Sustainability

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Our sustainability reporting

Sustainability is core to our business strategy and related reporting. This chapter of our Annual Report outlines our commitments, progress and performance in each area of our sustainability approach.

Additional environmental, social and governance (ESG) disclosures can be found in the appendix section, including our reporting in line with:

- Task Force on Climate-related Financial Disclosures (TCFD).
- EU Taxonomy.
- Global Reporting Initiative (GRI) Standards.
- Swiss law on reporting obligations on non-financial matters (Swiss Code of Obligations art. 964) and Swiss ordinance on climate disclosures.
- United Nations Sustainable Development Goals.

We also follow the requirements of art. 964j-l of the Swiss Code of Obligations (Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour). We have concluded that SIG is exempt from the Swiss requirements on due diligence and reporting on minerals and metals (**see also Reporting regulations and frameworks** →). Our reporting relating to due diligence on child labor is presented as a separate report in the appendix section.

We also track and report our progress through external assessments. We submit in-depth ESG disclosures specifically for investors and customers, including our annual submissions to CDP, EcoVadis, and the S&P Global Corporate Sustainability Assessment (used to inform the Dow Jones Sustainability Indices, DJSI).

Our reporting is continually evolving to align with best practices, regulations, and stakeholder expectations for enhanced disclosures.

For further information on our ESG disclosures and the reporting regulations and frameworks we follow, **see Reporting regulations and frameworks** → **and Our key policies** →.

Scope and assurance

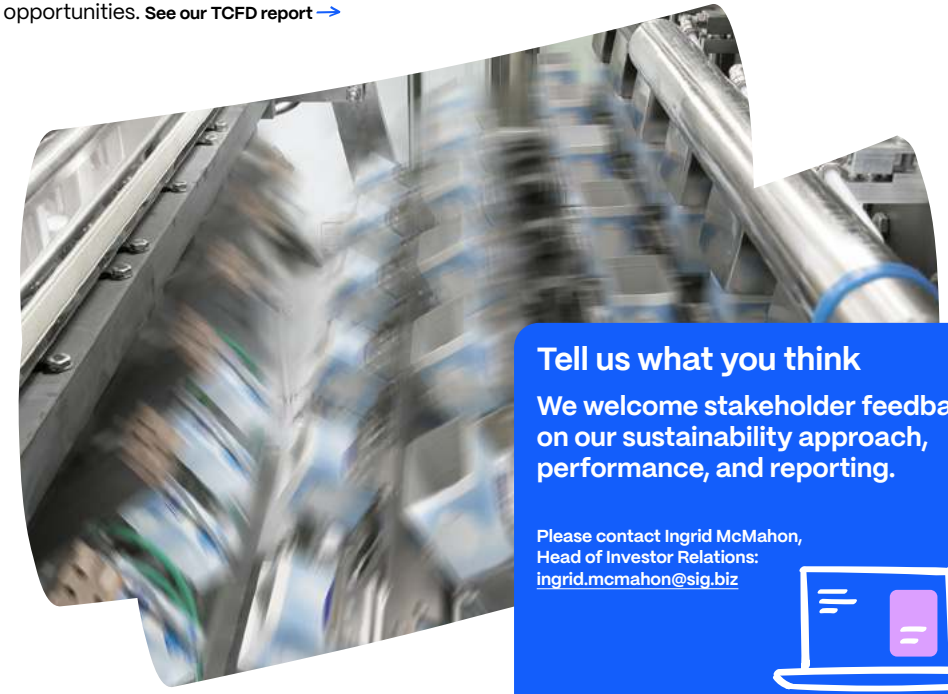
Our sustainability reporting covers the 2024 calendar year. Unless otherwise stated, data covers SIG Group AG and its subsidiaries (the same scope of consolidation as in the Group's consolidated financial statements).

We use key performance indicators (KPIs) to measure our performance and progress towards our sustainability targets. 2024 sustainability information marked with the symbol ✓ is externally assured with limited assurance by PricewaterhouseCoopers AG. **See assurance report** → For comparative years' data, see annual reports from prior years for details on assured data and scope of assurance.

Reporting regulations and frameworks

We align our sustainability reporting with (or are preparing to follow or align with) recognized external regulations or frameworks, covering a broad range of sustainability and ESG topics including:

- **CDP:** We disclose detailed information for investors and customers on our management and performance on climate, forests and water through CDP.
- **Dow Jones Sustainability Indices (DJSI):** In 2024, we responded to the S&P Global Corporate Sustainability Assessment survey for an investor audience for the fourth time.
- **EcoVadis:** We submit extensive information to support our annual assessment by EcoVadis for customers.
- **EU Corporate Sustainability Reporting Directive (CSRD):** We are evaluating the requirements of the CSRD and respective European Sustainability Reporting Standards (ESRS) and working to integrate necessary elements into our corporate governance and future reporting in order to fully report in line with the CSRD for the financial year 2025. We have performed a preliminary double materiality assessment guided under CSRD in 2024 – **see Our material topics →**
- **EU Taxonomy:** In 2022, we voluntarily conducted a first eligibility analysis of our aseptic carton business activities following the Taxonomy framework. In 2023, we expanded the eligibility analysis to include our bag-in-box, spouted pouch and chilled carton businesses, which were acquired mid-way through 2022. We will fully report in line with the EU Taxonomy for the financial year 2025. **See our EU Taxonomy report included as an appendix to the Annual Report →**
- **Global Reporting Initiative (GRI):** We report annually in accordance with the GRI Standards. Our GRI reporting for the 2024 reporting year is integrated in this Annual Report. **See GRI content index →**
- **Greenhouse Gas (GHG) Protocol:** Our greenhouse gas emissions are reported in accordance with the GHG Protocol (**see our GHG emissions basis for reporting →**). We are also reviewing guidance from the new Greenhouse Gas Protocol on Carbon Removals and Land Sector (currently in pilot phase) as a basis to establish a FLAG (forest land and agriculture) target once robust data is available in line with the Science Based Targets initiative's requirements.
- **Human rights due diligence and transparency:** As part of our workstream on human rights, we regularly conduct evaluations of due diligence activities, including related reporting required to meet recent regulations on this topic, such as the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO) (see below) and the German Supply Chain Due Diligence Law (Lieferkettensorgfalts-pflichtengesetz).
- **Science Based Targets Network:** SIG is a member of the Science Based Targets Network Corporate Engagement Program. We follow the requirements and report on progress **see Forest+ → Science Based Targets Network (SBTN) approach →**.
- **Swiss Code of Obligations art.964j-l (Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour):** Based on an assessment of our obligations regarding minerals and metals for 2024, we have concluded that SIG falls below the quantitative thresholds and therefore is exempt from the Swiss requirements on due diligence and reporting on minerals and metals from conflict-affected areas. The outcome of our assessment of our due diligence and reporting obligations regarding child labor is presented separately as an appendix in this report →.
- **Swiss law on reporting obligations on non-financial matters:** We report in line with the requirements of the Swiss law on reporting obligations on non-financial matters (Swiss Code of Obligations art.964b). **See our integrated report on non-financial matters (in the form of an index, with references to relevant sections in the Annual Report) included as an appendix to the Annual Report →**
- **Swiss Ordinance on Climate Reporting:** We report in line with the new Swiss Ordinance on Climate Reporting, which is based on TCFD (see below), and is applicable for the Group from this 2024 financial year. **See our integrated report on non-financial matters (in the form of an index, with references to relevant sections in the Annual Report) included as an appendix to the Annual Report →**
- **Task Force on Climate-related Financial Disclosures (TCFD):** We report in line with the TCFD recommendations, including scenario analysis, to address climate-related risks and opportunities. **See our TCFD report →**
- **Taskforce on Nature-related Financial Disclosures (TNFD):** Building on our established efforts to source renewable raw materials from sustainably managed forests and related to our broader commitments to prevent biodiversity loss and reduce our water footprint, we are using the TNFD framework to inform our assessment of risks and opportunities for our business and working towards TNFD reporting in future. **See Managing nature-related risks and opportunities →**
- **United Nations Global Compact:** As a signatory to the United Nations Global Compact, we submit an annual Communication on Progress.
- **United Nations Sustainable Development Goals (SDGs):** We describe how we are contributing to the SDGs in this report. **See Contributing to the United Nations Sustainable Development Goals →**



Tell us what you think

We welcome stakeholder feedback on our sustainability approach, performance, and reporting.

Please contact Ingrid McMahon, Head of Investor Relations:
ingrid.mcmahon@sig.biz

Highlights and ratings

Highlights in 2024

Expanding the reach of aseptic cartons with no aluminum foil layer

In March 2024, SIG delivered its three billionth aseptic carton pack without an aluminum foil layer for use in the European dairy industry and sold during 2024 over 250 million packs of the new SIG Terra Alu-free Full barrier carton pack in China.

Reducing greenhouse gas emissions

We have reduced our GHG greenhouse gas emissions (Scope 1, 2,3) per liter packed by 9% from a 2020 baseline.

Supporting thriving forests

Our first project with WWF[1] continued in Mexico to support key ecosystems and secure a critical corridor for jaguars by working to improve the management of 100,000 hectares of forest landscapes, as well as reforesting and restoring a further 750 hectares. Two more large scale forest landscape conservation and restoration projects started with WWF in Malaysia (170,000 ha) and Thailand (60,000 ha).

We discussed forest landscape restoration projects contributing to our Forest+ ambition with our key paperboard suppliers and received letters of intent. A concept was finalized to create a market value of the forest positive projects for our customers and at the point of sale. This includes the option to link SIG cartons to the projects via an on-pack communication.

Reinforcing our commitment to environmental stewardship and innovation

SIG entered into a network partnership with the Ellen MacArthur Foundation, with the aim of advancing the transition towards circular packaging systems.

Accelerating business action on climate, health and food

We also joined the Food Cluster of the Climate & Health Coalition hosted by Forum for the Future. We helped to build a toolkit for food and drink system businesses that: highlights current activity at the intersection of climate, health and food; generates case studies to inspire and accelerate action for others; and provides guidance on key topics and opportunities for action.

Developing new nutrition options

The world's first long-life probiotic buttermilk, created in collaboration with our customer AnaBio Technologies, was launched at Gulfood 2024. In addition to probiotics, SIG has defined a new product matrix with three other focus areas for product development: protein, sugar reduction and better hydration. In the field of sugar reduction SIG is partnering with food tech companies to reduce the sugar content naturally without impairing taste and texture.

1 Through the WWF Forests Forward program: SIG Group – Forests Forward – explorer.land.

External ratings and indices in 2024

Dow Jones Sustainability indices

SIG was included in two Dow Jones Sustainability Indices (DJSI) for the first time. The inclusion in the DJSI World and DJSI Europe indices highlights our commitment to long-term shareholder value and leadership in sustainability.[1]

S&P Global Sustainability Yearbook

In addition SIG was included for the third time in S&P Global Sustainability Yearbook. Only 15% of participating companies assessed by the S&P Global Corporate Sustainability Assessment survey in each industry are included.

EcoVadis

SIG was awarded the highest sustainability status in the EcoVadis rating for Corporate Social Responsibility (CSR), with a record score of 96/100, up from 86/100 in 2023. Our platinum rating again puts SIG in the top 1% of businesses participating in the EcoVadis sustainability assessment.

MSCI AAA

MSCI ESG Research provides MSCI ESG Ratings on global public and a few private companies on a scale of AAA (leader) to CCC (laggard), according to exposure to industry-specific ESG risks and the ability to manage those risks relative to peers. In 2024 SIG Group AG received a rating of AAA in the MSCI ESG Ratings assessment, up from AA in 2023.[2]

Sustainalytics

In December 2024, SIG Group received an ESG Risk Rating of 10.5 and was assessed by Morningstar Sustainalytics to be at low risk of experiencing material financial impacts from ESG factors.[3]

SXI Switzerland Sustainability 25® Index

We maintained our position among the top 25 most sustainable companies listed on the SIX Swiss Exchange based on a third-party assessment.

FTSE4Good Index Series

SIG Group AG is a constituent of the FTSE4Good Index Series, created by the global index provider FTSE Russell to measure the performance of companies demonstrating strong ESG practices.[4]

Awards and recognition in 2024

Green Packaging Star Award

Awarded in Austria to the SIG Terra MidiBloc Alu-free packaging solution.

WorldStar for Packaging award 2024

For SIG's bag-in-Box developed for Suvinil in Brazil.

Awards for the SIG Rayong plant

The SIG plant at Rayong, Thailand received an "Excellent" rating from Thailand's Greenhouse Gas Management Organization. The plant also received the Platinum Award at the THAILAND SAFE@ WORK#36 for its implementation of an Occupational Safety and Health Management System standard.

Best HR Programs 2024

Awarded to SIG China by HRflag, a leading human resources management think tank in China.

SIG Wins Fortune China ESG Impact Award 2024

For the first time, Fortune China opened its ESG impact assessment to foreign companies operating in China. Out of more than 200 companies from sectors such as renewable energy, manufacturing, internet technology, finance and healthcare, SIG was the only company from the packaging industry to be selected for its commitment and excellence in ESG implementation.

Growing our business sustainably

Strengthening our business

Sustainability is not just good for people and the planet. It is good for business.

These are some of the ways in which our approach – including our bold ambitions towards a regenerative packaging solution – strengthens our business:

- **Driving business growth** by helping customers meet demand for more sustainable products, strengthening SIG's competitive edge, and opening new market opportunities.
- **Stimulating innovation** to create more sustainable packaging solutions.
- **Attracting top talent** as people increasingly want to work for companies making a positive impact.
- **Enhancing brand reputation** and strengthening relationships with stakeholders.
- **Supporting compliance** with growing regulations on ESG topics.
- **Mitigating business risks** related to ESG topics (see Key business risks related to ESG topics →).
- **Contributing to long-term value creation** and sustainable growth for investors.

1 Effective on February 10, 2025, S&P Dow Jones Indices ("S&P DJI") renamed some sustainability and ESG related indices. DJSI World is renamed into Dow Jones Best-in-Class World Index and DJSI Europe into Dow Jones Best-in-Class Europe Index.

2 The use by SIG Group AG of any MSCI ESG research llc or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of SIG Group AG by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

3 Copyright ©2025 Sustainalytics, a Morningstar company. All rights reserved. This Annual Report includes information and data provided by Sustainalytics and/or its content providers. Information provided by Sustainalytics is not directed to or intended for use or distribution to India-based clients or users and its distribution to Indian resident individuals or entities is not permitted. Morningstar/Sustainalytics accepts no responsibility or liability whatsoever for the actions of third parties in this respect. Use of such data is subject to conditions available at https://www.sustainalytics.com/legal-disclaimers/

4 FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that SIG Group AG has been independently assessed according to the FTSE4Good criteria and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products.

