)	100	100	100
Total number of employees and other workers who are covered by an Occupational Health and Safety management system that has been internally audited	3,678	3,897	3,773
EMPLOYEE SATISFACTION	2023	2024	2025
Employee Satisfaction Score – FPS Trust Index	83	87	88
GPTW Participation Rate (%)	*	96	97
* Data was not monitored effectively during the reporting period			
TRAINING	2023	2024	2025
% of the total workforce across all locations who received career- or skills-related training (please specify)	33	41	25
% of the total workforce across all locations who received training (internally or externally) on environmental issues	27	66	32
% of the total workforce across all locations who received training on human rights, diversity, discrimination and/or harassment	79	60	100
Average hours of training provided per colleague	13.76	16.10	13.61
Average hours of training provided per colleague by category - Junior Management/Staff	18.18	12.70	15.00
Average hours of training provided per colleague by category - Middle Management	23.03	23.50	23.00
Average hours of training provided per colleague by category - Other	13.13	12.70	13.00
Average hours of training provided per colleague by category - Senior Management	9.33	13.30	11.00
Average hours of training provided per colleague by gender-Female	13.46	13.70	13.59
Average hours of training provided per colleague by gender-Male	14.26	12.80	13.63
Average training hours provided to local colleagues	13.8	*	13.61
Cyber security and data privacy training provided for employees, number of participants	*	14661	1618
Cyber security and data privacy training provided for employees, number of sessions, number of participants, and topics covered	*	52	27
Percentage of employees trained on child/forced labor topic	79	60	100
Total Number of employees trained on child/forced labor topic	3,103	2,411	3,773



PEOPLE			
TRAINING	2023	2024	2025
Total number of employees that have received training on anti-corruption, broken down by employee category-Junior Management / staff	986	92	105
Total number of employees that have received training on anti-corruption, broken down by employee category-Middle Management	129	60	88
Total number of employees that have received training on anti-corruption, broken down by employee category-Others	1,960	2,245	3,586
Total number of employees that have received training on anti-corruption, broken down by employee category-Senior Management	28	14	24
Total number of governance body members that have received training on anti-corruption	6	8	8
Percentage of total workforce trained (e.g. through e-learning) on business ethics issues	79	60	100
Percentage of buyers across all locations who have received training on sustainable procurement (%)	0	0	100
Number of colleagues attended OHS trainings	*	3,985	4,069
Number of OHS training hours delivered to colleagues	*	23,913	24,416
Number of OHS training hours delivered to subcontractors	*	574	344
Number of subcontractors attended OHS trainings	*	129	62
* Data was not monitored effectively during the reporting period			
COMMUNITY ENGAGEMENT	2023	2024	2025
Number of schools have been equipped with Watersafe	903	1,513	1,544
% of all operational sites for which social impact assessments, including gender impact assessments, based on participatory processes has been conducted	0	0	0
% of all operational sites that have been subject to human rights reviews or human rights impact assessments (please specify)	*	100	100
% of all operational sites with broad based local community consultation committees and processes that include vulnerable groups	30	46	44
% of all operational sites with stakeholder engagement plans based on stakeholder mapping	53	53	33
% of the total workforce across all locations represented in formal joint management-worker health & safety committees	100	100	100
Number of lives positively impacted with WaterSafe	1,374,840	4,200,000	4,200,000
* Data was not monitored effectively during the reporting period			
CERTIFICATION	2023	2024	2025
Percentage of employees and other workers who are covered by an Occupational Health and Safety management system that has been externally audited or certified by third-party (%)	47	52	51
Percentage of operational facilities that are certified ISO 45001 or against other labor or human rights management standard (%)	38	53	53
Coverage of ISO 45001 certified operational sites	*	*	51%
Total number of employees and other workers who are covered by an Occupational Health and Safety management system that has been externally audited or certified by third-party	1,654	2,047	1,893
* Data was not monitored effectively during the reporting period			



PEOPLE			
NUMBER OF COLLEAGUES	2023	2024	2025
Total number of part-time colleagues	25	41	46
Number of local full-time employees	3,741	3,946	3,723
Total number of white collar colleagues	566	564	548
Total number of blue collar colleagues	3,175	3,417	3,255
Number of local employees in senior management positions	17	23	20
Turnover rate for all colleagues (%)	22.76	26.64	25.61
NUMBER OF COLLEAGUES BY GENDER	2023	2024	2025
Number of entry level colleagues-Female	*	1,818	212
Number of entry level colleagues-Male	*	2,054	250
Number of full-time colleagues by gender-Female	1,741	1,825	1,775
Number of full-time colleagues by gender-Male	1,975	2,121	1,952
Number of middle management colleagues-Female	*	34	37
Number of middle management colleagues-Male	*	58	63
Number of part-time colleagues by gender-Female	23	34	37
Number of part-time colleagues by gender-Male	2	7	9
Number of permanent colleagues by gender-Female	1,762	1,852	1,819
Number of permanent colleagues by gender-Male	1,975	2,126	1,984
Number of senior management colleagues-Female	*	7	5
Number of senior management colleagues-Male	*	16	19
Number of temporary colleagues by gender-Female	2	7	8
Number of temporary colleagues by gender-Male	2	2	5
Percentage of female leaders (%)	23.52	30.40	26.61
Percentage of individuals within the organization's governance bodies by gender-Female (FPS Board) (%)	11	11	11
Percentage of individuals within the organization's governance bodies by gender-Male (FPS Board) (%)	89	89	89
Percentage of individuals within the organization's governance bodies by gender-Female (FPS LT) (%)	17	13	0
Percentage of individuals within the organization's governance bodies by gender-Male (FPS LT) (%)	83	87	100
Percentage of individuals within the organization's governance bodies by gender-Other/not disclosed (FPS Board) (%)	0	0	0



PEOPLE			
NUMBER OF COLLEAGUES BY GENDER	2023	2024	2025
Percentage of women employed in the whole organization (%)	47	47	48
Percentage of women in top executive positions (excluding boards of directors) (%)	17	13	9
Rate of new colleague hires by gender-Female (%)	37	46	44
Rate of new colleague hires by gender-Male (%)	63	54	56
Percentage of permanent colleagues by gender-Female (%)	45	46	47
Percentage of permanent colleagues by gender-Male (%)	55	54	53
Total number of new colleague hires by gender-Female	218	589	377
Total number of new colleague hires by gender-Male	372	694	477
* Data was not monitored effectively during the reporting period			
PARENTAL LEAVES	2023	2024	2025
Parental leave returners	77	72	65
Total number of colleagues who took parental leave	101	110	102
Total number of employees that were entitled to parental leave, by gender. (female)	45	58	64
Total number of employees that were entitled to parental leave, by gender. (male)	56	52	38
Total number of employees that took parental leave, by gender (Female)	45	58	64
Total number of employees that took parental leave, by gender (male)	56	52	38
Total number of employees that returned to work in the reporting period after parental leave ended, by gender (female)	37	25	28
Total number of employees that returned to work in the reporting period after parental leave ended, by gender (male)	53	47	37
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. (female)	28	16	28
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. (male)	49	21	35
Return to work and retention rates of employees that took parental leave, by gender. (Retention Rate for female) (%)	76	27.59	43.80
Return to work and retention rates of employees that took parental leave, by gender. (Retention Rate for male) (%)	92.45	40.38	92.10
Return to work and retention rates of employees that took parental leave, by gender. (Return Rate for female) (%)	79.55	43.10	43.80
Return to work and retention rates of employees that took parental leave, by gender. (Return Rate for male) (%)	94.65	90.38	97.40
WORKFORCE AGE AND YEARS OF SERVICE	2023	2024	2025
Full-time employee by Years of Service (0-5 years)	*	1,754	1,973
Full-time employee by Years of Service (6-10 years)	*	1,293	873