Our sustainability approach

Climate+
Removing more carbon than we emit

Climate+

Forest+
Creating more thriving forests

Forest+

Delivering a regenerative packaging system

Resource+
Accelerating innovation on circularity

Resource+

Food+
Improving access to nutrition and cutting food waste

Food+

Sustainable innovation & Responsible culture

SIG – for better

We are not just creating packaging, we are moving towards a regenerative future to ensure that growth helps people and the planet to thrive.

Business has a role to play in the transition towards a more sustainable and resilient future. The food system can play a decisive role in driving change. Packaging plays an enabling role in bringing food and nutrition to consumers in a safe, sustainable and affordable way. This is SIG's purpose.

Sustainability is one of four strategic priorities in SIG's corporate compass (**see Strategic priorities →**) and is closely linked to each of the other priorities – people, customer and growth.

We design sustainable solutions by:

- offering highly efficient filling technologies with the lowest waste rates
- delivering packaging solutions that preserve nutritious food mostly under ambient conditions, thus helping to establish resilient supply systems
- fulfilling our role with the smallest environmental footprint along the life cycle compared with other substrates[1]

A regenerative packaging solution does not yet exist, but when it does it will:

- be entirely made from responsibly sourced, endlessly renewable or recycled materials in a lightweight design that minimizes resource use
- be fully and easily recyclable anywhere in the world
- remove more carbon from the atmosphere than is emitted during its life cycle
- bring safe and healthy nutrition to everyone

This solution will go beyond reducing negative impacts on nature and biodiversity by delivering positive outcomes for people and the planet.

1 Disposable plastic and glass bottle, aluminum can, glass jar, steel can and plastic pot, according to full comparative life-cycle assessments of packaging systems for food, UHT milk and non-carbonated soft drinks on the European market. Life-cycle assessments – SIG – for better.

Towards a more sustainable future

To meet different consumption habits and customer needs, we offer three solutions with demonstrable advantages in terms of environmental footprint and resource efficiency along the full value chain: beverage carton, spouted pouch and bag-in-box.

We are committed to innovation in our products and processes to reduce environmental impact, promote ethical sourcing, and support the wellbeing of both consumers and our planet. We work collaboratively with industry peers, driving positive change and ensuring that food packaging plays a vital role in building a resilient and equitable food system for generations to come.

We are striving to minimize any negative outcomes at every stage of the value chain – from sourcing to production, filling, use and recycling of our packs. And we are going further to generate more positive outcomes for people and the planet. Our pledge to future generations is to create a system that helps eliminate food loss and waste, improve food availability and security, and ensure that nature thrives alongside a sustainable food supply chain.

Our road to a regenerative packaging system

In a context of rising expectations and increasing regulation, we are committed to maintaining our track record on sustainability. We strive for a regenerative approach that actively restores and revitalizes ecosystems, mitigates climate change, promotes social equity and supports circularity. To achieve this, we focus on areas where we have the largest impact and opportunities.

Strategy and ambition	Actions and outcomes
Forests: By protecting and restoring the forest, and improving the management of forests, SIG contributes to biodiversity, climate change mitigation and other ecosystem services which are essential for the overall health of our planet.	**FSC™ Certified:** We ensure that all the paperboard used in our cartons is linked to wood sourced from sustainably managed forests and other controlled sources, certified by the Forest Stewardship Council (FSC™)[1] **Biodiversity Protection:** We actively work on specific projects with WWF to protect forest landscapes, expand FSC™ certified forests worldwide and help prevent biodiversity loss.
Resources: SIG is dedicated to accelerating innovation, circularity, and renewability. Our focus on circularity is aimed at reducing waste, and eliminating marine litter and reducing the overall environmental impact of our packaging.	**Renewable Resource:** Cartons are primarily made from paperboard, a renewable resource derived from side streams and thinning wood. **Recyclability:** All SIG cartons are designed for recycling. We actively collaborate with policymakers, communities, and regions to improve and build the necessary collection and recycling infrastructure globally. Our goal, alongside industry peers, is to collect 90% of cartons and reach recycling rates of 70% across Europe by 2030.

Strategy and ambition	Actions and outcomes
Climate: SIG is actively working to reduce its greenhouse gas emissions towards Net Zero in line with climate science and the Paris Agreement. By aligning our emission reduction pathway with our growth planning and quantifying the positive climate outcomes of our solutions, we are taking concrete steps towards a more sustainable future.	**Low Carbon Footprint:** Compared with glass and plastic bottles, SIG packaging has a lower carbon footprint due to its production process, transportation weight, and space-saving design.[2] Additionally, when sourced from sustainably managed forests, carton packaging contributes to carbon sequestration.[3]
Food: SIG is committed to delivering more nutritious food and supporting regenerative food systems. In designing our filling systems, we focus on further optimizing our low waste rates. Initiatives like Cartons for Good and SIG Incubator deliver more nutritious food and foster a sustainable transition in the food system.	**Reduced Food Waste:** SIG packaging enables long-term storage of nutritious food without preservatives or refrigeration, significantly reducing food loss and waste, especially in regions lacking reliable cooling systems.

By focusing on these areas and pushing the boundaries of innovation, SIG is committed to creating a regenerative food packaging solution that contributes to ecosystem restoration, climate change mitigation, and circularity.

1 FSC™ license code FSC™ C020428.
2 For a wide range of food and beverages, based on independent critically reviewed life-cycle assessments for beverage carton, bag-in-box and spouted pouch solutions conducted in line with ISO 14040 and ISO 14044 standards.
3 While growing, trees absorb CO_2 from the air, storing it in their biomass and in the soil. Our LCAs take account of this carbon sequestration in relation to the bio-based materials of our carton packaging. Life-cycle assessments – SIG – for better.

Pioneering a regenerative transition

To deliver regenerative solutions we also need transparent and credible methodologies to measure positive outcomes for nature and people.

In 2016, we published a set of bold ambitions to contribute more to society and the environment than we take out across our value chain, in line with the net positive principles. Activities performed since then include:

1. As a member of the Net Positive Project, we joined other pioneering companies and non-governmental organizations determined to raise the level of ambition for corporate sustainability – to go beyond simply doing less harm to actively target positive contributions that help regenerate the environment and create a thriving society.
2. We contributed to the Business Transformation Compass developed by Forum for the Future to guide businesses on transformational strategies that support a regenerative and just transition. The Compass was launched in 2021 and has become another inspiration and a reference for our sustainability approach.
3. We also continued our participation in SHINE (Sustainability and Health Initiative for NetPositive Enterprise), which engages companies from multiple industries around the concept of handprints to measure positive outcomes – opposing footprints that are typically used for negative impacts of companies and products.
4. We have joined the Climate & Health Coalition Food Cluster of the Forum for the Future to better work towards the interconnectedness of nature and its role to deliver nutrients while being exposed to multiple threats such as climate change. **See Food+** →
5. We have partnered with the Ellen MacArthur Foundation to accelerate circularity and to find partners in turning used packaging materials into valuable resources. **See Resource+** →
6. We have entered into more projects within our partnership with WWF Switzerland where we foster on-the-ground landscape restoration projects which help biodiversity to thrive – while at the same time continuing our efforts to protect biodiversity in the forests we source from. **See Forest+** →

Our material topics

Our sustainability approach is built on our material topics

Our material topics influence our strategy and business model, determine the scope of the sustainability reporting and impact the implementation of policies, actions and allocation of resources.

Our material topics have been identified based on the GRI Standards 2021 (GRI 3-1 Process to determine material topics) and were supplemented by our preliminary double material assessment under the Corporate Sustainability Reporting Directive (CSRD)[1,2]. Further details on our GRI materiality assessment is presented in the SIG 2023 Annual Report[3].

In preparation for our adoption of CSRD in our 2025 Annual Report, we performed a double materiality assessment at SIG Group level in 2024 to identify material impacts risks and opportunities in SIG's value chain. The process was guided by the European Sustainability Reporting Standards (ESRS), following the approach prescribed by the ESRS 1 and the European Financial Reporting Advisory Group (EFRAG) Implementation Guidance. The double materiality assessment under CSRD is more granular compared to an assessment of material topics under the GRI standards. The outcome of the preliminary double materiality assessment underpins the conclusions reached in our identification of material topics under the GRI standards.

Other sections in this Annual Report include additional information on how we manage our material topics. The table "Our material topics" presented below shows how the GRI material topics in this Annual Report maps to our sustainability chapters as well as to the preliminary assessed material topics under CSRD. In anticipation of the full adoption of CSRD in 2025, the section "Process and Methodology" below describes the procedures performed for the double materiality assessment in 2024 under CSRD.

Process and methodology

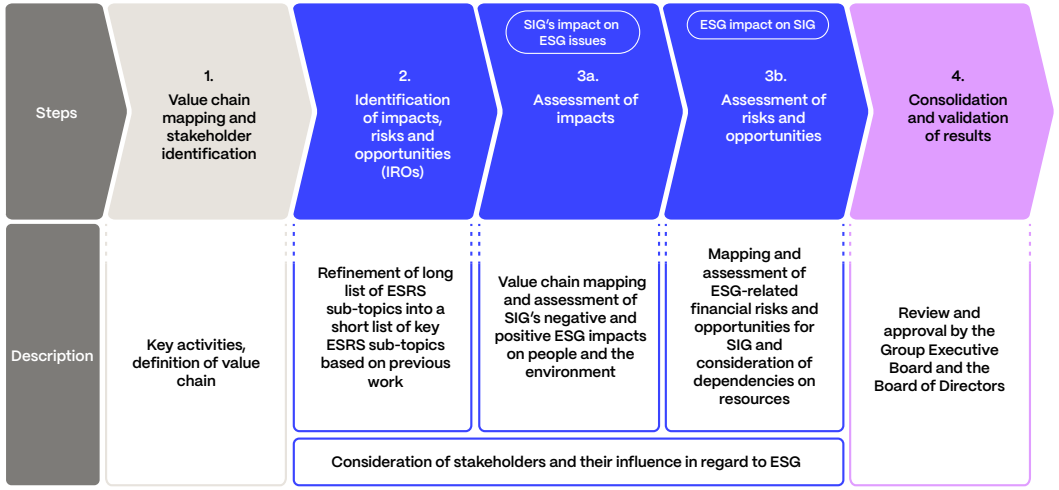
The 2024 preliminary double materiality assessment under ESRS considered impacts, risks and opportunities. The process was conducted and managed by an external consultancy in close collaboration with SIG's sustainability experts and cross-functional teams. The evaluation was informed by internal and external sources and documents, such as market studies, industry reports and expert opinions. The assessment considered both impact and financial materiality along the value chain (upstream activities, own operations and downstream activities).

Within the **impact materiality** process, we assessed the effect SIG has or could have on people and the environment, encompassing both positive and negative as well as actual and potential impacts.

The **financial materiality** process covered both risks with negative financial effects arising from environmental, social and governance (ESG) matters, as well as ESG-related opportunities with positive financial effects.

A long list of IROs was assessed throughout own operations, upstream and downstream value chain, considering our products, services and business relationships. As part of the assessment, we considered impacts, risks and opportunities over the short (1 to 3 years), medium (3 to 5 years) and long term (over 5 years).

The process of the double materiality assessment involved the following steps:



1. Value chain mapping and stakeholder identification

The value creation of our packaging solutions extends from our direct customers to investors and citizens across the globe. Our upstream value chain includes raw materials, indirect third-party suppliers, transportation and distribution partners. Our own operations encompass owned and leased assets and production plants, employees, research and development, product design, marketing and sales. Downstream activities involve transportation and distribution, processing of sold products, the use phase (including both customers within the food and beverage industry as well as end-consumers) and the end-of-life stage involving disposal and recycling partners.

We identified internal and external stakeholders that were considered as part of the double materiality assessment. Internal stakeholders included management, employees and investors, whereas external stakeholders included suppliers, customers and end-consumers, policymakers and regulators, local communities around SIG's production sites, sustainability experts, non-governmental organizations (NGOs) and industry partners.

1 Issued by the European Union and applicable for large companies with significant operations in the EU.
2 The assessment of material topics has also been used for the Swiss non-financial matter reporting to satisfy the due diligence requirements. **See our report on non-financial matters** →.
3 SIG Annual Report 2023 p. 277-278.

2. Identification of impacts, risks and opportunities (IROs)

The identification of sustainability matters was guided by the ESRS classification of topics, sub-topics and sub-sub-topics to ensure a thorough and structured approach to understand the IROs that are relevant for SIG and its stakeholders.

The list of ESRS topics was mapped to all the sustainability matters identified under the GRI methodology. The mapping was performed in order to ensure consistency and comparability with the GRI materiality assessment.

Industry-specific IROs were identified from sector reports, research and ratings. The IROs were identified through internal analyses and documentations, as well as interviews and engagement with internal experts, advisors and peer benchmarking. An initial long list of IROs was developed considering each step of the value chain and subsequently refined into a short list of key IROs based on a prioritization assessment.

3. Assessment and prioritization of IROs

a. Assessment of impacts (impact materiality)
To assess the materiality of impacts, we considered their likelihood and severity, the latter determined by their scale, scope and irremediable character. Scale represents how grave the negative impact is or how beneficial the positive impact is for people or the environment. Scope indicates how widespread the negative or positive impacts are (i.e. extent of environmental damage or number of people adversely affected). Irremediable character, only applicable for negative impacts, indicates whether and to what extent negative impacts could be remediated to their prior state. The likelihood represents the probability of occurrence of the impact and is assessed for potential impacts.

The assessment involved mapping and evaluating SIG's actual and potential as well as positive or negative ESG impacts on people and the environment across the value chain. Country, sector and product information were used for impact definitions, utilizing both internal and external sources. The scoring of the severity of impact materiality was aligned with ESRS 1 and the EFRAG Implementation Guidance.

b. Assessment of risks and opportunities (financial materiality)
To assess the materiality of risks and opportunities, we considered both their likelihood and magnitude of their financial effects. Categories considered to inform our assessment included financial loss/gain, business disruptions/opportunities, regulatory and legal penalties and reputational damage/gain. The assessment for risks and opportunities was conducted on a gross basis prior to mitigation measures. The scoring of magnitude was aligned with SIG's ERM approach, ESRS 1 and the EFRAG Implementation Guidance.