PEOPLE			
WORKFORCE AGE AND YEARS OF SERVICE	2023	2024	2025
Full-time employee by Years of Service (>10 years)	*	899	881
Rate of new colleague hires by age group (Age group under 30 years old)	16	29	28.45
Rate of new colleague hires by age group (Age group 30–50 years old)	72	61	61.83
Rate of new colleague hires by age group (Age group above 50 years old)	12	10	9.72
Total number of new colleague hires by age group (Age group 30-50 years old)	426	780	528
Total number of new colleague hires by age group (Age group 50 above years old)	73	132	83
Total number of new colleague hires by age group (Age group under 30 years old)	91	371	243
Percentage of leaders under 30 (%)	0	0	0.40
* Data was not monitored effectively during the reporting period			
WORKFORCE COVERAGE	2023	2024	2025
Percentage of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (%)	67	65	64
Percentage of total employees covered by collective bargaining agreements (%)	67	65	64
Percentage of the total workforce across all locations who are covered by formally-elected employee representatives (%)	67	65	64
Percentage of the total white color workforce across all locations who received regular performance and career development review (%)	100	100	100
Average unadjusted gender pay gap (%)	*	28	35
Percentage of average wage gap from employees paid below living wage against a living wage benchmark (%)	*	10	19
Percentage of internal employees and contract workers paid below living wage	*	10	10
Percentage of internal employees and contract workers covered by living wage benchmarking analysis	*	100	100
Percentage of internal employees covered by living wage benchmarking analysis	100	100	100
Percentage of internal employees paid below living wage	*	10	10
Percentage of employees from minority and/or vulnerable groups in the whole organization (%)	2	2	2



PEOPLE			
WORKFORCE COVERAGE			
	2023	2024	2025
Percentage of employees from minority and/or vulnerable groups in top executive positions (excluding boards of directors)	0	0	0
Number of workers who are not employees and whose work is controlled by FPS	108	110	109
Number of countries from which we have colleagues	19	18	18
NUMBER OF FULL-TIME COLLEAGUES BY COUNTRY			
	2023	2024	2025
Belgium	6	8	7
Chile	3	6	8
China	611	655	609
France	45	48	49
Germany	49	47	47
Hungary	1	1	0
India	3	3	3
Ireland	4	4	4
Mexico	210	231	273
Netherlands	32	34	30
Poland	4	4	3
Romania	637	699	668
Spain	2	2	2
Turkiye	1,473	1,498	1,358
Ukraine	365	434	390
United Kingdom	54	55	53
USA	19	19	17
Vietnam	198	198	206
NUMBER OF PART-TIME COLLEAGUES BY COUNTRY			
	2023	2024	2025
Belgium	0	0	0
Chile	0	0	0
China	0	22	20
France	1	1	2



PEOPLE			
NUMBER OF PART-TIME COLLEAGUES BY COUNTRY	2023	2024	2025
Germany	16	12	14
Hungary	1	0	1
India	0	0	0
Ireland	0	0	0
Netherlands	0	0	0
Poland	0	0	0
Romania	0	0	0
Spain	0	0	0
Turkiye	0	0	0
Ukraine	0	0	1
United Kingdom	0	0	0
USA	7	6	8
Vietnam	0	0	0
NUMBER OF PERMANENT COLLEAGUES BY COUNTRY	2023	2024	2025
Belgium	6	8	7
Chile	3	5	8
China	611	677	629
France	46	49	53
Germany	65	59	61
Hungary	2	1	1
India	3	3	3
Ireland	4	4	4
Mexico	210	231	274
Netherlands	30	28	30
Poland	3	3	3
Romania	637	699	668
Spain	2	2	2



PEOPLE			
NUMBER OF PERMANENT COLLEAGUES BY COUNTRY			
	2023	2024	2025
Turkiye	1,473	1,498	1,359
Ukraine	365	434	417
United Kingdom	60	61	61
USA	19	19	17
Vietnam	198	197	206
NUMBER OF TEMPORARY COLLEAGUES BY COUNTRY			
	2023	2024	2025
Belgium	0	0	0
Chile	0	1	0
China	0	0	0
France	0	0	3
Germany	0	0	0
Hungary	0	0	0
India	0	0	0
Ireland	0	0	0
Mexico	0	0	0
Netherlands	2	6	5
Poland	1	1	1
Romania	0	0	0
Spain	0	0	0
Turkiye	0	0	1
Ukraine	0	0	0
United Kingdom	1	0	2
USA	0	0	0
Vietnam	0	1	1
Number of New Hires by Country			
	2023	2024	2025
Belgium	2	2	0
Chile	3	7	2



PEOPLE			
NUMBER OF NEW HIRES BY COUNTRY	2023	2024	2025
China	155	395	221
France	6	9	16
Germany	1	2	5
Hungary	0	0	0
India	0	0	0
Ireland	0	0	0
Mexico	1	84	126
Netherlands	6	8	7
Poland	0	0	0
Romania	75	146	87
Spain	1	0	0
Turkiye	289	438	253
Ukraine	36	137	61
United Kingdom	4	3	9
USA	3	0	0
Vietnam	8	52	67
RATE OF NEW HIRES BY COUNTRY (%)	2023	2024	2025
Belgium	0	0	0
Chile	1	1	0
China	26	31	26
France	1	1	2
Germany	0	0	1
Hungary	0	0	0
India	0	0	0
Ireland	0	0	0
Mexico	0	7	15
Netherlands	1	1	1



PEOPLE			
RATE OF NEW HIRES BY COUNTRY (%)	2023	2024	2025
Poland	0	0	0
Romania	13	11	10
Spain	0	0	0
Turkiye	49	34	30
Ukraine	6	11	7
United Kingdom	1	0	1
USA	1	0	0
Vietnam	1	4	8
PLANET			
EMISSIONS (METRIC TONS CO ₂ E)	2023	2024	2025
Scope 1 GHG emissions	1,809	1,693	1,533
Scope 2 GHG emissions (market based)	23,727	24,199	26,595
Scope 2 GHG emissions (location based)	24,279	24,300	27,628
Scope 3 GHG emissions	256,153	339,648	405,700
Total emissions (Scope 1,2,3)	281,691	365,641	434,861
Biogenic CO ₂ emissions	104	2.92	6
Emissions (metric tons CO ₂ e)	2023	2024	2025
Category 1 Purchased Goods and Services	212,690	303,484	359,758
Category 2 Capital Goods	5,896	248	1,192
Category 3 Fuel and Energy Related Activities	6,634	4,472	4,722
Category 4 Upstream Transportation and Distribution	27,332	8,229	31,228
Category 5 Waste Disposal	195	154	278
Category 6 Business Travels	592	753	462
Category 7 Employee Commuting	1,205	3,312	1,284
Category 9 Downstream Transportation and Distribution	248	18,367	6,249
Category 12 End of Life of Sold Products	1,356	624	488
Emissions from other Sources	6,634	22.75	31



PLANET			
ENERGY	2023	2024	2025
Total energy consumption (kWh)	64,591,950	68,756,684	63,926,838
Total electricity consumption (kWh)	64,591,950	65,396,005	64,013,546
Total renewable energy consumption (kWh)	2,762,852	2,756,840	2,819,053
Quantity of electricity generation from on-site renewables (kWh)	2,753,146	2,327,653	2,262,388
Percentage of renewable energy out of total energy mix (%)	4.28	4.22	4.40
ENERGY AND EMISSION INTENSITY	2023	2024	2025
Energy intensity ratio (kWh/unit produced)	1.15	1.09	1.07
GHG emissions intensity (unit of measure)	12.19	15.33	18.88
WASTE	2023	2024	2025
Total amount of waste recycled (Metric tons)	4,816	4,005	4,560
Total waste reused (Metric tons)	231	309	241
Total weight of hazardous waste in tons (Metric tons)	29	28	27
Total weight of non-hazardous waste in tons (Metric tons)	8,900	8,581	9,109
Hazardous waste reduction (2022 baseline) (%)	95	95	95
Waste to Landfill (Metric tons)	194	173.95	177.6
Waste to Landfill (%)	2.64	2.54	2.40
Number of plants achieved to zero waste to landfill	9	11	11
WATER	2023	2024	2025
Total water consumption (m3)	80,842	91,237	92,960
Certification and Coverage	2023	2024	2025
Percentage of operational facilities certified ISO 14001, EMAS or against other environmental management standard (%)	46	60	60
Coverage of ISO 14001 certified operational sites (%)	*	*	65
Percentage of all operational sites for which an environmental risk assessment has been conducted (%)	46	60	60
Percentage of all operational sites with public disclosure of results of environmental impact assessments (%)	0	0	0
* Data was not monitored effectively during the reporting period			