4. Consolidation and validation of results

To validate the materiality of IROs, we conducted validation sessions with subject matter experts and representatives from different functions within the Company who themselves interact with various key stakeholder groups. These internal stakeholders provided insights and served as proxies for external stakeholders' interests and views. Inputs from external stakeholders were considered by leveraging our independent Responsibility Advisory Group (RAG), feedback received from suppliers, customers and investors. External stakeholders' views and interests were also considered by leveraging the GRI materiality assessment and stakeholder engagements conducted in 2023. The preliminary 2024 double materiality assessment will be finalized in 2025. It was reviewed and discussed by SIG's Group Executive Board and the Audit and Risk Committee.

Overview of our material topics

The table "Our Material Topics" below presents GRI material topics as well as the link to the relevant Sustainability chapters of the current Annual Report. It also includes the mapping to the ESRS material topics identified as part of this year's preliminary double materiality assessment.

The preliminary results of the 2024 double materiality assessment indicates that all five ESRS environmental topics are material. Among the four social ESRS topics, three (own workforce, workers in the value chain, and consumers and end-users) are deemed material, while affected communities are considered non-material. The ESRS topic business conduct is also identified as material.

Our material topics

Sustainability chapters	GRI material topics	ESRS material topics
Climate+	• Climate change	Climate change
Forest+	• Biodiversity and forest ecosystems	Biodiversity and ecosystems
Resource+	• Waste and circular economy	Pollution Circular economy
	• Water	Water and marine resources
Food+	• Product safety and integrity	Consumers and end-users
Sustainable innovation	• Innovation in products and services	Circular economy Consumers and end-users
Our supply chain	• Responsible suppliers	Workers in the value chain Business conduct
Forest+ **Resource+** **Our supply chain**	• Sustainable raw materials	Circular economy
Human rights	• Human rights	Workers in the value chain
Our people	• Diversity equity and inclusion	Own workforce
	• Employee satisfaction, development and working environment	Own workforce
Health safety and wellbeing	• Health safety and wellbeing	Own workforce
Governance and ethics	• Fair business practices[1]	Business conduct

1 Fair business practices is not identified as a material topic under GRI but regarded as a strategic topic for SIG. Anti-corruption is not a material topic for SIG.

Description of ESRS material topics identified as part of the preliminary 2024 double materiality assessment

- **Climate change:** GHG emissions and fossil fuel reliance drive climate change, with most emissions occurring outside our direct control. Climate adaptation solutions, like aseptic packaging, reduce energy dependency and enhance resilience. Physical risks and regulatory changes can cause financial losses but investing in low-carbon technologies mitigates risks and increases our competitiveness.
- **Pollution:** The sourcing of raw materials and production can decrease air and water quality through pollutants. Plastic waste decrease water quality at the end-of-life phase. Improved recyclability meets consumer demand for sustainable packaging, enhancing competitiveness and creating financial opportunities.
- **Water and marine resources:** Extracting raw materials like bauxite for aluminum and wood for paperboard is water-intensive, leading to significant water withdrawals, depleting local resources, and generating wastewater.
- **Biodiversity and ecosystems:** Raw material extraction and transportation impact biodiversity through habitat destruction, pollution, and invasive species. Sourcing FSC™ and ASI Aluminium products mitigates these impacts. Packaging disposal can release pollutants affecting ecosystems.
- **Circular economy:** Using non-renewable resources may cause resource depletion. Increasing the sourcing of recycled materials and fostering collection and recycling initiatives capitalize on opportunities like resource efficiency, new market demand, green financing, resilience, and enhanced reputation.
- **Own workforce:** Measures against workplace violence and harassment, extensive learning and development opportunities, and a focus on health and safety support our workforce. We provide access to a safe working environment.
- **Workers in the value chain:** Our supply chain faces challenges in gender inequality, workplace harassment, and disability inclusion. Health and safety concerns and job insecurity persist in the chemical and raw materials extraction industries. Our commitments help enforce human rights standards, prohibiting forced and child labor.
- **Consumers and end-users:** Accessible food packaging with features like easy-open tabs benefits consumers. Our packaging ensures end-user safety by preventing microbial, chemical and physical contamination, prolonging shelf life, and protecting food during transit.
- **Business conduct:** We foster a corporate integrity culture through strong governance and high ethical standards. We are committed to sustainable purchasing practices through our Supplier Code of Conduct, audits and training.

Our key policies

Information on our commitments and our activities and measures to implement our policies on environmental matters, social issues, employee-related matters, respect for human rights and combating corruption is included in the relevant sustainability chapters. Additional information in relation to various sustainability-related matters can be found in SIG's key policies, which provide further details on our commitments, targets, implementation approach and specific responsibilities. We aim to reduce the negative sustainability-related impacts of our business and maximize climate-positive outcomes by adhering to our key policies. The key sustainability-related policies and the SIG Code of Conduct are approved by the Board of Directors.

The table below provides an overview of SIG's key policies. The key policies are available on our website. See our website: https://www.sig.biz/en/sustainability/esg

SIG key policies

	Environmental matters					Social matters			Employee-related matters			Respect for human rights	Combating corruption
Topic	Climate change	Waste and circular economy	Biodiversity and forest ecosystems	Sustainable raw materials	Water	Innovation in products and services	Responsible suppliers	Product safety and integrity	Diversity, equity, and inclusion	Employee satisfaction, development, and and working environment	Health, safety, and wellbeing	Human rights	Anti-corruption / Fair business practices
Sustainability chapter	Climate+	Resource+	Forest+	Forrest+ Resource+ Our supply chain	Resource+	Sustainable innovation	Our supply chain	Food+	Our people	Our people	Health, safety, and wellbeing	Human rights	Governance and ethics
SIG's key policies *(with chapter references)*													
Overview of SIG's ESG commitments	●	●	●	●	●	●	●	●	●	●	●	●	
Code of Conduct									2		3	4	6 7
Supplier Code of Conduct							●					●	
Corporate Governance Policy													3 4.2 4.4
Environment, Health and Safety Policy (EHS)	4.1 4.2	4.5 4.7	4.6	4.1 4.2 4.4	4.3	4.7 4.8		4.8			5.1 5.2 5.3		

● The whole key policy is relevant.

SIG key policies

	Environmental matters						Social matters		Employee-related matters			Respect for human rights	Combating corruption
Topic	Climate change	Waste and circular economy	Biodiversity and forest ecosystems	Sustainable raw materials	Water	Innovation in products and services	Responsible suppliers	Product safety and integrity	Diversity, equity, and inclusion	Employee satisfaction, development, and and working environment	Health, safety, and wellbeing	Human rights	Anti-corruption / Fair business practices
Sustainability chapter	Climate+	Resource+	Forest+	Forrest+ Resource+ Our supply chain	Resource+	Sustainable innovation	Our supply chain	Food+	Our people	Our people	Health, safety, and wellbeing	Human rights	Governance and ethics
SIG's key policies *(with chapter references)*													
Responsible Sourcing Policy	4.3 4.4		4.2	4.2			4.1 4.2					4.1	
Human Rights, Labor and Community Engagement Policy							5.1		5.4	5.5 5.6 5.7		5.1 5.2 5.3 5.4	
Product Stewardship Policy	4.1 4.2	4.1	4.1	4.1	4.1 4.2	4.1 4.2		4.1					
Product Safety and Quality Policy								4.1 4.2 4.3					
Liquid Packaging Board Purchasing Policy			4 5				4					4	
Anti-Bribery & Anti-Corruption Policy (internal only)													●

● The whole key policy is relevant.

Our sustainability governance

The Board of Directors (Board) reviews and approves SIG's sustainability strategy, governance, and reporting, including the annual sustainability reporting. The Board's Nomination and Governance Committee (NGC) oversees the Company's strategy and governance on corporate responsibility for ESG matters, in particular regarding key issues that may affect the Group's business and reputation, including climate and nature-related risks and opportunities. The NGC advises the Board on such matters.

The Board and the Group Executive Board (GEB) receive regular updates regarding the Group's sustainability initiatives and ESG performance. The Vice President Corporate Development and Sustainability provides such updates to the NGC and the Board twice a year and provides input to the Board in its annual strategy meeting. This ensures that the Board maintains oversight of these matters and KPIs that are relevant to the Group's business.

In 2024, training sessions were conducted with individual Board members on SIG's sustainability approach and ESG disclosure requirements. The full Board received a briefing on (1) SIG's sustainability achievements with a focus on climate change impacts and progress on circularity and (2) the evolution of SIG's sustainability approach and the shift towards a regenerative packaging solution.

The Audit and Risk Committee (ARC) reviews and discusses the Group's sustainability reports with management and, to the extent applicable and relevant, with the Group's assurance providers. It monitors the Group's performance against the Group's sustainability KPIs. It also makes recommendations to the Board on the Group's public reporting on ESG matters.

Ultimate accountability for the Group's ESG performance and progress lies with the CEO and the GEB. This accountability is underpinned by an ESG-related element incorporated in the GEB members' Short-Term Incentive Plan. GEB meetings cover, where relevant, items on sustainability and ESG topics. The GEB approves the Group's annual sustainability report before approval by the ARC and ultimate approval by the Board.

GEB members are part of the Responsibility Steering Group (RSG), which also includes senior representatives of key functions and each of the regions. The RSG meets twice a year to review progress and ensure alignment of ESG-related work across the business.

Each focus area of the Group's sustainability approach, including related commitments, is owned by a member of the RSG, who is accountable for setting goals and delivering progress through targeted workstreams. Leaders from relevant business functions and regions are responsible for implementing the Group's sustainability commitments, with support from their teams and subject matter experts.

We publish our policies on ESG topics to clearly set out our commitments. Accompanying in-depth internal operating procedures support effective implementation across the business. Employees are provided with training on topics relevant to their role. We also strive to inform and engage all our people on sustainability, with support from our network of Future+ Ambassadors. As part of the SIG Academy, 12 e-training modules on sustainability have been launched and are available to all employees. Interactive webinars on sustainability were also delivered as part of our Upskill sessions, to further build awareness on sustainability topics.

The SIG Foundation also supports our ambitions through targeted charitable projects and partnerships that strengthen civil society and create positive impacts for the environment. Members of the leadership team sit on the SIG Foundation's Board of Trustees.

For more on the SIG Foundation and an overview of its activities in 2024, **see Communities →**

Due diligence approach

The Group applies a due diligence approach to address environmental matters, social matters, employee-related matters, human rights and anti-corruption. Relevant impacts, risks and opportunities are regularly assessed and policies implemented and regularly updated. The policies define commitments and targets, as well as measures (implementation approach) and responsibilities in relation to these matters. Measures in place are aimed at reducing negative impacts or increasing positive impacts, where possible.

Measurement and effectiveness

The Group has different management approaches in place to implement measures and ensure their effectiveness. The Group defines KPIs in relation to various matters such as environmental matters, social matters, employee-related matters, human rights and anti-corruption which are regularly reviewed and help us to also quantitatively assess effectiveness and performance over the years against targets. In cases of a negative development of KPIs or in cases of non-achievement of targets, counter measures can be taken or measures may be adjusted to enhance effectiveness.

SIG sustainability governance structure

Board of Directors (Board)
Role: Reviews and approves SIG's sustainability governance, strategy, and communication

Group Executive Board (GEB)
Role: Accountable for responsibility roadmap

External Responsibility Advisory Group (RAG)
Role: Provide strategic input in the development of SIG's CR agenda and provide feedback on SIG's approach and performance

Responsibility Steering Group (RSG)
Role: Ensure alignment and cross-functional collaboration in the implementation of SIG's sustainability goals and responsibility roadmap

Chair: Vice President Corporate Development and Sustainability[1]

- Chief Executive Officer (CEO)
- Chief Financial Officer (CFO)
- Chief Supply Chain Officer (CSO)[2]
- Chief Technology Officer (CTO)
- Chief Markets Officer (CMO)
- Chief People & Culture Officer (CPCO)
- President & General Manager Europe
- President & General Manager Asia Pacific
- President & General Manager Americas
- President & General Manager India, Middle East & Africa
- Senior Vice President Group Legal & Compliance
- Vice President Global Product Marketing
- Vice President Global Sourcing & Procurement
- Vice President Global Research & Development
- Vice President Corporate Development & Sustainability
- Finance Director Group Accounting & Reporting
- Director Investor Relations
- Head of Corporate Communications
- Managing Director SIG Foundation

Executives of business functions/regions
Role: Responsible for implementing the strategy and delivering must-wins

Future+ Ambassadors
Role: Engage employees on key sustainability topics

SIG Foundation[3]
Role: Drive activities and projects that strengthen civil society and create positive impacts for the environment

1 Joined SIG and the RSG in August 2024 (succeeding the previous position of Director Corporate Responsibility).
2 New CSO joined SIG and the RSG on November 15, 2024.
3 Formerly known as the SIG Way Beyond Good Foundation.

Integrating external insight

Members of the GEB meet twice a year with our independent Responsibility Advisory Group (RAG), a group of external experts who provide strategic input to the RSG and GEB and challenge us to improve.

In 2024, the RAG focused on understanding SIG's role in delivering the most sustainable packaging solutions in view of shifting paradigms on sustainability. We discussed most likely futures in view of expectations of consumers, SIG customers and societies. Related to progress on our sustainability approach, we also discussed the role of innovation in accelerating the transition required to meet global goals on climate, nature and circularity.

RAG members agreed that SIG's approach is delivering systemic change beyond the packaging value chain, particularly in relation to the environmental priorities of climate and nature, and they appreciated our sharpened focus on regenerative solutions integrating our objectives relating to climate, nature, food and circularity.

From Left to Right:
Samuel Sigrist, Thomas Vellacott, Matthew Sherwood, Isabelle Riege, Anne Erkens, Gail Klintworth, Gregory Norris, Veronique Cremades-Mathis, Karina Boers, Christian Bauer, Gavin Steiner, Christoph Wegener.

SIG continues to push forward with its sustainability approach, advancing from the 'net positive' to driving a regenerative future. The Company has set a clear pathway with ambitious science-based targets which encompass value chain responsibility. And SIG is going beyond the value chain too – for example through its partnership with WWF, with its focus on nature and biodiversity. The boldness of the overall approach is consistent with delivering positive outcomes for society and the planet.

SIG has made good progress on its climate targets although more remains to be done to meet the targeted reduction in Scope 3 emissions. The addition of new projects within the Climate+ program shows that the Company is taking the Scope 3 challenge seriously and is responding.

Employee engagement plays a key role in achieving sustainability objectives, so I am encouraged by the widespread initiatives that seem to be tapping and amplifying employee sustainability passion across the organization.

Greg Norris (RAG Chair)
Co-Director of the Sustainability and Health Initiative for NetPositive Enterprise (SHINE)

Providing safe packaging for food brings broader benefits in terms of nutrition and health. SIG's global presence means that these benefits are delivered to some of the populations who need them most. At the same time, countries with more recent industrialization benefit from SIG's commitment to human rights, environmental protection and innovation.

SIG is pursuing the ultimate goal of a regenerative packaging system while driving progress towards a circular economy. This is not something that can be done alone. SIG has a track record of entering into partnerships to accelerate progress. In 2024, by joining the Climate & Health Coalition Food Cluster of the Forum for the Future, SIG has affirmed its intent to participate in the transformation of our food and agricultural systems towards outcomes that deliver health benefits for both people and planet.

Gail Klintworth
Chair, Non-Executive Director, and (Board) Advisor: Rabobank, Shell Foundation, MAS Holdings, Globescan, Takeda Pharmaceuticals, Al Dabbagh Group, Savo Project Developers

Over the years the sustainability priorities of SIG and its customers have become increasingly intertwined. SIG's strength in reducing packaging waste and primary resources usage can help customers with their own ESG reporting and disclosures. In addition, the ability to deliver ever more sustainable solutions is fundamental to SIG's innovation and a clear differentiator. It is good to see progress in introducing such solutions for bag-in-box and spouted pouch, which opens the way for a further expansion of SIG's competitive advantage.

A rigorous regulatory environment should not be an impediment to progress. On the contrary - the most experienced and agile companies are able to leverage regulatory requirements to enable and support them on their journey.

Companies that stay the course in their sustainability objectives will be prized by investors whose portfolios are oriented towards Net Zero and who recognize that a sustainable approach to business will increase profitability.

Matt Sherwood
Chief Executive Officer Pothos Partners & Chief Investment Officer for the Pothos Climate Fund

SIG's commitment to helping forests to thrive naturally goes hand in hand with the goal of protecting nature and biodiversity. However, the Company's ambitious climate goals are also a vital pillar, ensuring a holistic and cohesive approach to the challenges that the natural world faces today.

SIG has made meaningful commitments to WWF's Forests Forward program. I am pleased to see that, in addition to on-the-ground action, engagement with suppliers on afforestation and restoration of additional forest areas is starting to move ahead. This is how partnership between WWF and private sector companies brings real benefits.

In 2024, SIG and WWF announced their third project to support forest ecosystems around the world. This project, in Thailand, follows on from the projects already underway in Mexico and Malaysia →. All three projects not only address the degradation of forest landscapes and the decimation of wildlife species – they also engage and empower local communities in order to deliver fair and lasting solutions.

Thomas Vellacot
Chief Executive Officer, WWF Switzerland

Consumers generally want packaging to be environmentally friendly but not to the detriment of ease of usage and food safety. The task therefore is to meld optimal use of resources and outstanding design with food integrity. SIG has succeeded in doing this, as evidenced by its innovation journey so far – although we all recognize that more work needs to be done in moving towards cost parity for the most sustainable formats.

Recyclability is the main driver for the beverage carton to be perceived as environmentally friendly. The use of renewable and recycled materials and a reduction in plastics content are key to deliver on the ambition. SIG's targets on increasing the already high paper content in its aseptic cartons and its introduction of both renewable and recycled plastics are therefore key milestones. Further progress will be made through an innovation roadmap that anticipates the expectations of the GenZ consumers of the future.

Veronique Cremades-Mathis
Chief Strategy & Commercial Officer, SATS

Stakeholder engagement

We engage with stakeholders to understand what matters most to them, and we respond to their feedback. Based on their feedback, we continually review and update the Group's key policies on sustainability-related topics (**see Our key policies →**). https://www.sig.biz/en/sustainability/esg

How we engage with stakeholders

How we engage	Key topics and concerns	Our response
Customers		
• Customer questionnaires • Net Promoter Score • Regular interactions with customers through sales and service • Dedicated meetings and workshops on sustainability topics with SIG's sustainability experts • Partnerships, including to develop new products and support recycling initiatives • Partnerships on workplace safety	• Environmental and social issues • Compliance with regulations related to packaging • How we can support progress towards their sustainability goals, notably related to carbon emissions • Recyclability of products, recycling infrastructure • Use of renewable and recycled materials and responsible sourcing traceability • New nutritional offerings	• Established industry platforms e.g SEDEX and EcoVadis, to demonstrate compliance • Product innovation • ISO-compliant life-cycle assessments of our packaging solutions • Customized product carbon emission calculations provided on request • FSC™[1] and ASI certifications and on-pack labels, and support for customer reporting on responsible sourcing • In 2024, we also provided customer support for Scope 3 emissions reporting • ISCC PLUS certification for renewable polymers
Employees		
• Annual global employee survey • SIGer internal social app • Regular day-to-day dialogue • Formal appraisals • Consultation with employee representatives • Townhall meetings • Recognition schemes • Future+ Day • Community engagement programs • Health and safety committees • Upskill sessions • SIG Academy • Employee interviews and focus groups • Hiring Manager experience surveys	2023 global employee engagement survey results: • Overall engagement remained strong • We outperformed the industry benchmark in all categories • Room for improvement in relation to engagement, collaboration, and physical working conditions	• Employee survey results shared with managers and employees at global and local levels • Action plans to address specific concerns. Hiring Manager experience surveys to assess talent acquisition service delivery

1 FSC™ license code FSC™ C020428.

How we engage	Key topics and concerns	Our response
Industry		
• Industry associations and platforms including our newly founded global Food and Beverage Carton Alliance (FBCA) see Resource+ • The Consumer Goods Forum • The Alliance to End Plastic Waste	• Common advocacy goals • Shared industry challenges e.g. increasing collection and recycling rates for used packaging • Aligned Design for Recycling guidelines and assessment protocols on recyclability	• Helped set up FBCA • Contributed to the newest 4evergreen publications on Circularity by Design guidance and Evaluation protocols for UBC specialized recycling mills • Within EXTR:ACT worked on an assessment protocol for fiber-based packaging entering the used beverage carton waste stream.
Investors		
• Annual General Meeting • Quarterly reporting and investor calls • Twice-yearly management roadshows • Capital markets days • Regular dialogue (192 investor meetings in 2024) • Investor conferences (ten in 2024) • Investor questionnaires	Investors seek sustainable, long-term returns. The main ESG topics they raised continued to be: • Recycling and circularity • Futher paperization of SIG's packaging products • Alignment with EU Taxonomy, TCFD, TNFD	• Driving progress on recycling and circularity • Reporting uptake of our most sustainable products • Integrating sustainability credentials in our marketing and sales materials • Investor meetings • Investor meetings with sustainability experts
Suppliers		
• Regular engagement and partnerships • Communication of our expectations on ethical, social and environmental topics • Compliance assessments and audits	Suppliers need to know what our requirements are on responsibility so they can understand how to meet them.	• Supplier Code of Conduct • Encourage suppliers to maintain certification to standards on responsible sourcing • Engage with key suppliers to support our net positive ambitions • Partnerships to identify and source materials that enable us to develop lower-carbon packaging solutions • Signed letters of intent with liquid packaging board suppliers for aseptic carton

How we engage	Key topics and concerns	Our response
Sustainability experts and non-governmental organizations (NGOs)		
• Responsibility Advisory Group (RAG) • Regular conversations with experts from academia, institutes, government, and NGOs • Participation in multi-stakeholder initiatives • Engagement with experts e.g. Institute for Energy and Environmental Research (ifeu) and Forum for the Future • Partnerships with NGOs e.g. WWF Switzerland • Ellen McArthur Foundation	• Understanding future trends • Management of our most material topics • Setting ambitious targets • Transparent reporting on our performance following recognized international standards • Circularity	• Sustainability built into our Corporate Compass and key business processes • Clear governance structure • Reporting in accordance with the Global Reporting Initiative (GRI) Standards • External assurance for key data • Use of international protocols and standards in the management of specific focus areas • Joined the Ellen McArthur Foundation to engage in the circularity of our bag-in-box and spouted pouch solutions globally • Joined the Food Cluster of the Climate & Health Coalition hosted by Forum for the Future • Joined the SBTN Corporate Engagement Program
Policymakers and regulators		
• Engagement through relevant industry associations	Broad range of topics including: • Responsible production • Sustainable consumption • Recycling and circular economy • Pathway to Net Zero greenhouse gas emissions • Human rights due diligence • Contributions to global goals • Corporate sustainability reporting	• Identification of material topics • Topics relevant to public policy addressed through our sustainability action areas and enablers • Support for EU Packaging and Packaging Waste Regulation (PPWR): helping to ensure beverage cartons are collected and recycled in an easy and simple way in EU • Following developments regarding sustainability reporting legislation and standards
Local communities around SIG production sites		
• Community engagement program • Family days and open days at our sites • Recycling initiatives • SIG Foundation	Issues raised by communities are generally locally specific.	• Expansion of SIG Foundation projects • Employee-led community engagement initiatives • Community recycling programs • Global engagement day

Employees, suppliers, customers and any third parties can report issues or concerns via our Integrity & Compliance Hotline.

Certifications

Certified to recognized standards

We use independent third-party certifications to recognized external standards to demonstrate our robust management of sustainability and ESG topics and support continuous improvement in line with best practice. These certifications include:

- **ASI (Aluminium Stewardship Initiative):** Our aseptic carton business is ASI Performance Standard certified, all associated SIG production plants are ASI Chain of Custody certified, and all aluminum foil for our aseptic cartons is purchased as ASI certified.
- **FSC™ (Forest Stewardship Council™):** Chain of Custody certification is in place at all our aseptic and chilled carton production plants, and related sales offices (FSC™ license code FSC™ C020428). All the paperboard for our cartons is purchased with FSC™ Mix certification[1] – including for our chilled cartons from January 2024.
- **GFSI (Global Food Safety Initiative) recognized standards:** All our packaging production plants maintain top level certification with GFSI-recognized standards – such as Brand Reputation Compliance Global Standards (BRCGS) packaging standard, Safe Quality Food (SQF) and Food Safety System Certification (FSSC 22000 – except our chilled carton plant in Taiwan which is currently certified to ISO 22000:2018 and working towards certification to a GFSI-recognized standard).
- **ISCC (International Sustainability and Carbon Certification) PLUS:** Certification to handle ISCC PLUS certified materials is in place at all our aseptic carton production plants, our closure production plant in Switzerland, and two bag-in-box production plants to handle polymers linked to renewable or recycled material via an independently certified mass balance system.
- **ISO 14001:** ISO 14001 certification for environmental management is in place for SIG globally.
- **ISO 14040 and ISO 14044:** Independent experts use these standards to carry out ISO-conformant life-cycle assessments of our packaging solutions that are critically reviewed by an independent panel for additional verification.
- **ISO 27001:** Certification to ISO 27001 for information security management is maintained in China, Germany, and Romania scoping the provision of Information Communication Technology Infrastructure, related applications, data centers, and production operations.
- **ISO 45001:** Global ISO 45001 certification is maintained for health and safety management for all SIG plants.
- **ISO 50001:** Certification to ISO 50001 for energy management is maintained at our three aseptic carton production plants in Europe and at our bag-in-box and spouted pouch plant in Eisfeld (Germany).
- **ISO 9001:** Certification to ISO 9001 for quality management is in place for our aseptic carton production globally, and for some bag-in-box and spouted pouch production plants.
- **LEED:** Our Middle East and Africa headquarters and Tech Center in Dubai have achieved Platinum LEED certification for sustainable buildings, as has our Tech Center in China. Our second plant in Suzhou (China) and our new plant in Querétaro (Mexico) have achieved Gold.
- **SEDEX Members Ethical Trade Audit (SMETA):** SMETA audits are completed on a two-yearly cycle at our 30 production plants, our office sites in Australia and Mexico, and several SIG legal entities in Germany and Switzerland. In 2024, we established a process to bring all our non-production sites into the SEDEX platform to assess their human rights risk as part of a human rights due diligence process. 10 out of these 40 sites were analyzed in 2024 with the remainder to be completed by 2025.

Key business risks related to ESG topics

Our most material ESG risks – including climate-related risks – are integrated into our annual enterprise risk management process, which assesses risks based on potential financial and reputational implications for the business (**for further details, see the Enterprise risk management section in our Annual Report →**). ESG topics are integral to several of the main business risks identified in our latest enterprise risk assessment. Each top risk, including the respective mitigation actions, is owned by a member of the Group Executive Board. Each mitigation action has an owner at Group level who works closely with the respective regional functions to ensure local implementation. For additional details about sustainability and ESG-related risks and opportunities, **see Our material topics → and our TCFD report →**.

1 Our cartons use paper-based liquid packaging board, referred to throughout as "paperboard". SIG uses FSC™ Mix material that allows the mixing of FSC™ certified wood with FSC™ controlled wood and ensures that an equivalent amount of FSC™ certified wood is procured at the beginning of the value chain. SIG FSC™ license number FSC™ C020428.

Climate+

Our pathway to a Net Zero value chain by 2050

78%

reduction in Scope 1 and 2 greenhouse gas emissions from 2020 to 2024

9%

reduction of overall emissions (Scope 1, 2 and 3) per liters of food packed from 2020

100%

renewable electricity for production in 2024

We are supporting global goals by driving greenhouse gas (GHG) emission reductions in our operations and throughout our value chain in line with the latest standards of the Science Based Targets initiative (SBTi).

Our products play a key role by offering customers the lowest carbon packaging solutions in each relevant market segment. Aseptic cartons, bag-in-box and spouted pouches also help reduce carbon emissions by preserving food for long periods without the need for refrigerated delivery or storage.

Climate change poses a significant threat to both human health and the planet. Extreme weather events not only affect health – they can restrict access to resources, thereby endangering livelihoods. There is a rapidly closing window of opportunity to secure a regenerative and inclusive future for all.

Risks to natural and human systems are expected to be lower with global warming at 1.5°C.[1] However, to limit warming to 1.5°C, the world needs to reach Net Zero – the point at which a balance is achieved between emissions produced and emissions removed from the atmosphere – by 2050.[1] Tackling climate change is also closely tied to efforts to halt biodiversity loss and support nature positive outcomes. By combining innovation with responsible environmental management, we can drive economic growth while protecting ecosystems and conserving natural resources for future generations.