PRODUCT				
CIRCULAR ECONOMY		2023	2024	2025
Total weight of recycled input materials (kg)		3,035,319	4,153,031	4,205,009
Total weight of recycled input materials (PCR)		*	884,449	867,823
Total weight of recycled input materials (PIR)		3,035,319	3,268,582	3,337,186
Percentage of recycled input materials (%)		7	9	9
Total amount of raw materials consumed (kg)		44,789,536	45,730,261	47,193,812
Recovered plastic from the market for recycling (kg)		*	1,800	1,913
Number of bags reconditioned		*	80,000	243,780
Number of 1-L FlexiGreens produced		*	10,000,000	10,000,000
Number of 4-L FlexiGreens produced		*	280,000	665,599
Total number of FlexiGreens produced		*	10,280,000	10,665,599
* Data was not monitored effectively during the reporting period				
CUSTOMER EXPERIENCE		2023	2024	2025
Customer Satisfaction Score (%)		96	96	96
Total number of customer complaints		114	99	109
Total number of customer complaints resolved		114	99	109
Total number of incidents of non-compliance with regulations resulting in a fine or penalty		0	0	0
Total number of incidents of non-compliance with regulations resulting in a warning		0	0	0
Total number of incidents of non-compliance with voluntary codes		0	0	0
SUPPLY CHAIN		2023	2024	2025 ¹
Percentage of new suppliers that were screened using environmental criteria (%)		*	52	37
Percentage of new suppliers that were screened using social criteria** (%)		*	52	37
Number of suppliers assessed for environmental impacts**		25	29	186
Percentage of SME suppliers out of all suppliers (%)		*	36	62
Percentage of targeted suppliers that have gone through a CSR assessment (e.g., questionnaire) (%)		100	100	100
Percentage of targeted suppliers that have gone through a CSR on-site audit (%)		83	71	71
Percentage of targeted suppliers that have signed the supplier code of conduct (%)		76	83	83
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements (%)		8	8	8



PRODUCT			
SUPPLY CHAIN	2023	2024	2025 ¹
Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (%)	78	88	59
Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (%)	0	0	19
The number of audits or assessments conducted in the supply chain to detect and address child labor, forced labor, or human trafficking	25	29	29
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0
The number of confirmed cases of child labor, forced labor or human trafficking	0	0	0
Total number of suppliers / contractors ***	*	1,699	1,060
¹ Data includes Vietnam, Ukraine, China, Romania, Türkiye, France, and 3rd party operations.			
* Data was not monitored effectively during the reporting period			
** The significant increase in 2025 is mainly due to an expansion in scope and improvements in the supplier assessment methodology. In 2025, FPS enhanced its data collection processes, increased coverage across regions and supplier categories, and applied more comprehensive screening criteria, resulting in a higher number of suppliers assessed and screened compared to previous years.			
*** The decrease in 2025 reflects improvements in supplier data management and consolidation efforts across FPS operations. During the year, duplicate and inactive suppliers were removed, and supplier records were streamlined to improve data accuracy and reporting consistency.			



GHG Verification Statement

Discover FPS's
The Greenhouse Gas Protocol
Verification Statement.



CERTIFICATE • CERTIFICATE • CERTIFICATE • CERTIFICATE • CERTIFICATE



VERIFICATION OPINION STATEMENT

**TÜV SÜD Türkiye
Industry Service Division**

certifies that the GHG Assertion reported by



FPS FLEXIBLE PACKAGING SOLUTIONS
Van Heeven Goedhartlaan 7a | Amstelveen,
1181LE – The Netherlands

Please see appendix for included sites & scope.

Contract No: 26-IL-0011-34-S / 712627876
Report No: 26-GR-0192
An audit was performed and has demonstrated that the requirements laid down by
**The Greenhouse Gas Protocol:
A corporate accounting and reporting standard
&
ISO 14064-3:2019**
are fulfilled.

Certificate and Appendix Registration No: 26-SER-01334-IL_VOS

Issue Date: 06.05.2026
Revision date / Rev. No. / - / -



Digitally signed by
ABDUL KADIR AKF NAR
Date: 2026.05.06
13:44:24 +0300

TUV SUD Türkiye
Industry Service Division
Türkiye

Certificate and Appendix Registration No: 26-SER-01334-IL_VOS

26-SER-01334

Application of Method: Greenhouse Gas Protocol, Scope 1 and 2, Location-based, Market-based



Page 01

Certificate and Appendix Registration No: 26-SER-01334-IL_VOS

APPENDIX

Base Year: 2024
Application Year: 2025
Scope opted for Demonstration:
 Scope 1 Scope 2 Scope 3
Reporting Period: January 2025 to December 2025

	Market-based (tCO ₂ e)	Location-based (tCO ₂ e)
Scope 1 – Direct GHG emissions:	1,533	1,533
Scope 2 – Energy indirect GHG emissions:	26,595	27,628
Total:	28,128	29,161

Certificate and Appendix Registration No: 26-SER-01334-IL_VOS

Page 02

GHG Verification Statement

Discover FPS's

The Greenhouse Gas Protocol

Verification Statement.



Certificate and Appendix Registration No. 26-GER-01234-UK-008

Project title	Annual Final Verification of GHG Assertion – FPS FLEXIBLE PACKAGING SOLUTIONS as per GHG Protocol and ISO 14064-3:2019
Name of the Client	FPS FLEXIBLE PACKAGING SOLUTIONS
Location	Van Heuven Goedhartlaan 7a Amstelveen, 1181LE – The Netherlands
Sites Included in organizational boundary	<ul style="list-style-type: none"> FPS Belgium – Lodewijk de Raetlaan 31 Izegom - Belgium FPS Belgium – Ambachtenstraat 33 Izegem 8870 - Belgium FPS Chile – Avenida Ventisquero 1204, Rodaga 12 - Renca, Santiago, Chile FPS China – Changzhou – 8 Tenglong Rd, Wujin Economic Development Zone, Changzhou, Jiangsu, China 213149 FPS China – Jilin – No. 36 Jin'ao Road, Fusyao Technology Industrial Park, Jizhou Industrial Park, Jilin FPS France – ZA Site Elisabeth 71300 Montceau les mines France FPS Germany – Industriestraße 55-57 49432 Rheine, Germany FPS HQ – Van Heuven Goedhartlaan 7a Amstelveen, 1181LE - The Netherlands FPS India – Atlantis Building, Vinay K Shih Marg, Nariman Point, Mumbai FPS Ireland – CJD DSI Spheriker Building, L14 3, Harbour Point Hse, Harbour Point, Bus Pk, Little Island Cork, T45, Y23, Ireland FPS Mexico – Care, Central Km 612 Col. Olivar de las Animas, Mexhuala SLP FPS Romania – Big Bag Production – Calea Nationala Nr. 1f, Bolosani, 710001 Roman a FPS Romania – Negresti – Reconditioning (Rebu) – Strada Victoria No.3, Negresti Oas 445200, Satu Mare, Romania FPS Romania – Negresti – Recycling – Strada Victoria No.3, Negresti Oas, 445200 Satu Mare, Roman a FPS Romania – Bolosani – Strada Victoria No.3, Negresti Oas, 445200 Satu Mare, Romania FPS Turkey – Hadimköy – Yeşibayır Mahallesi, Hadimköy İstanbul Yo.Ü. Çarşesi, No 134 Hadimköy, İstanbul 34555 TURKEY FPS Turkey – Samandıra – Fatih Mah. Fabrika Cad. No: 10 34885 Sancaktepe İstanbul FPS Turkey – Sultantepe – Adil Mah. Mehmet Zehid Köfçü Cad. Danışmanlık Sk. No: 12 Sultantepe- İstanbul, 34835 Türkiye

Document No: 25-0027, Revision No: 001, Date: 2025-01-14, Page 1/1

Certificate and Appendix Registration No. 26-GER-01234-UK-008

Base year	2024
Inventory year	2025
Reporting period	1 st January 2025 to 31 st December 2025
Criteria	The Greenhouse Gas Protocol: A corporate accounting and reporting standard ISO 14064-3:2019 Greenhouse gases Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Objective: The objectives of this audit were to:

- To determine the extent of conformity of FPS FLEXIBLE PACKAGING SOLUTIONS GHG emissions report with the applicable verification criteria ISO 14064-3 – Scope 1, Scope 2, including the principles and requirements of GHG Protocol.
- To assess the completeness of the organization's GHG inventory of GHG emissions
- Evaluate the organization's GHG information system and its controls/management in preparing emission report
- Confirm whether the GHG assertion is without material and whether the verification activities provide the level of assurance agreed to at the beginning of the verification process.