On top of our efforts to reduce our footprint, we are working to achieve positive outcomes on climate change mitigation and adaptation within and beyond our value chain. All our actions help us to mitigate climate-related risks for our business and strategy, which we regularly assess, while meeting growing expectations from stakeholders for corporate action on climate.

1 The Intergovernmental Panel on Climate Change (IPCC) Report.

Our commitments

We are supporting the transition to a lower-carbon economy by reducing the environmental impact of our company, our sourcing and our products. We are committed to continue offering our customers the lowest carbon packaging solutions in every market segment and are pioneering even lower-carbon packs.

Our pathway to Net Zero prioritizes decarbonization of our operations and value chain in line with climate science to help keep global warming below 1.5°C. This requires a transition to a lower-carbon economy in which companies reduce their environmental impact and – more radically – decouple emissions and production growth.

Our **SBTi-approved targets** set clear and ambitious goals for reducing greenhouse gas emissions.

Near-term commitments for 2030:
- **42%** absolute reduction of Scope 1 and 2 greenhouse gas emissions (from 2020)
- **100%** renewable electricity through 2030
- **51.6%** reduction of Scope 3 greenhouse gas emissions per liter packed (from 2020)

Long-term targets for 2050:
- **90%** absolute reduction of Scope 1 and 2 greenhouse gas emissions (from 2020)
- **97%** reduction of Scope 3 greenhouse gas emissions per liter packed (from 2020)
- Net Zero value chain greenhouse gas emissions

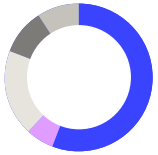
Our targets and climate transition plan are comparable with Swiss climate goals. **See our TCFD report → the KPI section below → and the appendix on Greenhouse gas emissions basis for reporting →.**

Reducing carbon footprint at every stage of the life cycle

Our commitment to the lowest carbon packaging solutions is based on ISO-compliant, critically reviewed and science-based life-cycle assessments (ISO 14040 series). The visual below shows how we are working to reduce the carbon footprint of our packs at every stage of their life cycle.

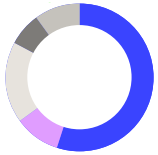
For more on the results of our life-cycle assessments following ISO 14040, **see Sustainable innovation →**

Aseptic carton[1]



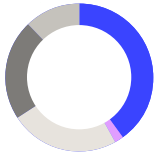
Sourcing	56%
Manufacturing	6%
Transport	19%
Filling	10%
Recycling	9%

Bag-in-box[2]



Sourcing	55%
Manufacturing	10%
Transport	18%
Filling	7%
Recycling	10%

Spouted pouch[3]



Sourcing	40%
Manufacturing	2%
Transport	24%
Filling	22%
Recycling	12%

Design

Environmental considerations are core value drivers in our product development. Our sustainable innovation includes:

- replacing virgin fossil-based polymers with renewable or recycled alternatives
- eliminating the need for carbon-intensive aluminum
- optimizing resource use in packs and filling
- making more of our bag-in-box and spouted pouch solutions recycle-ready.

Sourcing

Our cartons are made mainly from renewable paperboard. We source renewable polymers[4] for our SIG Terra solutions and offer recycled polymers[4] for aseptic cartons, while piloting these for bag-in-box. We also reduce the carbon footprint of materials by sourcing them with certifications, such as FSC™, which provides carbon benefits from sustainable forestry, and ASI, which requires aluminum smelters to limit and reduce their carbon emissions.

Manufacturing

We make our packaging using 100% renewable electricity and, while we explore viable alternatives, we compensate emissions from use of non-renewable energy in production through Gold Standard CO_2 offsets. ISO 14001 certified environmental management systems support continuous improvement in energy use and greenhouse gas emissions at all our plants. Training helps employees understand how they can play their part in cutting our environmental impacts, including energy use and greenhouse gas emissions.

Transportation

Our aseptic packs avoid the need for fuel-intensive refrigerated transportation by enabling food to be safely transported and stored in ambient conditions. Our carton packs also help customers cut emissions from distributing their products as they are lighter weight and use space more efficiently than alternative packaging types, such as bottles and cans. We further reduce transportation emissions by delivering our packs to customers in compact form and filling trucks fuller for fewer journeys and less fuel use. Our new aseptic carton production plant in Mexico has increased local production capacity to serve the Americas, reducing transportation distances to customers.

Filling

Our aseptic filling technology helps to prevent food waste – a major driver of global CO_2 emissions – by ensuring food can be safely stored for up to 12 months. We strive to improve the efficiency of our filling machines with every new generation. SIG NEO, our next-generation filling machine for family-size aseptic cartons, is designed to cut energy use and offer a 25% lower carbon footprint.[5] Our technical service teams help aseptic carton customers minimize the use of water, energy and compressed air in their factories, including through upgrade kits for existing machines and the SIG EcoFill Consulting program.

Recycling

Our cartons are designed to be fully recyclable and we are working to make more of our bag-in-box and spouted pouch solutions recycle-ready.

We work through industry associations to advocate enabling legislation and we partner with a range of local stakeholders on programs to improve collection and recycling rates of used packaging. These programs cut emissions from landfill and keep materials in circulation.

1 Illustrative figures referring to the climate change impact of an average 1 liter SIG aseptic beverage carton in EU27+3 based on indicative results from our internal LCA tool.
2 Illustrative figures referring to the climate change impact of an average 3 liter retail bag-in-box in EU27+3 based on indicative results from our internal LCA tool.
3 Illustrative figures referring to the climate change impact of an average small-size spouted pouch in EU27+3 based on indicative results from our internal LCA tool. Contribution from filling includes forming and sealing of spouted pouch.
4 Linked to forest-based renewable material and recycled polymers via an independently certified mass balance approach.
5 Anticipated savings compared with our previous generation filling machines.

Our approach

Measures to reduce Greenhouse Gas Emissions from our operations, value chain and beyond

Direct operations

- Implement energy-saving technologies in factories and offices.
- Direct sourcing of renewable electricity: on-site solar and power purchase agreements.
- Replace natural gas e.g., with biogas, green hydrogen.
- Transition on-site vehicles to electric or renewable energy sources.
- Use biomaterials for printing.
- Explore carbon capture technologies or other low-carbon innovations to reduce emissions from our manufacturing processes.

Upstream value chain

- Collaborate with suppliers to implement low-carbon technologies in their manufacturing processes, focusing on energy efficiency improvements, renewable energy adoption, and sustainable production methods.
- Engage with suppliers to optimize sourcing practices and reduce the footprint of our key materials by improving material efficiency, minimizing waste and selecting more sustainable alternatives if available.
- Transition the product portfolio to aluminum-layer-free packaging solutions, focusing on innovative, low-carbon alternatives that reduce overall emissions without compromising product quality or performance.
- Shift to low-carbon and recycled materials by sourcing sustainable alternatives produced with renewable energy and incorporating recycled content into packaging.
- Optimize inbound logistics to reduce transportation emissions by improving supply chain efficiency, adopting greener transportation methods and partnering with sustainable logistics providers.
- Transition supplier transportation fleets to alternative fuels or electric vehicles.

In 2025, we will intensify our supplier engagement with a program starting with scoping and priority setting to identify key suppliers with the highest potential for impact. Within this program we will provide targeted support to these suppliers through capacity building, tailored resources, and expert guidance to help them adopt sustainability practices aligned with climate science.

Downstream value chain

- Reduce utility and electricity demand for our filling machines and equipment.
- Enhance end-of-life recycling by collaborating with municipalities and waste management systems, increasing the recyclability of packaging, and developing recycling infrastructure in regions with poor recycling systems.
- Create closed-loop recycling systems in partnership with retailers for packaging returns.
- Promote consumer education on proper recycling methods; introduce reusable packaging programs or extended producer responsibility schemes; and provide tools and resources that help customers measure and reduce their carbon footprint related to SIG's products.

Beyond value chain

- Support land restoration and carbon capture projects to create carbon sinks beyond SIG's direct value chain.
- Contribute to renewable energy projects outside SIG's direct operations, such as wind or solar farms in developing countries or regions with limited access to clean energy.
- Partner with NGOs, governments, and industry groups to drive innovation in sustainability and promote climate-positive initiatives beyond SIG's immediate footprint.
- Participate in public-private partnerships to foster system-wide decarbonization across sectors.

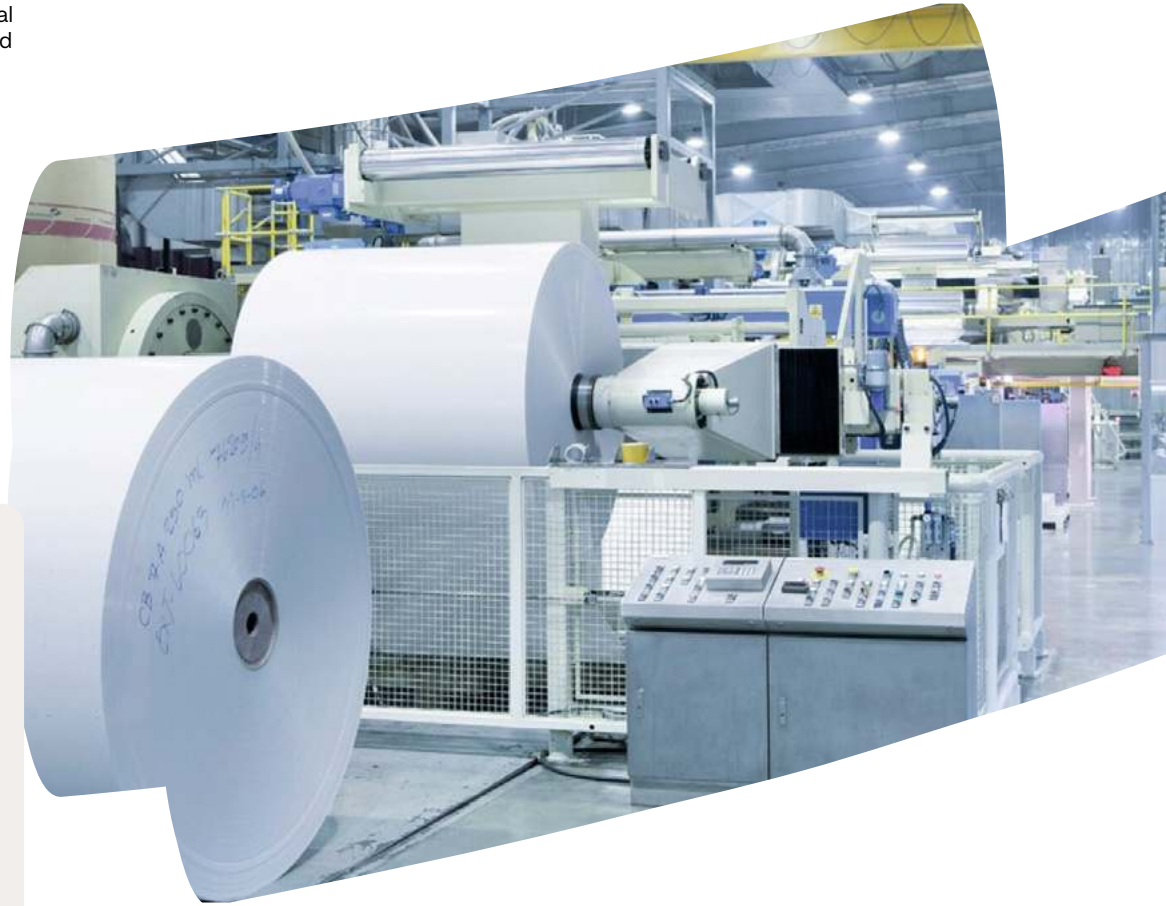
Our targets and performance

Targets, progress and performance

Target	Progress tracker	2024 performance
Material topic: Climate change		
Net Zero value chain greenhouse gas emissions by 2050	More work to do	Our pathway to Net Zero prioritizes decarbonization of our operations and value chain, and we are implementing a series of workstreams to support progress
Reduce Scope 1 and 2 greenhouse gas emissions by 42% by 2030 – and by 90% by 2050 (from 2020)	On track	We have cut our total Scope 1 and 2 greenhouse gas emissions by 78% from the 2020 baseline
Reduce Scope 3 greenhouse gas emissions by 51.6% per liter packed by 2030 – and by 97% by 2050 (from 2020)	More work to do	Our Scope 3 emissions per liter packed decreased by 5% from 2020, slightly behind our reduction pathway
Maintain 100% renewable electricity and Gold Standard CO_2 offset for all non-renewable energy (at production plants)	On track	We used 100% renewable electricity to make our packs and compensated for all non-renewable energy for production through Gold Standard CO_2 offsets
Expand use of on-site solar power to meet at least 10% of our global electricity use as part of overall renewable power purchase agreements (PPAs) to meet 25% of our global electricity use by 2025	On track	We have expanded our total on-site solar capacity to 37.7 MWp. On-site solar power met 6.5% of our global electricity needs for production this year and, overall, renewable PPAs (both on- and off-site) met 22.6%
Transition to 100% bioethanol or other biomaterials for printing our aseptic cartons by 2025	Completed	Since January 2024 all of our aseptic plants only purchase plant-based ethanol for printing purposes
Reduce CO_2 emissions from inbound and outbound logistics by 18% (from 2020) by 2025	On track	CO_2 emissions from our inbound and outbound logistics across SIG Group have decreased by 11% from 2020

Measures to decarbonize our value chain in 2024

- We refined our strategies for the main Scope 3 categories, adjusting the impact and timing of critical projects such as the transition to aluminum-free packaging and portfolio changes for packaging and machines, while considering growth forecasts.
- We prioritized strengthening partnerships with key suppliers, particularly for major commodities, to reduce emissions throughout our supply chain via collaboration projects.
- We identified carbon removal solutions within our supply chains, including logistics and commoditysourcing, as part of a holistic approach to emissions reduction.
- To ensure we remain on track to meet our mid- and long-term goals, as well as customer expectations, we have developed interim emission reduction milestones to closely monitor progress and make adjustments as needed.
- We provided Scope 3 greenhouse gas emissions data for our customers across substrates.
- Efforts were intensified to boost collection and recycling rates in key regions through the **Resource+** → program.



Assessing effectiveness

We assess the resilience of our business strategy in the light of climate-related risks. Our operations report plant specific data, energy usage and emissions on a monthly basis. The GEB conducts monthly reviews of production KPIs. The Vice President of Global Sourcing and Procurement, who reports to the Chief Supply Chain Officer[1], conducts a regular review of raw materials and energy sourcing. The Chief Supply Chain Officer reviews Climate+ projects on a quarterly basis[2].

Responsibility for managing the Climate+ program

- Raw materials and energy sourcing: Global Sourcing & Procurement
- Production: Global Production & Supply Chain, supported by Global Environment, Health & Safety (EHS)
- Product design: Global Technology with support from Global Marketing
- Filling machines: Global Research & Development and Global Engineering & Application teams
- Logistics: Global Supply Chain Management
- Recycling: Local teams, overseen by Regional Presidents

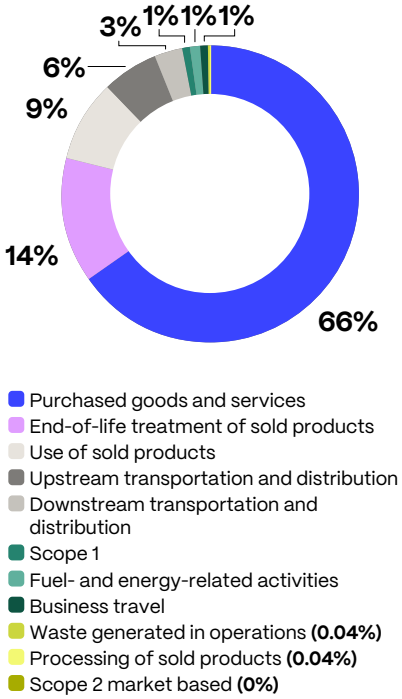
1 From November 2024. For the first 11 months of the year, responsibility was held by the Vice President of Global Sourcing & Procurement.
2 For the first 11 months of the year the Climate+ program was reviewed by the Vice President Global Production & CIS.

Progress in 2024

In 2024, we set clear interim milestones toward achieving Net Zero for both our own operations (Scope 1 and 2) and across our entire value chain (Scope 3), based on in-depth analysis of a range of scenarios and working closely with our suppliers to ensure alignment with our sustainability goals. As part of our Climate+ approach, we are also identifying and pursuing opportunities for beyond-value-chain mitigation to further reduce our environmental impact.

SIG Group emissions

by category in 2024[1]



1 Due to rounding, the sum of individual percentages may not precisely equal 100%.

Decarbonizing own operations

- We continued to make progress in reducing Scope 1 and 2 emissions, primarily through the purchase of renewable electricity.[1] We have achieved approximately 78% savings since 2020, well ahead of our 2030 target of a 42% reduction.
- Reducing Scope 1 emissions from the combustion of fossil fuels in our operations remains a key challenge. The Operations, EHS, and Sourcing (GSP) teams are actively working to identify and implement solutions to address this issue as part of our broader sustainability efforts.
- Further efforts are needed to achieve our near-term SBTi 2030 target of a 51.6% reduction in Scope 3 GHG emissions per liter packed from 2020 (currently at 5%).
- While we have already reduced overall[2] emissions per liter packed by 9% between 2020 and 2024, challenges such as the disproportionate growth of smaller packaging formats and expansion into regions with lower recycling rates are offsetting some of our progress.
- To address these obstacles and accelerate progress, we are increasing the scope of our Climate+ program (**see Outlook**).
- We maintained ISO 50001 certification for energy management systems at our three aseptic carton production plants in Europe and achieved certification for our bag-in-box/spouted pouch plant in Eisfeld, Germany.

1 We currently purchase renewable electricity through energy attribute certificates, as well as directly through on- or off-site power purchase agreements.
2 Overall emissions consider Scope 1, 2 & 3 for SIG Group.

SIG Group emissions rate – Scope 1, 2, and 3 greenhouse gas emissions intensity

(grams CO_2e / liters of food packed)

Decarbonizing our value chain

- As of 2024, we have achieved a total emissions intensity of 67 gCO_2e per liter packed[1], considering all emissions across SIG Group (Scope 1, 2, and 3).
- Sales of SIG Terra solutions increased by a further 9%[1] in 2024. These solutions lower the carbon footprint of our aseptic cartons by up to 63%[2] and have now avoided an estimated 83,800 metric tons of CO_2 equivalent emissions (compared with standard SIG aseptic cartons).[3] **See Sustainable innovation**
- Globally, we have maintained a high full-truckload rate (95%) for delivering our aseptic cartons since 2021. In 2024, the rate was 93.8%, as the challenging global logistics situation led customers to place smaller orders to quickly fill production gaps. Future reductions in outbound logistics will depend on the availability of lower-carbon alternatives in the transportation market (trucks, vessels). **See our e-truck success story on the next page.**
- Through continuous improvements, the energy requirements of our filling machines in the aseptic carton business that were sold in 2024 were reduced by 2% vs the base year 2020. For the bag-in-box, spouted pouch and carton filling equipment businesses, we are defining energy reduction targets and plan to report them from 2025.[4]

1 In 2024, we packed a total of 30.37 billion liters.
2 Based on independent, critically reviewed life-cycle assessments conducted in line with ISO 14040 and ISO 14044 standards.
3 Compared with standard SIG packaging material for aseptic cartons, based on EU27+3 average, cradle-to-grave results of independent, critically reviewed life-cycle assessments conducted in line with ISO 14040 and ISO 14044 standards.
4 Filling and packaging per pack.

2024 success stories

Transportation and travel

Launch of our first e-truck transportation in Europe
In November 2024, we embarked upon an exciting journey towards more sustainable logistics in Europe. We have worked in close collaboration with our trucking partner, their warehouse, and one of our customers to implement our first fully electric truck (e-truck) operation. This represents a significant step forward in reducing our carbon emissions in the transportation segment.

The e-truck will operate on a dedicated roundtrip route from Linnich to Mechernich and back, potentially including an additional stop at our customer's location. This carefully planned route ensures the e-truck's efficiency, aligns with charging needs, and strengthens the partnership between all parties involved.

This project is a testament to our commitment to low-carbon transportation solutions and our ability to bring together stakeholders for a common sustainability goal. By taking this proactive step, we are contributing to a cleaner future while maintaining our promise of reliable and efficient deliveries.

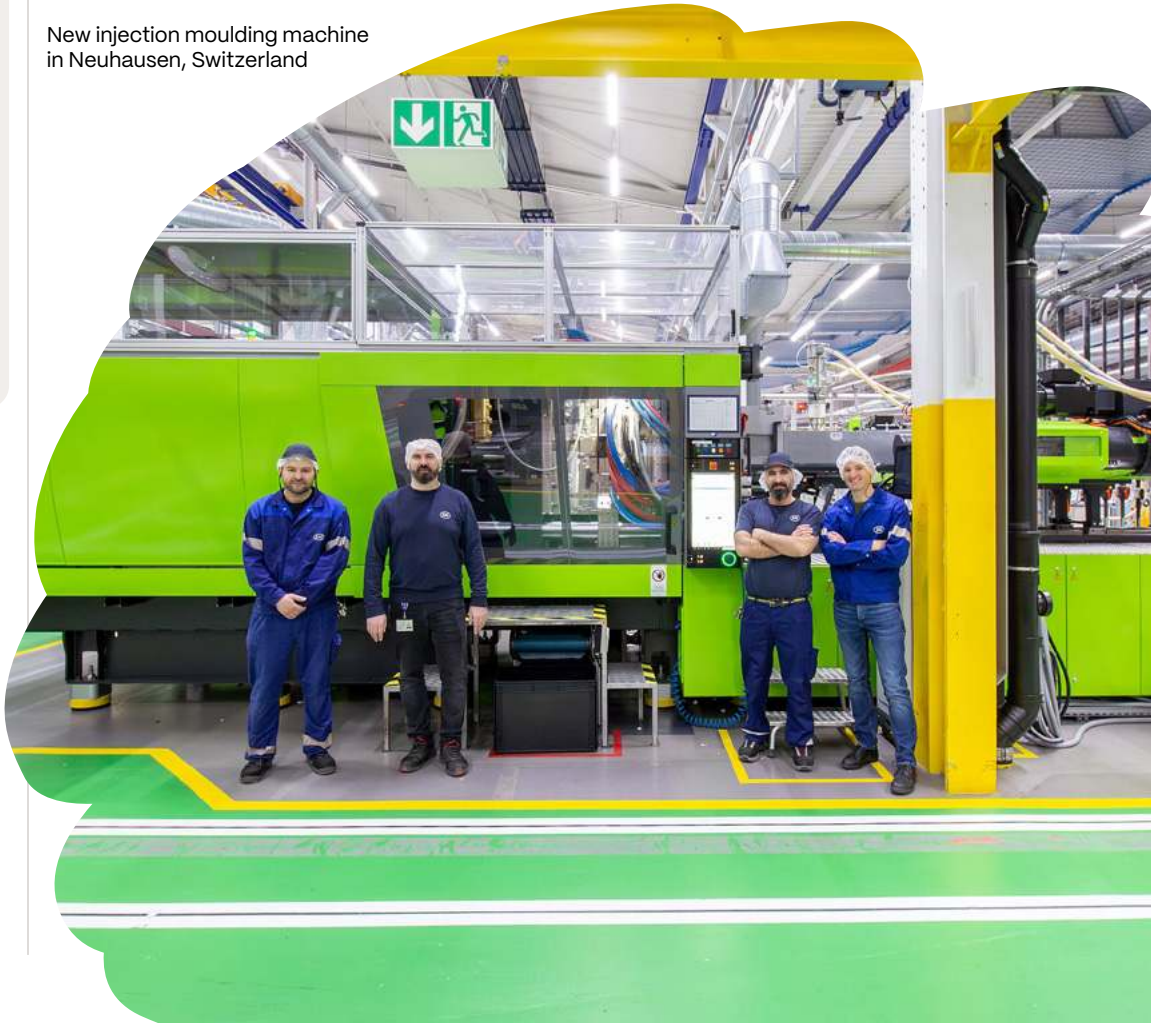
Optimizing business travel for maintenance
One of the key activities of our SIG Performance & Reliability Centers is to help customers quickly and effectively, addressing any problems that may arise. Our System Experts in Curitiba, Brazil, for example, are using different remote service tools to avoid long unplanned downtimes. In 2024 this resulted in ~139 avoided journeys and 28,520 kg of saved CO_2e in South America (calculated by ifeu institute). This avoided travel has a positive impact on total cost of ownership for our customers and also improves the sustainability footprint of SIG service operations.

Reducing energy consumption

Since July 2024, all our EU customers have been required to use tethered caps in order to reduce littering. Our caps and closures production plant in Neuhausen, Switzerland needed new injection molding machines in order to meet demand. Our main focus in making the switch was energy efficiency.

The old hybrid or hydraulically driven machines – considered energy-efficient just a few years ago – have been replaced by fully electric machines which consume up to 60% less energy.

New injection moulding machine in Neuhausen, Switzerland



KPIs

Metric	2020	2021	2022	2023	2024
Climate+					
Material topic: Climate change[1]					
Total Scope 1 and 2 greenhouse gas emissions (thousand metric tons CO_2 equivalent)	91.1	71.1	72.2	19.5	**20.1** ✓
Total Scope 3 greenhouse gas emissions (million metric tons CO_2 equivalent)	1.95	2.01	2.01	1.95	**2.02** ✓
Scope 3 greenhouse gas emissions intensity (grams CO_2 equivalent/liter of food packed)[2]	70	68	67	66	**66** ✓
Scope 1, 2, and 3 greenhouse gas emissions intensity (grams CO_2 equivalent/liter of food packed)[2]	73	70	69	67	**67** ✓
Scope 1 greenhouse gas emissions for production (thousand metric tons CO_2 equivalent)	28.6	27.4	24.1	19.0	**20.1** ✓
Scope 1 greenhouse gas emissions for aseptic carton production (thousand metric tons CO_2 equivalent)	28.3	27.0	22.8	18.6	**18.6** ✓
Scope 2 greenhouse gas emissions for production (market-based) (thousand metric tons CO_2 equivalent)	62.5	43.7	48.1	0.5	**0** ✓
Scope 2 greenhouse gas emissions for aseptic carton production (market-based) (thousand metric tons CO_2 equivalent)	22.9	0	0	0	**0** ✓
Scope 1 and 2 greenhouse gas emissions intensity for aseptic carton production (metric tons CO_2 equivalent/million m^2 of sleeves produced)	17	15	12	10	**9**
Scope 1 and 2 greenhouse gas emissions intensity for carton production (metric tons CO_2 equivalent/million m^2 of sleeves produced)[3]	–	–	–	–	**8** ✓
Scope 1 and 2 greenhouse gas emissions intensity for production (bag-in-box and spouted pouch) (metric tons CO_2 equivalent/thousand tons produced)				0.14	**0.16** ✓
Energy used for production from renewable sources (power purchase agreements or energy attribute certificates) or compensated using Gold Standard CO_2 offset (%)	100[4]	100[4]	100[4]	100	**100** ✓
Electricity used for production from renewable sources (power purchase agreements or energy attribute certificates)	100[4]	100[4]	100[4]	100	**100** ✓
Operational energy use for production (GWh)	383[4]	402[4]	388[4]	492	**530** ✓
Energy intensity for aseptic carton production (MWh/million m^2 of sleeves produced)	201	197	183	175	**183**
Energy intensity for carton production (MWh/million m^2 of sleeves produced)[3]	–	–	–	–	**180** ✓
Energy intensity for production (bag-in-box and spouted pouch) (MWh/thousand tons produced)				19	**18** ✓

Our positive impact

Through our Climate+ actions, we contribute to the United Nations Sustainable Development Goals.

See Forest+ →, Resource+ →, and Food+ → for other ways in which we are driving positive impacts on climate change beyond our value chain.

1 All Scope 1, 2, and 3: Retrospective adjustment of emission factors 2020-2023.
2 In 2024, we packed a total of 30.37 billion liters.
3 'Carton production' includes aseptic and chilled carton production. In this table, figures for the combined business can only be shown for 2024.
4 Aseptic carton business only.