Level of Assurance Achieved:
Conclusion on the GHG assertion, including any qualifications or limitations (hypothetical, projected and/or historical in nature)

Whether there is

[...] evidence that the GHG assertion is materially correct and fair representation of the GHG data and information or that it has been prepared in accordance with the related international standard on GHG quantification, monitoring and reporting or to relevant national standards or practices.

[...] no evidence that the GHG assertion is materially correct and fair representation of the GHG data and information or that it has not been prepared in accordance with the related international standard on GHG quantification, monitoring and reporting or to relevant national standards or practices.

Document No: 25-0027, Revision No: 001, Date: 2025-01-14, Page 1/1



Sustainability Report Assurance Letter

Discover for Independent Assurance Opinion Statement of FPS Sustainability Report.



Independent Assurance Opinion Statement

To the Management of FPS Flexible Packaging Solutions,

Scope and Objectives:

TÜV SÜD Turkey was commissioned by FPS Flexible Packaging Solutions to conduct independent assurance of its 2025 Sustainability Report ('the Report'), as published on the company's website at <https://www.fps.com/downloads/> and to carry out an independent verification of selected environmental and social indicators for the reporting period January 1, 2025, to December 31, 2025. Independent verification includes the indicators below under 2 categories (Social / Labor and Human Rights, Environment & GHG Emissions).

Our assurance engagement was planned and carried out in accordance with ISO standards.

TÜV SÜD's approach

TÜV SÜD's assurance engagements are carried out in accordance with our verification procedure. Reviewing the data collection and consolidation processes used to compile selected data, including assumptions made, and the data scope and reporting boundaries; We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion. We were engaged to provide Type 2 moderate level assurance, which covers:

- Evaluation of adherence to the AA1000AS and ISO principles of inclusivity, materiality and responsiveness and impact (the Principles); and
- The reliability of specified sustainability performance information along with related claims in the report including:
 - Desk review
 - Site visit
 - Data sampling
 - Reporting

Inclusivity, Materiality, Responsiveness and Impact principles;

FPS Flexible Packaging Solutions has made a commitment to its stakeholders. The participation of stakeholders has been initiated in developing and achieving an accountable and strategic response to CSR.

FPS Flexible Packaging Solutions publishes CSR information that enables its stakeholders to make informed judgments about the company's management and performance. In our professional opinion the report covers the FPS Flexible Packaging Solutions' materiality issues.

FPS Flexible Packaging Solutions has implemented the practice to respond to the expectations and perceptions of its stakeholders.



Assurance level

The limited level assurance provided is in accordance with ISO 14046-3 in our review, as defined by the scope and methodology described in this statement.

Independence/Responsibilities of FPS Flexible Packaging Solutions and of the Assurance Providers

TÜV SÜD was not involved in collecting and calculating data, or in the development of the Report. TÜV SÜD's activities are independent from FPS Flexible Packaging Solutions. FPS Flexible Packaging Solutions has sole responsibility for preparation of the Report. In performing our assurance work, our responsibility is to the management of FPS Flexible Packaging Solutions.

The assurance team was composed of lead auditors and carbon footprint verifiers experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, and ISO 9001 EU ETS, GS, VCS, ISO 50001 etc. "Add value. Inspire trust." Since it was established more than 150 years ago, TÜV SÜD has been guided by this purpose: to make progress attainable by protecting people, the environment and assets from technology-related risks. More than 26,000 employees at over 1,000 locations in around 50 countries around the world work to provide safety, security, certainty and added value for our customers.

Materiality Analysis

FPS has updated their materiality assessment to align with the latest requirements and to future-proof its strategic sustainability priorities in 2025. A double materiality assessment has been carried out by considering the guidelines of European Sustainability Reporting Standards (ESRS). This approach helps to understand both how sustainability issues may affect FPS, and how FPS's activities impact the environment, society, and the economy. It provides a balanced view of risks, opportunities, and impacts, supporting more transparent and accountable decision-making.

TÜV SÜD's Opinion

Based on TÜV SÜD's approach, we believe that FPS Flexible Packaging Solutions:

- Met the requirements above
- Disclosed accurate and reliable data for Environment & GHG Emissions
- Social Labor/Human Rights



Sustainability Report Assurance Letter

Discover for Independent Assurance Opinion Statement of FPS Sustainability Report.



Verified Data:

Theme	Sub-Theme	KPI	Unit of measure	Data
Social/ Labor and Human Rights	Training	% of the total workforce across all locations who received training on human rights, diversity, discrimination and/or harassment	%	100
Social/ Labor and Human Rights	Training	Average hours of training provided per colleague	hours	13.61
Social/ Labor and Human Rights	Health& Safety	Lost time injury frequency rate for the direct workforce	number	0.49
Social/ Labor and Human Rights	Health& Safety	Lost time injury severity rate for direct workforce	number	0.02
Social/ Labor and Human Rights	Health& Safety	LWCR (Lost Workday Case Rate) rate for direct workforce	number	0.10
Social/ Labor and Human Rights	Health& Safety	% of all operational sites for which an employee health & safety risk assessment has been conducted	%	100
Environment&GHG Emissions	Energy	Total electricity consumption	kWh	64,013,546.00
Environment&GHG Emissions	Energy	Total energy consumption	kWh	68,135,786.23
Environment&GHG Emissions	Energy	Total renewable energy consumption	kWh	2,819,053.20
Environment&GHG Emissions	Energy	% of renewable energy out of total energy mix	%	4.40
Environment&GHG Emissions	Energy	Energy intensity ratio	kwh/unit	1.07



Social/ Labor and Human Rights	Community Engagement	% of the total workforce across all locations represented in formal joint management-worker health & safety committees	%	100
Social/ Labor and Human Rights	HR	% of the total white color workforce across all locations who received regular performance and career development reviews	%	100
Environment&GHG Emissions	Training	% of the total workforce across all locations who received training (internally or externally) on environmental issues	%	32
Social/ Labor and Human Rights	Health& Safety	Number of high-consequence work-related injury	number	0
Social/ Labor and Human Rights	Health& Safety	Number of hours worked	number	8,178,622
Social/ Labor and Human Rights	Health& Safety	Number of recordable work-related injuries (including first aid, medical case, lost workday cases, restricted workday cases)	number	Total Medical Cases: 4 First Aid: 8 Lost Workday Cases: 4 Restricted Workday Cases: 0 Fatalities: 0
Ethics	Certification	Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27000 (or other equivalent/similar standard)	%	20.00
Ethics	Certification	Coverage of ISO 27000-certified sites	%	37.00
Environment&GHG Emissions	Certification	Percentage of operational facilities certified ISO 14001, EMAS or against other environmental management standard	%	60.00
Environment&GHG Emissions	Certification	Coverage of ISO 14001-certified sites	%	65.00
Social/ Labor and Human Rights	Certification	Percentage of operational facilities that are certified ISO 45001 or against other labor or human rights management standard	%	53.00



Sustainability Report Assurance Letter

Discover for Independent Assurance Opinion Statement of FPS Sustainability Report.



Social/ Labor and Human Rights	Certification	Coverage of ISO 45001-certified sites	%	51.00
Products	Circular Economy	Percentage of recycled input materials used to manufacture the organization's primary products and services	%	8.91
Social/ Labor and Human Rights	HR	Percentage of total employees covered by collective bargaining agreements	%	64.20
Social/ Labor and Human Rights	Compliance	The number of confirmed cases of child labor, forced labor, or human trafficking	number	0
Environment&GHG Emissions	Waste	Total amount of waste recycled	Metric tons (t)	4,560.22
Social/ Labor and Human Rights	Training	Total Number of employees trained on child/forced labor topic	number	3773
Social/ Labor and Human Rights	Health& Safety	Total number of our colleagues covered by an occupational health and safety management system	number	3773
Environment&GHG Emissions	Waste	Total waste reused	Metric tons (t)	241.06
Environment&GHG Emissions	Water	Total water consumption	m3	92,960.00
Environment&GHG Emissions	Waste	Total weight of hazardous waste	Metric tons (t)	27.02
Environment&GHG Emissions	Waste	Total weight of non-hazardous waste	Metric tons (t)	9,109.98
Environment&GHG Emissions	Waste	Total weight of recycled input materials	kg	4,205,009.00
Environment&GHG Emissions	Waste	Waste to Landfill	Metric tons (t)	177.60
Environment&GHG Emissions	Waste	Waste to Landfill	%	2.40

Mehmet Kumru
 Head of Sustainability, Director

Date: 13.04.2025





GRI & ESRS Interoperability Index

STATEMENT OF USE	FPS has prepared its report covering the period between 1 January 2025 – 31 December 2025 with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE
GENERAL DISCLOSURES							
GRI 2: General Disclosures 2021	2-1 Organizational details	ESRS 2	BP-1	5(a)	-	About FPS	8
		ESRS 2	BP-1	5(b)(i)	-	About FPS	8
	2-2 Entities included in the organization's sustainability reporting	-	-	-	-	About The Report	4
	2-3 Reporting period, frequency, and contact point	-	-	-	-	About The Report	4
	2-4 Restatements of information	ESRS 2	BP-2	13(a-c)	-		4
		ESRS 2	BP-2	14(a-b)	-		4
	2-5 External assurance	-	-	-	-	Sustainability Report Assurance Letter	132
	2-6 Activities, value chain and other business relationships	ESRS 2	SBM-1	40(a)(i-ii)	AR 12-13	About FPS, Stakeholder Engagement, Sustainable Supply Chain	8, 28, 112
		ESRS 2	SBM-1	40(b-c)	AR 12-13	About FPS, Stakeholder Engagement, Sustainable Supply Chain	8, 28, 112
		ESRS 2	SBM-1	42	AR 14	About FPS, Stakeholder Engagement, Sustainable Supply Chain	8, 28, 112
		ESRS 2	SBM-1	42(c)	AR 15	About FPS, Stakeholder Engagement, Sustainable Supply Chain	8, 28, 112
	2-7 Employees	ESRS 2	SBM-1	40(a)(iii-iv)	AR 12-13	About FPS, People	8, 56
		ESRS 2	SBM-1	40(d)(i-iv)	AR 12-13	About FPS, People	8, 56
		SI	SI-6	50(a-b)	AR 57	About FPS, People	8, 56
		SI	SI-6	50(d-e)	AR 60	About FPS, People	8, 56
		SI	SI-6	50(d)(i-ii)	-	About FPS, People	8, 56
		SI	SI-6	51	-	About FPS, People	8, 56
		SI	SI-6	52	-	About FPS, People	8, 56
		SI	SI-6	52(a-b)	-	About FPS, People	8, 56



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE	
GENERAL DISCLOSURES								
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	SI	SI-7	55(a-c)	AR 61	There are 109 of non-employees whose work is controlled by FPS. They are mostly cleaners and security guards. The data was compiled using month-end and quarter-end data. No significant fluctuation has happened during the reporting period.		
		SI	SI-7	55(b)(i-ii)	-			
		SI	SI-7	56	AR 62			
		SI	SI-7	57	AR 63			
	2-9 Governance structure and composition	ESRS 2	GOV-1	21	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		ESRS 2	GOV-1	21(a-e)	AR 5	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		ESRS 2	GOV-1	22(a)	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		ESRS 2	GOV-1	23(a-b)	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		GI	GOV-1	5(b)	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		GI	GI-5	29(a)	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
	2-10 Nomination and selection of the highest governance body	-	-	-	-	-	Commitment to Corporate Governance	30
	2-11 Chair of the highest governance body	-	-	-	-	-	Commitment to Corporate Governance	30
	2-12 Role of the highest governance body in overseeing the management of impacts	ESRS 2	GOV-1	22(c)	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		ESRS 2	GOV-2	26(a-b)	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		ESRS 2	SBM-2	45(d)	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		SI	SI-2	27(c)	AR 18-19	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		S2	S2-2	22(c)	AR 17-18	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		S3	S3-2	21(c)	AR 14-15	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		S4	S4-2	20(c)	AR 15-16	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		GI	GOV-1	5(a)	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
	2-13 Delegation of responsibility for managing impacts	ESRS 2	GOV-1	22(c)(i-ii)	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		ESRS 2	GOV-2	26(a)	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		GI	GI-3	18(c)	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
	2-14 Role of the highest governance body in sustainability reporting	ESRS 2	GOV-1	22	AR 3	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		ESRS 2	GOV-5	36(a-e)	AR 11	-	Commitment to Corporate Governance, Sustainability Governance	30-38



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE
GENERAL DISCLOSURES							
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	ESRS 2	IRO-1	53(d)	-	Commitment to Corporate Governance, Sustainability Governance	30-38
	2-15 Conflicts of interest	-	-	-	-	Stakeholder Engagement, Commitment to Corporate Governance, Sustainability Governance	28, 30-38
	2-16 Communication of critical concerns	ESRS 2	GOV-2	26(a)	-	Stakeholder Engagement, Commitment to Corporate Governance, Sustainability Governance	28, 30-38
		ESRS 2	GOV-2	26(c)	-	Stakeholder Engagement, Commitment to Corporate Governance, Sustainability Governance	28, 30-38
		GI	GI-1	9	AR 1	Stakeholder Engagement, Commitment to Corporate Governance, Sustainability Governance	28, 30-38
	2-17 Collective knowledge of the highest governance body	GI	GI-3	18(c)	-	Stakeholder Engagement, Commitment to Corporate Governance, Sustainability Governance	28, 30-38
		ESRS 2	GOV-1	23	AR 5	Stakeholder Engagement, Commitment to Corporate Governance, Sustainability Governance	28, 30-38
	2-18 Evaluation of the performance of the highest governance body	GI	GI-4	24(a)	-	Stakeholder Engagement, Commitment to Corporate Governance, Sustainability Governance	28, 30-38
		-	-	-	-	Commitment to Corporate Governance, Sustainability Governance	30-38
	2-19 Remuneration policies	ESRS 2	GOV-3	29	AR 7	Commitment to Corporate Governance, Sustainability Governance	30-38
		ESRS 2	GOV-3	29(a-c)	-	Commitment to Corporate Governance, Sustainability Governance	30-38
		EI	EI.GOV-3	13	-	Commitment to Corporate Governance, Sustainability Governance	30-38
	2-20 Process to determine remuneration	ESRS 2	GOV-3	29(e)	-	The remuneration data is classified as confidential.	
	2-21 Annual total compensation ratio	SI	SI-16	97(b-c)	AR 101	The remuneration data is classified as confidential.	
	2-22 Statement on sustainable development strategy	ESRS 2	BP-2	17(a)	-	Message from the CEO, Sustainability at FPS, Sustainability Approach, Sustainability Targets	5-6, 17, 21, 25
		ESRS 2	SBM-1	40(g)	AR 12-13	Message from the CEO, Sustainability at FPS, Sustainability Approach, Sustainability Targets	5-6, 17, 21, 25
	2-23 Policy commitments	ESRS 2	MDR-P	65(b-f)	-	Policies: https://www.fps.com/downloads/	
		SI	SI-1	19	-		
		SI	SI-1	20	-		
		SI	SI-1	21	AR 12		
		SI	SI-1	24(c)	-		
		SI	SI-1	-	AR 14		
		S2	S2-1	16	-		
S2		S2-1	17	-			
S2		S2-1	19	AR 14			
S2	S2-1	-	AR 16				