Outlook

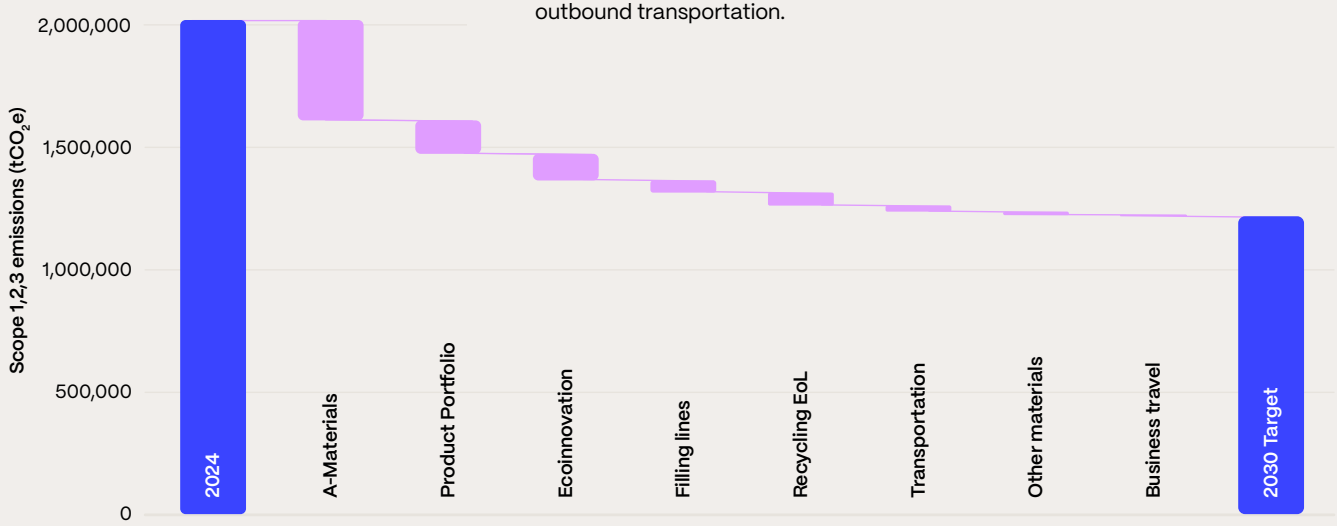
As we continue on our journey towards achieving net zero emissions by 2050, we recognize the urgent need to intensify our efforts and take decisive actions to bridge any potential gaps in our emission reduction goals. We have implemented a range of initiatives to significantly reduce our carbon footprint across our value chain, from material sourcing and production to product end-of-life.

Since 2020, we have actively pursued 14 projects that have reduced our greenhouse gas emissions. In 2024, as part of our Climate+ program, we conducted a detailed analysis of the estimated impacts of each of our projects. This comprehensive evaluation revealed that further actions are necessary to fully meet our emission reduction objectives.

In response, we have developed an optimistic scenario to accelerate our emission reduction efforts. We identified five new projects to complement our existing initiatives, ensuring that we are on track to achieve our absolute emission reduction target by 2030. Additionally, we are committed to proactively addressing any remaining gaps in 2025 to secure the successful attainment of our 2030 targets.

SIG's decarbonization levers by 2030

- We established 2020 as our baseline year to accurately measure and compare greenhouse gas emission reductions over time in alignment with SBTi. All our projects are assessed against this baseline to track progress and effectiveness.
- In 2024, we have reviewed the size and relevance of our decarbonization levers, as covered in the following picture.
- **A-materials:** Optimization of supply chains and of utilization of SIG's high-impact materials to significantly reduce Scope 3 Category. Includes projects focused on decreasing emissions from aluminum foil, liquid packaging board, polymers and ink production.
- **Product portfolio:** Optimization of the Terra portfolio by reducing the use of aluminum, thereby lowering Scope 3 Category 01 emissions associated with our products. By integrating eco-friendly materials and innovative design practices, we ensure that our products not only meet high-performance standards but also contribute to our broader low-carbon goals.
- **Ecoinnovation:** SIG's commitment to introducing cutting-edge technologies and sustainable practices that significantly reduce greenhouse gas emissions from our packaging solutions, particularly in the spouted pouch and bag-in-box businesses.
- **Filling lines:** Optimization of our filling line operations to reduce energy consumption and associated emissions at our customers' sites. By implementing energy-efficient technologies and improving utility management, we aim to decrease Scope 3 Category 11 emissions and also support our customers in meeting their own emission reduction goals.
- **End-of-life:** Enhancing our recycling efforts to mitigate emissions from product disposal. By increasing collection and recycling through circular practices, we aim to lower Scope 3 Category 12 emissions (**see Resource+** →).
- **Transportation:** Implementation of sustainable logistics solutions to minimize emissions related to both inbound and outbound transportation.
- **Other materials:** Addressing emissions from miscellaneous purchased goods and materials to further reduce our Scope 3 Category 01 emissions. By implementing targeted emission reduction strategies for additional materials beyond our primary focus areas, we ensure a comprehensive approach to sustainability across all aspects of our supply chain.
- **Business travel:** Mitigation of emissions associated with employee travel for business purposes. By promoting sustainable travel practices, optimizing travel policies, promoting digital maintenance of our filling machines, and leveraging virtual meeting technologies, we aim to reduce Scope 3 emissions related to business travel.
- **2030 target:** Since our corporate greenhouse gas performance is closely linked to the performance of our product portfolio along the product life cycle, we follow an intensity target which includes our entire value chain. Progress will be achieved by further improving the pack to product ratio together with effectively reducing absolute emissions. **See Our commitments** →.



Carbon pricing: Our journey to decarbonizing our operations is already informed by a carbon price in the form of carbon offset pricing. We are exploring further whether a defined internal carbon price could support our current management approach by incentivizing decision-making that supports decarbonization, including in relation to major capital expenditures. As we continue to scale up our efforts, we are confident that the combination of strategic innovation, supplier engagement, customer collaboration and sustainable investment will enable us to close the gap and reach our 2030 interim goals. Achieving these milestones will set the foundation for our ultimate vision: to become Net Zero by 2050, with a clear focus on addressing both upstream and downstream emissions across our value chain.

SIG is fully committed to this sustainability journey and we will continue to refine our approach, invest in cutting-edge solutions, and foster partnerships that will help us meet the climate challenges ahead. Through transparent reporting, ambitious action and ongoing innovation, we aim to lead the way towards a sustainable future.

Managing climate-related risks and opportunities

We follow the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to identify, manage and report climate-related risks and opportunities for our business – including potential financial impacts. **See our TCFD report** → for more information.

Forest+

By helping forests to thrive we contribute to maintain biodiversity and protect endangered species

We continued to purchase

100%

of the paperboard for our aseptic cartons with FSC™ Mix certification and reached this level for our chilled carton business

We agreed on two more projects in our partnership with WWF and are now targeting improved management of 330,000 hectares of forest land in Mexico, Malaysia and Thailand, counting for over 50% of our target to create, restore, protect or improve the management of

650,000

hectares of forest by 2030

Helping forests to thrive

The world's forests are essential ecosystems for wildlife and for people. They play a critical role in regulating the climate and offer a wealth of natural resources that can be continually renewed. They also provide the raw materials for the paperboard that makes up most of our cartons[1] – and the wood residues from papermaking that link SIG Terra Forest-based polymers to 100% renewable materials.[2]

Through our engagement for thriving forests, SIG is contributing to healthy forest ecosystems and no-deforestation supply chains, while responsibly managed forests help to store carbon, regulate the climate and provide a renewable alternative to fossil-based feedstocks.

We strive to protect the continuity of the forest areas we source from through Forest Stewardship Council™ (FSC™)[3] certification which assures us, our customers and consumers that the paperboard we use in our cartons comes from sustainably managed forests and other controlled sources.[4]

We are going further through partnerships to create, protect, restore or improve management of additional areas of forest beyond our value chain.

Through our Forest+ commitments, we are supporting global goals on climate and nature by tackling the forest loss and degradation that contribute to climate change and biodiversity loss.

We strive to reduce pressure on forest land and resources through our commitments to increase recycling of used cartons so that forest-based materials can be used again to create new paper and board products (**see Resource+** →).

© Sharifuz Zulhusni, WWF-Malaysia

1 Our cartons use paper-based liquid packaging board, referred to throughout as "paperboard"; Via an independently certified mass balance system.
2 Via an independently certified mass balance system.
3 FSC™ license code FSC™ C020428.
4 SIG uses FSC™ Mix material that allows the mixing of FSC™ certified wood with FSC™ controlled wood and ensures that an equivalent amount of FSC™ certified wood is procured at the beginning of the value chain.

Our commitments

Sourcing from sustainably managed forests

Our commitment to sustainable forest management helps to maintain biodiversity and healthy ecosystems. We aim to ensure that responsible management practices exist across our value chain.

All the paperboard for our aseptic and chilled cartons is procured with FSC™ Mix invoice claim[1] and we are committed to maintaining this achievement.

FSC™ certification ensures that forests are managed sustainably and are continually regrown – to avoid forest degradation or deforestation, maintain and improve biodiversity, maintain ecosystem services and carbon storage, and respect the rights of workers, local communities, and indigenous peoples.

We have led the industry in our commitment to FSC™ certification and partnership with the FSC™. We first achieved FSC™ Chain of Custody certification at all the paper mills we source from and all carton production sites and sales offices in 2009, enabling the board used in our cartons to be traced through the supply chain to sustainably managed forests.

Customers can include the FSC™ label[2] on any of our cartons to demonstrate their commitment to sustainable sourcing and we encourage them to do so to raise consumer awareness that the carton is connected to sustainable forestry. 99.3% of the 47.1 billion aseptic carton packs we sold in 2024 carried the FSC™ label.

As a participant in WWF's Forests Forward program, we have committed to a series of actions that go beyond FSC™ and are designed to scale up our impact by engaging with suppliers, customers, and others to boost the industry's positive impact on sustainable forestry and contribute to global goals. SIG Group – Forests Forward – explorer.land

1 SIG uses FSC™ Mix material that allows the mixing of FSC™ certified wood with FSC™ controlled wood and ensures that an equivalent amount of FSC™ certified wood is procured at the beginning of the value chain.
2 The FSC™ label that customers can include on SIG packs is the FSC™ Mix label, which means the product is made with a mixture of materials from FSC™ certified forests and FSC™ controlled wood.

Our Forest Forward commitments

Commitment	Progress in 2024	Global goals supported
Maintain achievement of SIG's 100% FSC™ sourcing goal (first reached in 2021)	We purchased 100% of the paperboard for our aseptic and chilled cartons with FSC™ Mix certification	12 RESPONSIBLE CONSUMPTION AND PRODUCTION SDG 12.6 & 12.7
By end of 2024, key liquid packaging board suppliers move forest sourcing from FSC™ controlled wood to FSC™ forest management certification	We continued to engage with key suppliers to help us achieve these commitments	15 LIFE ON LAND SDG 15.7
By end of 2024, at least two of SIG's major suppliers engage in afforestation or restoration of additional forest area beyond direct purchase by co-financing relevant forest projects	We discussed project proposals with key suppliers and have received letters of intent	
SIG shows the way in this partnership for key customers, investors, and peers to contribute and join efforts to facilitate market shift	SIG has finalized a concept to allow SIG customers to participate in the Forest+ ambition at different levels with the option to link cartons to the projects by on-pack claims	
SIG and WWF co-develop SIG's comprehensive approach to support thriving forests, building upon SIG's 100% FSC™ sourcing achievements	**See Our targets: 2024 progress →**	15 LIFE ON LAND SDG 15.2
By 2025, invest in forest restoration in at least three ecologically important landscapes		

Our approach

Key strategic pillars

- Create, restore, protect or improve the management of 650,000 hectares of forest land in addition to the FSC™ certified forest area in our paperboard sourcing
- Enter into partnerships to expand our positive impact
- Contribute to global goals to reverse biodiversity loss

Partnering to expand our positive impact

We have a longstanding partnership with the FSC™ to support the development and implementation of its rigorous certification standard. This includes membership of FSC™ International.

Through a five-year partnership with WWF Switzerland, we are investing directly in field projects to create, protect, restore, or improve the management of forest land, with a strong focus on biodiversity.

We are a participant in Forests Forward, a signature WWF program for corporate action in benefit of nature, climate, and people. We are making good progress on the public commitments we have made through the program, including ambitious goals on responsible sourcing and investing in forest landscapes.

SIG participates in the Science Based Targets Network (SBTN) Corporate Engagement Program, pledging alignment with the SBTN's goals and vision, and contributing advice and end-user insights to the development of SBTN methods and tools.

We engage with suppliers and are implementing a due diligence system and processes to be compliant with the new EU Deforestation Free Regulation. As 100% of the paper board we use in our cartons is covered by the FSC™ certification,[1] we regard the deforestation risk as low.

1 The FSC™ label that customers can include on SIG packs is the FSC™ Mix label, which means the product is made with a mixture of materials from FSC™ certified forests, recycled materials, and/or FSC™ controlled wood.

Our targets and performance

Targets, progress and performance

Target	Progress tracker	2024 performance
Material topic: Biodiversity and forest ecosystems		
Partner to create, restore, protect, or improve management of at least 650,000 additional hectares of forest beyond what we need to make our products[1] by 2030	On track	We continued our first on-the-ground work to create critical habitats and corridors for jaguars and improve the land management of 100,000 hectares and restore 750 hectares of degraded forest in Mexico. Two further projects were launched in Malysia and Thailand – **see feature** →
Partner with a non-governmental organization (NGO) to develop a methodology to measure the impact of FSC™ certification by 2025	More work to do	We continued our exchange with the Institute for Energy and Environmental Research (our NGO partner) to measure the FSC™ certification impact in life-cycle assessments. We will revisit this target as we work towards a regenerative future.
Work with customers to include the FSC™ label on 100% of the cartons we sell by 2025 (up from 97% 2020 baseline for aseptic carton only)[2]	On track	99.3% of our aseptic cartons carried the FSC™ label.[3] To close the remaining gap, we continued working with the small number of aseptic carton customers not using the FSC™ label to integrate it into their next pack décor update, as well as engaging with our chilled carton customers on this topic. Overall, 95% of the cartons (aseptic and chilled) we sold in 2024 carried the FSC™ label.
Maintain 100% FSC™-certified supply of paperboard for our cartons[4]	On track	We purchased 100% of the paperboard for our aseptic and chilled cartons with FSC™ Mix certification.[5]

1 Based on the equivalent forest area needed to continually regenerate the wood needed to produce all the SIG cartons made in 2020 (the year we set the commitment).
2 Target wording amended to clarify that this target refers only to cartons (as our other packs do not use paperboard) and to clarify the baseline figure SIG is working from.
3 The FSC™ label that customers can include on SIG packs is the FSC™ Mix label, which means the product is made with a mixture of materials from FSC™ certified forests and FSC™ controlled wood.
4 Target wording revised to clarify that it only applies to our cartons (aseptic and chilled). Our cartons use paper-based liquid packaging board, referred to throughout as "paperboard". Our supply chains for bag-in-box and spouted pouch solutions are not connected to forest-based materials as we do not manufacture or sell the cardboard box of our bag-in-box solutions.
5 SIG uses FSC™ Mix material that allows the mixing of FSC™ certified wood with FSC™ controlled wood and ensures that an equivalent amount of FSC™ certified wood is procured at the beginning of the value chain. Calculation: Tons of liquid packaging board purchased with FSC™ Mix certification, divided by total tons of liquid packaging board purchased (in percent).