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE
GENERAL DISCLOSURES							
GRI 2: General Disclosures 2021	2-23 Policy commitments	S3	S3-1	14	-	Policies: https://www.fps.com/downloads/	
		S3	S3-1	16	-		
		S3	S3-1	17	AR 10		
		S3	S3-1	-	AR 11		
		S4	S4-1	15	-		
		S4	S4-1	16	-		
		S4	S4-1	17	AR 11		
		S4	S4-1	-	AR 13		
		GI	GI-1	7	-		
		GI	GI-1	9	AR 1		
	2-24 Embedding policy commitments	ESRS 2	GOV-2	26(b)	-	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
		ESRS 2	MDR-P	65(c)	-	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
		SI	SI-4	-	AR 35	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
		S2	S2-1	18	-	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
		S2	S2-4	-	AR 30	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
		S3	S3-4	-	AR 27	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
		S4	S4-4	-	AR 27	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
		GI	GI-1	9	AR 1	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
		GI	GI-1	10(g)	-	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
		2-25 Processes to remediate negative impacts	SI	SI-1	20(c)	-	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity
	SI		SI-1	-	AR 17(g)	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
	SI		SI-3	32(a-b)	AR 27, AR 28	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
	S2		S2-1	17(c)	-	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
	S2		S2-3	27(a-d)	AR 21, AR 22, AR 27	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
	S2		S2-3	28	AR 25, AR 26	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
	S2		S2-4	33(c)	-	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
	S3		S3-1	16(c)	-	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE
GENERAL DISCLOSURES							
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	S3	S3-3	27(a-d)	AR 17, AR 18, AR 22, AR 24	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
		S3	S3-3	28	AR 23	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
		S3	S3-3	-	AR 19	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
		S3	S3-3	-	AR 21	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
		S3	S3-4	33(c)	-	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
		S4	S4-1	16(c)	-	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
		S4	S4-3	25(a-d)	AR 18-AR 19, AR 24	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
		S4	S4-3	26	AR 23	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
		S4	S4-3	-	AR 20	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
		S4	S4-3	-	AR 22	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
		S4	S4-4	32(c)	-	Business Ethics, Transparency and Compliance, Integrated Risk Management, Business Continuity	39, 42, 52
	2-26 Mechanisms for seeking advice and raising concerns	SI	SI-3	32(e)	AR 32	Business Ethics, Transparency and Compliance, Human and Labor Rights	39, 57
		S2	S2-3	27(d)	AR 27	Business Ethics, Transparency and Compliance, Human and Labor Rights	39, 57
		S3	S3-3	27(d)	AR 24	Business Ethics, Transparency and Compliance, Human and Labor Rights	39, 57
		S4	S4-3	25(d)	AR 24	Business Ethics, Transparency and Compliance, Human and Labor Rights	39, 57
		GI	GI-1	10(a)	-	Business Ethics, Transparency and Compliance, Human and Labor Rights	39, 57
		GI	GI-1	10(c)	-	Business Ethics, Transparency and Compliance, Human and Labor Rights	39, 57
	2-27 Compliance with laws and regulations	ESRS 2	SBM-3	48(d)	-	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
		E2	E2-4	-	AR 25(b)	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
		SI	SI-17	103(c-d)	AR 103-AR 106	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
		SI	SI-17	104(b)	AR 103- AR 106	Business Ethics, Transparency and Compliance, Human and Labor Rights, Data Privacy and Cybersecurity, People	39, 53, 57
	2-28 Membership associations	-	-	-	-	2025 Highlights, Stakeholder Engagement	15, 28
	2-29 Approach to stakeholder engagement	ESRS 2	SBM-2	45(a)	AR 16	Double Materiality Assessment, Stakeholder Engagement	18, 28
		ESRS 2	SBM-2	45(a)(i-v)	AR 16	Double Materiality Assessment, Stakeholder Engagement	18, 28
		SI	SI-1	20(b)	-	Double Materiality Assessment, Stakeholder Engagement	18, 28
		SI	SI-2	27(a-b)	AR 19	Double Materiality Assessment, Stakeholder Engagement	18, 28



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE
GENERAL DISCLOSURES							
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	SI	SI-2	27(e)	-	Double Materiality Assessment, Stakeholder Engagement	18, 28
		SI	SI-2	28	-	Double Materiality Assessment, Stakeholder Engagement	18, 28
		SI	SI-2	-	AR 25(a-e)	Double Materiality Assessment, Stakeholder Engagement	18, 28
		SI	SI-3	-	AR 30	Double Materiality Assessment, Stakeholder Engagement	18, 28
		SI	SI-3	32(c-e)	AR 32	Double Materiality Assessment, Stakeholder Engagement	18, 28
		SI	SI-3	33	AR 31	Double Materiality Assessment, Stakeholder Engagement	18, 28
		SI	SI-17	103(b)	AR 103- AR 106	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S2	S2-1	17b	-	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S2	S2-2	22(a-b)	AR 18	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S2	S2-2	22(e)	-	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S2	S2-2	23	-	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S2	S2-3	-	AR 23	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S3	S3-1	16(b)	-	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S3	S3-2	21(a-b)	AR 15	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S3	S3-2	21(d)	-	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S3	S3-2	22	-	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S4	S4-1	16(b)	-	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S4	S4-2	20(a-b)	AR 14, AR 16	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S4	S4-2	20(d)	-	Double Materiality Assessment, Stakeholder Engagement	18, 28
		S4	S4-2	21	-	Double Materiality Assessment, Stakeholder Engagement	18, 28
	2-30 Collective bargaining agreements	SI	SI-8	60(a-c)	AR 66	Human and Labor Rights, Social Metrics	57, 116-126
		SI	SI-8	61	-	Human and Labor Rights, Social Metrics	57, 116-126
		SI	SI-8	-	AR 70	Human and Labor Rights, Social Metrics	57, 116-126
MATERIAL TOPICS							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESRS 2	BP-1	5(c)	AR 1	Double Materiality Assessment	18
		ESRS 2	IRO-1	53(a-b)	-	Double Materiality Assessment	18
		ESRS 2	IRO-1	53(b)(i-iv)	-	Double Materiality Assessment	18



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE
MATERIAL TOPICS							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESRS 2	IRO-1	53 g	-	Double Materiality Assessment	18
	3-2 List of material topics	ESRS 2	BP-2	17	-	Very High Priority Topics, Materiality Matrix	20
		ESRS 2	BP-2	17(a)	-	Very High Priority Topics, Materiality Matrix	20
		ESRS 2	SBM-3	48(a)	-	Very High Priority Topics, Materiality Matrix	20
		ESRS 2	SBM-3	48(g)	-	Very High Priority Topics, Materiality Matrix	20
PRODUCT DESIGN AND LIFECYCLE MANAGEMENT							
GRI 3: Material Topics 2021	3-3 Management of material topics	E5	IRO-1	-	AR 7 a	Product Design and Lifecycle Management, Sustainable Products and Circularity, Environmental Metrics	99, 106, 127-128
		E5	E5-2	19	-	Product Design and Lifecycle Management, Sustainable Products and Circularity, Environmental Metrics	99, 106, 127-128
		E5	E5-3	23	-	Product Design and Lifecycle Management, Sustainable Products and Circularity, Environmental Metrics	99, 106, 127-128
		ESRS 2	-	62	-	Product Design and Lifecycle Management, Sustainable Products and Circularity, Environmental Metrics	99, 106, 127-128
		ESRS 2	-	81	-	Product Design and Lifecycle Management, Sustainable Products and Circularity, Environmental Metrics	99, 106, 127-128
GRI 301: Materials 2016	301-1 Materials used by weight or volume	E5	E5-4	31a	-	Environmental Metrics	127
	301-2 Recycled input materials used	E5	E5-4	32	AR 24	Environmental Metrics	127
		E5	E5-4	31 c	AR 23	Environmental Metrics	127
BUSINESS ETHICS, TRANSPARENCY AND COMPLIANCE							
GRI 3: Material Topics 2021	3-3 Management of material topics	G1	G1-2	15a	AR2- AR 3	Business Ethics, Transparency and Compliance	39
		G1	G1-3	19	-	Business Ethics, Transparency and Compliance	39
		G1	G1-4	-	-	Business Ethics, Transparency and Compliance	39
		ESRS 2	-	62	-	Business Ethics, Transparency and Compliance	39
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	G1	G1-3	20	-	Business Ethics, Transparency and Compliance, Social Metrics, Training Metrics	39, 116
		G1	G1-3	21 b	-	Business Ethics, Transparency and Compliance, Social Metrics, Training Metrics	39, 116
		G1	G1-3	21 c	-	Business Ethics, Transparency and Compliance, Social Metrics, Training Metrics	39, 116
		G1	G1-3	AR 7	-	Business Ethics, Transparency and Compliance, Social Metrics, Training Metrics	39, 116
		G1	G1-3	AR 8	-	Business Ethics, Transparency and Compliance, Social Metrics, Training Metrics	39, 116
	205-3 Confirmed incidents of corruption and actions taken	G1	G1-4	25 a	-	Business Ethics, Transparency and Compliance	39
		G1	G1-4	25 a	-	Business Ethics, Transparency and Compliance	39
		G1	G1-4	25 b	-	Business Ethics, Transparency and Compliance	39



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE
BUSINESS ETHICS, TRANSPARENCY, AND COMPLIANCE							
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	G1	GI-4	25 c	-	Business Ethics, Transparency and Compliance	39
		G1	GI-4	25 d	-	Business Ethics, Transparency and Compliance	39
HUMAN AND LABOR RIGHTS							
GRI 3: Material Topics 2021	3-3 Management of material topics	G1	GI-2	15a	AR2- AR 3	Human and Labor Rights	57
		G1	GI-3	19	-	Human and Labor Rights	57
		G1	GI-4	-	-	Human and Labor Rights	57
		ESRS 2	-	62	-	Human and Labor Rights	57
WATER AND WASTEWATER							
GRI 3: Material Topics 2021	3-3 Management of material topics	E3	E3-2	17		Water and Wastewater	94-95
		E3	E3-2	18	AR 19 - AR 21	Water and Wastewater	94-95
		E3	E3-3	22	-	Water and Wastewater	94-95
		ESRS 2	-	62	-	Water and Wastewater	94-95
		ESRS 2	-	81	-	Water and Wastewater	94-95
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	ESRS 2	SBM-3	48 a	-	Water and Wastewater	94-95
		ESRS 2	SBM-3	48 c iv	-	Water and Wastewater	94-95
		E3	IRO-1	8a	AR 1- AR 15	Water and Wastewater	94-95
		E3	E3-2	AR20	AR 19-AR 21	Water and Wastewater	94-95
		E3	E3-3	24	AR 22	Water and Wastewater	94-95
	303-5 Water consumption	E3	E3-3	25	-	Water and Wastewater	94-95
		E3	E3-4	28 a	-	Water and Wastewater	94-95
		E3	E3-4	28 b	AR 26	Water and Wastewater	94-95
		E3	E3-4	28 d	-	Water and Wastewater	94-95
		E3	E3-4	28 e	AR 29	Water and Wastewater	94-95
CLIMATE ACTION AND RESILIENCE							
GRI 3: Material Topics 2021	3-3 Management of material topics	E1	E1-2	25	AR 16-AR18	Climate Action and Resilience	85
		E1	E1-3	28	-	Climate Action and Resilience	85
		E1	E1-4	32	-	Climate Action and Resilience	85



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE	
CLIMATE ACTION AND RESILIENCE								
GRI 3: Material Topics 2021	3-3 Management of material topics	EI	EI-4	33	-	Climate Action and Resilience	85-88	
		EI	EI-4	34e,16a	AR 26	Climate Action and Resilience	85-88	
		ESRS 2	MDR-T	81	-	Climate Action and Resilience	85-88	
		ESRS 2	MDR-A	62	-	Climate Action and Resilience	85-88	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	EI	EI-5	37	AR 35	Energy Management	89-91	
		EI	EI-5	37a	AR 33	Energy Management	89-91	
		EI	EI-5	37b	-	Energy Management	89-91	
		EI	EI-5	37c	-	Energy Management	89-91	
		EI	EI-5	37ci	-	Energy Management	89-91	
		EI	EI-5	37cii	-	Energy Management	89-91	
		EI	EI-5	37ciii	-	Energy Management	89-91	
		EI	EI-5	38a	AR 33	Energy Management	89-91	
		EI	EI-5	38b	AR 33	Energy Management	89-91	
		EI	EI-5	38c	AR 33	Energy Management	89-91	
		EI	EI-5	38d	AR 33	Energy Management	89-91	
		EI	EI-5	38e	AR 33	Energy Management	89-91	
			302-3 Energy intensity	EI	EI-5	40	AR 36	Energy Management
		302-4 Reduction of energy consumption	-	-	-	-	Environmental Metrics	126-127
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	EI	EI-4	34c	-	Climate Action and Resilience , Environmental Metrics	85-88, 126-127	
		EI	EI-6	44	AR 39	Climate Action and Resilience , Environmental Metrics	85-88, 126-127	
		EI	EI-6	AR 41	-	Climate Action and Resilience , Environmental Metrics	85-88, 126-127	
		EI	EI-6	48 a	AR 43	Climate Action and Resilience , Environmental Metrics	85-88, 126-127	
		EI	EI-6	44+52	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127	
		EI	EI-6	44+52a	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127	
		EI	EI-6	44+52b	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127	
		EI	EI-6	52 a	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127	
		EI	EI-6	52 b	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127	



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE
CLIMATE ACTION AND RESILIENCE							
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	EI	EI-6	AR 39b	-	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
		EI	EI-6	AR 43c	-	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
	305-2 Energy indirect (Scope 2) GHG emissions	EI	EI-4	34c	-	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
		EI	EI-6	44	AR 39	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
		EI	EI-6	AR 41	-	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
		EI	EI-6	49 a	AR 45	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
		EI	EI-6	49 b	AR 45	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
		EI	EI-6	44+52	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
		EI	EI-6	44+52a	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
		EI	EI-6	44+52b	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
		EI	EI-6	52 a	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
		EI	EI-6	52 b	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
		EI	EI-6	AR 39b	-	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
		305-3 Other indirect (Scope 3) GHG emissions	EI	EI-4	34c	-	Climate Action and Resilience , Environmental Metrics
	EI		EI-6	44	AR 39	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
	EI		EI-6	AR 41	-	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
	EI		EI-6	AR 46 d	-	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
	EI		EI-6	51	AR 46	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
	EI		EI-6	44+52	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
	EI		EI-6	44+52a	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
	EI		EI-6	44+52b	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
	EI		EI-6	52 a	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
	EI		EI-6	52 b	AR 47	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
	EI		EI-6	AR 39b	-	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
	EI		EI-6	AR 46i	-	Climate Action and Resilience , Environmental Metrics	85-88, 126-127
	EI	EI-6	AR 46j	-	Climate Action and Resilience , Environmental Metrics	85-88, 126-127	
	305-4 GHG emissions intensity	EI	EI-6	53	AR 53	Climate Action and Resilience , Environmental Metrics	85-88, 126-127



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE
CLIMATE ACTION AND RESILIENCE							
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	E1	EI-3	29b	-	Environmental Metrics	126-127
		E1	EI-4	34a + 34 b	-	Environmental Metrics	126-127
WASTE MANAGEMENT							
GRI 3: Material Topics 2021	3-3 Management of material topics	E5	IRO-1	AR 7 a	-	Waste Management	92-93
		E5	E5-2	19	-	Waste Management	92-93
		E5	E5-3	23	-	Waste Management	92-93
		ESRS 2	MDR-T	81	-	Waste Management	92-93
		ESRS 2	MDR-A	62	-	Waste Management	92-93
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ESRS 2	SBM-3	48 a	-	Waste Management	92-93
		ESRS 2	SBM-3	48 c ii	-	Waste Management	92-93
	306-1 Waste generation and significant waste-related impacts	ESRS 2	SBM-3	48 c iv	-	Waste Management	92-93
		E5	IRO-1	AR 7 f	-	Waste Management	92-93
		E5	E5-4	30	AR 21	Waste Management	92-93
		E5	E5-4	32	AR 24	Waste Management	92-93
	306-2 Management of significant waste-related impacts	E5	E5-2	19	-	Waste Management	92-93
		E5	E5-2	20b	-	Waste Management	92-93
		E5	E5-2	20c	-	Waste Management	92-93
		E5	E5-2	20e	AR 13	Waste Management	92-93
		E5	E5-2	20f	-	Waste Management	92-93
		E5	E5-2	AR 11	-	Waste Management	92-93
		E5	E5-2	AR 12 a	-	Waste Management	92-93
		E5	E5-5	36b	-	Waste Management	92-93
		E5	E5-5	40	AR 33	Waste Management	92-93
E5		E5-5	AR 28	-	Waste Management	92-93	
306-3 Waste generated	E5	E5-5	37 a	-	Waste Management, Environmental Metrics	92-93, 126-127	
	E5	E5-5	38	-	Waste Management, Environmental Metrics	92-93, 126-127	
	E5	E5-5	38 a	-	Waste Management, Environmental Metrics	92-93, 126-127	



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE
WASTE MANAGEMENT							
GRI 306: Waste 2020	306-3 Waste generated	E5	E5-5	38 b	-	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	39	-	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	39	-	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	40	AR 33	Waste Management, Environmental Metrics	92-93, 126-127
	306-4 Waste diverted from disposal	E5	E5-5	37 b	-	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	37b(i)	-	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	37b(ii)	-	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	37b(iii)	AR 31	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	37 c	-	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	37 c(i)	-	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	37 c(ii)	-	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	37 c(iii)	AR 32	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	38	-	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	38 a	-	Waste Management, Environmental Metrics	92-93, 126-127
		E5	E5-5	38 b	-	Waste Management, Environmental Metrics	92-93, 126-127
		SUSTAINABLE SUPPLY CHAIN					
GRI 3: Material Topics 2021	3-3 Management of material topics	GI	GI-2	15 a	-	Sustainable Supply Chain	112-113
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	S3 ESRS 1	-	-	AR 16	Supply Chain Metrics	128-129
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	GI	GI-2	15 b	AR2- AR 3	Social Metrics	116-126
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	GI	GI-2	15 b	AR2- AR 3	Social Metrics	116-126
TALENT ATTRACTION AND RETENTION							
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-	-	Talent Attraction and Retention	69-71
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SI	SI-6	50c	AR 59	Diversity, Inclusion and Equal Opportunity, Social Metrics, Gender Distribution	74-76, 116-126
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SI	SI-11	74;75	AR75	Employee Benefits	70-71
	401-3 Parental leave	SI	SI-15	93 a	AR 96-AR 97	Parental leave	120
		SI	SI-15	93 b		Parental leave	120



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE
OCCUPATIONAL HEALTH AND SAFETY							
GRI 3: Material Topics 2021	3-3 Management of material topics		-	-	-	Occupational Health and Safety	65-68
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety management system	SI	SI-1	23	-	Occupational Health and Safety	65-68
	403-2 Hazard identification, risk assessment, and incident investigation	SI	SI-3	32b	AR 28	Occupational Health and Safety	65-68
		SI	SI-3	33	-	Occupational Health and Safety	65-68
	403-5 Worker training on Occupational Health and Safety	-	-	-	-	Occupational Health and Safety, Health and Safety Metrics	65-68
	403-6 Promotion of worker health	-	-	-	-	Occupational Health and Safety	65-68
	403-7 Prevention and mitigation of Occupational Health and Safety impacts directly linked by business relationships	S2	S2-4	32 a	AR 38	Occupational Health and Safety	65-68
	403-9 Work-related injuries	SI	SI-4	38a	AR 42	Occupational Health and Safety, Health and Safety Metrics	65-68, 118
		SI	SI-14	88b	AR 89-91	Occupational Health and Safety, Health and Safety Metrics	65-68, 118
		SI	SI-14	88c		Occupational Health and Safety, Health and Safety Metrics	65-68
		SI	SI-14	88e	AR 89-91, AR 95	Occupational Health and Safety, Health and Safety Metrics	65-68
SI		SI-14	89	-	Occupational Health and Safety, Health and Safety Metrics	65-68	
SI	SI-14	AR 82	-	Occupational Health and Safety, Health and Safety Metrics	65-68		
LEARNING AND DEVELOPMENT							
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-	-	Learning and Development	72-73
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SI	SI-13	83 b	AR 78	Learning and Development, Training Metrics	72-73, 118
		SI	SI-13	84	AR 79	Learning and Development, Training Metrics	72-73, 118
	404-2 Programs for upgrading employee skills and transition assistance programs	SI	SI-1	AR 17 h	-	Learning and Development	72-73
	404-3 Percentage of employees receiving regular performance and career development reviews	SI	SI-13	83 a	AR 77	Learning and Development	72-73
		SI	SI-13	84	AR 79	Learning and Development	72-73
DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY							
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-	-	Diversity, Inclusion and Equal Opportunity	74-76
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ESRS 2	GOV-1	21 d	-	Commitment to Corporate Governance, Sustainability Governance, Gender Distribution	30-35, 36-38, 119-120
		SI	SI-6	50a	-	Commitment to Corporate Governance, Sustainability Governance, Gender Distribution	30-35, 36-38, 119-120
		SI	SI-9	66a	-	Commitment to Corporate Governance, Sustainability Governance, Gender Distribution	30-35, 36-38, 119-120
		SI	SI-9	66b	-	Commitment to Corporate Governance, Sustainability Governance, Gender Distribution	30-35, 36-38, 119-120
		SI	SI-12	79	-	Commitment to Corporate Governance, Sustainability Governance, Gender Distribution	30-35, 36-38, 119-120



GRI STANDARD	DISCLOSURE	ESRS	DR	PARAGRAPH	RELATED AR	REPORT SECTION	PAGE
DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY							
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	S1	SI-16	98	-	Business Ethics, Transparency and Compliance, Human and Labor Rights, Diversity, Inclusion and Equal Opportunity, Ethics and Compliance Metrics	39-41, 57-58, 74-76, 115
		S1	SI-17	AR 103	-	Business Ethics, Transparency and Compliance, Human and Labor Rights, Diversity, Inclusion and Equal Opportunity, Ethics and Compliance Metrics	39-41, 57-58, 74-76, 115
CONTRIBUTION TO LOCAL COMMUNITIES							
GRI 3: Material Topics 2021	3-3 Management of material topics	S3	S3-4	AR 43	-	Contribution to Local Communities, WaterSafe Initiative	81-82
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	S3	S3-4	AR 34 (c)	-	Contribution to Local Communities, WaterSafe Initiative	81-82
CUSTOMER EXPERIENCE							
GRI 3: Material Topics 2021	3-3 Management of material topics	S4	S4-3	31 (a-d)	-	Customer Experience	77-80
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	ESRS 2	SBM-3	48 a	-	Customer Experience	77-80
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	-	-	-	Customer Experience	77-80
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	S4	S4-3	26	AR 23	Data Privacy and Cybersecurity	53-54
		S4	S4-4	35	-	Data Privacy and Cyber Security	53-54
PRODUCT QUALITY AND SAFETY							
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-	-	Product Quality and Safety	109-110

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