Progress in 2024

Working on our WWF Forests Forward targets

- Continuation of our landscape restoration project with WWF in Mexico
- Selection and commencement of the second landscape protection and restoration project with WWF in Malaysia
- Selection and commencement of the third landscape restoration project in Thailand
- Finalization of a concept to allow SIG customers to participate in the Forest+ ambition
- Discussions with paperboard suppliers on their contribution to our Forest+ ambition

KPIs

Metric	2020	2021	2022	2023	2024
Forest+					
Material topic: Biodiversity & forest ecosystems					
SIG carton packs[2] sold labeled with FSC™ logo[3] (%)	97[1]	98[1]	99[1]	94	**95**

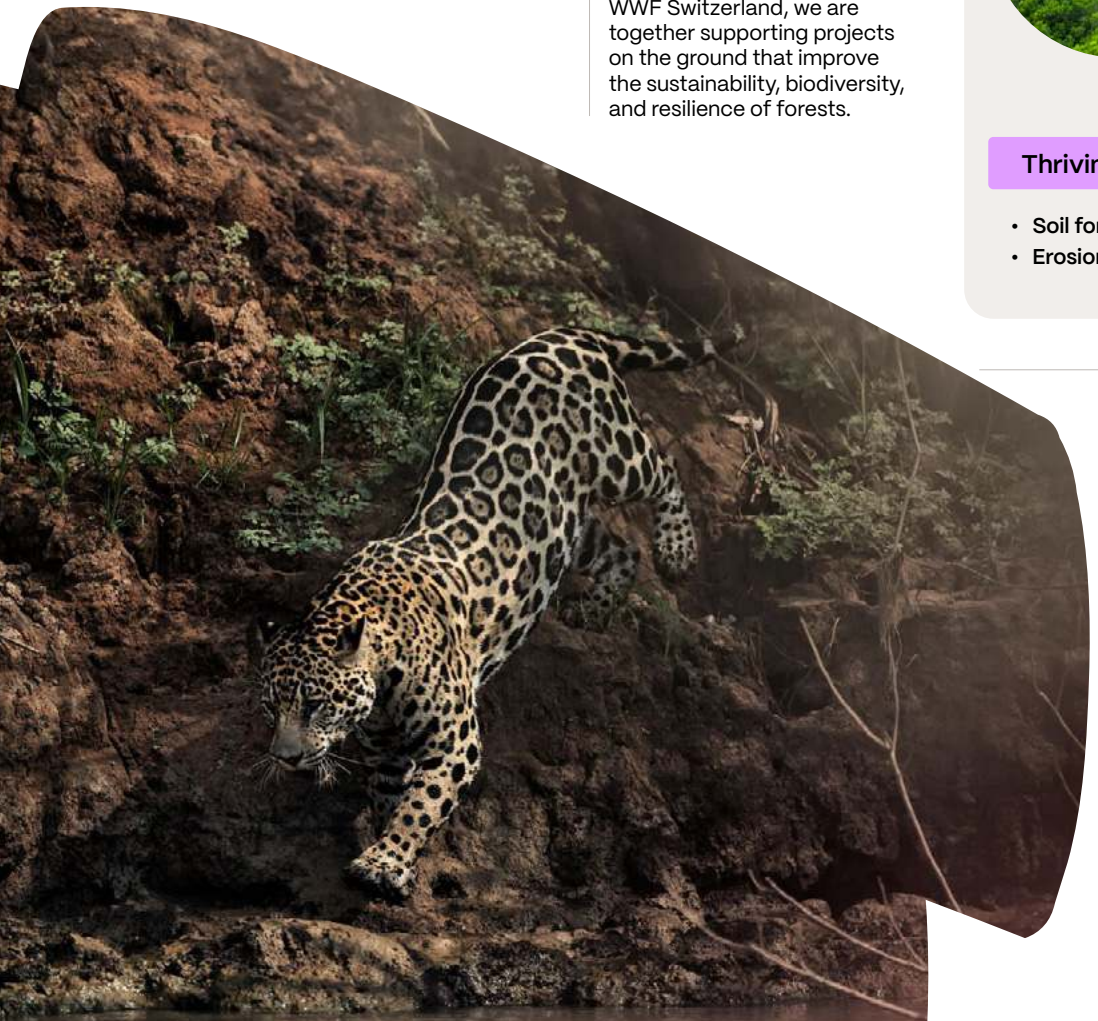
1 Aseptic carton business only.
2 Includes aseptic and chilled carton business.
3 Calculation: Number of carton packs sold with FSC™ logo, divided by all carton packs sold (in percent).

Outlook

We expect to achieve approximately 50% of our 650,000 hectare target through our partnership projects with WWF. The launch of two new projects in Malaysia and Thailand will contribute to this – **see on the next page.** We aim to achieve the remaining 50% of the target through projects with our key paperboard suppliers. First letters of intent have been received.

WWF and SIG: a shared mission to preserve the natural ecosystem of forests

Forests are essential to life. Through our partnership with WWF Switzerland, we are together supporting projects on the ground that improve the sustainability, biodiversity, and resilience of forests.



Thriving forests are key for wildlife and people and deliver essential benefits for our planet:

- Soil formation & regeneration
- Erosion protection
- Climate regulation
- Water regulation
- Rainfall
- Food security
- Energy security
- Disaster risk reduction

Targeted support for at-risk forests

SIG joined forces with WWF Switzerland in October 2022 to support resilient forest ecosystems around the world through WWF's Forests Forward program. As well as working on responsible sourcing in SIG's value chain, the five-year partnership aims to deliver targeted support for at-risk forests in biodiversity hotspots and deforestation fronts.

First project in Mexico

The first project, launched in late 2022, helps protect and restore the Central Pacific Landscape in Mexico – a critical jaguar habitat. The project aims to improve the landscape management of 100,000 hectares of forest landscapes, and to reforest and restore a further 750 hectares of degraded land, in the Central Pacific landscape on Mexico's western coast. In doing so it will support key ecosystems and help secure a critical corridor for jaguars to move across forest and mangrove habitats.

Second project in Malaysia

In August 2024, in partnership with WWF Switzerland and WWF Malaysia, we launched a three and a half-year forest landscape project in Malaysia's Ulu Muda Forest Complex through WWF's Forests Forward program. The project targets improved management of more than 170,000 hectares and will pilot the restoration of 25 hectares.

© Hasnoor Hussain, WWF-Malaysia

The project aims to strengthen the resilience of a landscape that can continue to provide vital ecosystem services for the northern region of Peninsular Malaysia – ensuring water security and enabling economic growth, as well as contributing to the nation's food security. Empowering local communities to champion conservation is a key component of achieving this.

As one of the last remaining large intact lowland forests in Malaysia, Ulu Muda is a biodiversity hotspot. Located in the state of Kedah in the northwestern part of Peninsular Malaysia, it is home to a huge number of plants and animals, including a large population of endangered Asian elephants. It is the most important water catchment for the region and its dams meet significant domestic, industrial, and agricultural water needs. More than 4,900 people from neighboring villages depend on Ulu Muda for their livelihoods and wellbeing.

Strong, collective private-sector action is crucial to halting and reversing forest loss and degradation globally. This is not just the right thing to do, but also the smart thing to do, given the critical role of forests and other natural resources in underpinning our communities and economies. The leadership shown by SIG in supporting the work in Ulu Muda helps us to demonstrate these connections, especially between forests and freshwater supply.

Tim Cronin
Forests Forward Global Lead

Third project in Thailand

In December 2024, SIG launched its third joint project with WWF Switzerland, this time focusing on protecting and connecting key forest landscapes in Thailand. This initiative aims to enhance forest management and connectivity in the Dawna Tenasserim, Lower Songkhram and Dong Phayayen landscapes, benefiting a total of 60,000 hectares of forests.

Thailand's forests are part of the Indo-Burma biodiversity hotspot, one of the most biologically rich regions on Earth. These forests are home to a vast array of species, including clouded leopards, tigers, Asian elephants, and various orchids, many of which are endangered. Deforestation and habitat fragmentation pose significant threats to this biodiversity.

The new joint project focuses on three main objectives:

- Securing corridors essential to forest ecosystem connectivity and integrity.
- Strengthening existing conservation lands and designating new protected areas.
- Fully engaging communities in conservation design, implementation, and monitoring, and providing alternative livelihood opportunities.

Activities planned to achieve these objectives include

- reconnecting forest complexes to create conditions for the return of big cats
- improving habitat connectivity to aid the spread of elephants into Khao Yai National Park
- restoring riparian forests
- designating protected areas
- securing land use rights for communities
- promoting agroforestry and ecotourism

© Suphisit Jitvijak, WWF-Thailand

SIG is dedicated to taking action against deforestation and forest destruction. With the exciting new project in Thailand, we can make another positive contribution to protect and restore more forests and show others a way to contribute to thriving forest ecosystems. This third joint project with WWF Switzerland is an excellent example of how SIG can support significant improvements in forest management and restoration in high conservation value areas of a country while encouraging others to engage for thriving forests.

Angela Lu
President and General Manager Asia Pacific at SIG

© Hong Chern Wern, WWF-Malaysia

Protecting nature and biodiversity

The world's natural ecosystems are declining at unprecedented rates[1] – driven by changes in land and water use, exploitation of natural resources, environmental pollution and climate change.

Since 1970, global wildlife populations have been decimated and one million species face extinction today.[2] This is catastrophic not only for nature but also for people and businesses, with 50% of the global economy under threat from biodiversity loss.[3]

The Global Biodiversity Framework, adopted at the COP15 summit in December 2022, has catalyzed efforts to tackle biodiversity loss and restore natural ecosystems with far-reaching global goals for 2030: These goals include:

- Conservation, management, and restoration of ecosystems
- Halving food waste
- Providing information to help consumers make sustainable choices
- Requiring companies to monitor, assess, and disclose biodiversity risks, dependencies, and impacts through the value chain.

The framework requires businesses to do their part, and stakeholders increasingly expect us to act. Regulations and reporting requirements are growing in this area. Biodiversity loss is second only to climate change on the list of environmental concerns for consumers globally – and tops the list in Brazil and China.[4] Investors want companies to demonstrate that they are addressing nature-related financial risks and opportunities.

At COP16, held in Cali, Colombia in 2024, additional commitments were made to integrate biodiversity more deeply into business strategies, with a focus on accelerating private sector engagement. These efforts complement the COP15 outcomes by emphasizing the importance of nature-positive business models, where companies are not only expected to mitigate risks but also contribute to positive biodiversity outcomes.

Our commitments

We are committed to fostering biodiversity and healthy ecosystems, and to responsible management practices across our value chain. Our commitment to product stewardship includes our commitments to safeguard the environment including but not limited to impacts related to climate change, loss of biodiversity, soil condition and water use.

1 United Nations Report.
2 WWF Living Planet Report, Biodiversity: Time to Act.
3 World Economic Forum.
4 SIG analysis, UEBT.

Our approach

We aim to avoid negative impacts on biodiversity and achieve more positive outcomes for nature and forests by taking the actions described below:

- **Sourcing raw materials** from certified responsible sources, including all paperboard for our cartons with FSC™ certification, and ASI certification for aluminum suppliers.
- **Maintaining ISO 14001 certification** for environmental management across our global operations, assessing compliance with environmental standards through rigorous SEDEX SMETA audits at all our production sites, and identifying high-risk sites to support targeted mitigation measures.
- **Reducing food loss and waste** through our aseptic packs and highly efficient filling machines and improving waste collection systems to prevent packaging waste entering the environment as litter.
- Reducing SIGs climate impacts in line with our Net Zero commitments (**see Climate+** →)
- Further optimizing our packaging using a life-cycle approach including multiple impact categories with biodiversity endpoints (**see Sustainable innovation** →)
- Reducing packaging waste that may end in the natural environment as litter (**see Resource+** →)

Our business relies heavily on nature and the ecosystem services it provides. Forest-based paperboard is the main raw material for our cartons, so we prioritize on safeguarding replenishment and strive for positive environmental outcomes. Other dependencies such as water are detailed in **Resource+** →. Beyond the direct dependencies and corresponding impacts at our operational sites, our value chain may also contribute to negative biodiversity impacts. This includes the sourcing of commodities (such as aluminum foil), our production processes, and the end-of-life of used packaging products. In addition to direct impacts, the emission of greenhouse gases and other pollutants may threaten the natural environment.

Assessing effectiveness

Every two years all our operations, including all our production plants, are subjected to a SEDEX SMETA 4 Pillar audit which also covers environmental practices including biodiversity-related activities. Regular reviews are conducted by the Vice President of Global Sourcing and Procurement.

Responsibility for managing biodiversity and forest ecosystems

- The Vice President Corporate Development & Sustainability together with the Chief Supply Chain Officer[1] is responsible for determining the nature-related dependencies and impacts of the SIG value chain.
- The Vice President Global Sourcing & Procurement and Group Corporate Responsibility is responsible for managing supply chain-related impacts.
- For our operations, we manage the topic with our global and local EHS functions.
- Mitigation of potential negative biodiversity outcomes of our products after use is managed within our Resource+ action area under supervision of the RSG.

Taking a science-based approach for nature

Our assessment of SIG's most material topics (**see Our material topics** →) links biodiversity closely to forest ecosystems, where we can have the biggest impact on reducing biodiversity loss and delivering positive outcomes for nature.

We have already set a quantified nature positive target to create, restore, protect or improve management of an additional 650,000 hectares of forest by 2030, using a rigorous rationale that was confirmed by WWF. We will build on this by working towards science-based targets for nature, encompassing a range of environmental impacts, that can be externally verified in line with emerging standards.

In 2023 we joined the Science Based Targets Network (SBTN), which released the first guidance on science-based targets for nature in 2023. We are contributing with our expertise to the development of further guidance on science-based targets for nature as a member of the SBTN Corporate Engagement Program.

We engage with the Sustainability and Health Initiative for NetPositive Enterprise (SHINE), on ways to make use of established tools, such as life-cycle assessment, to help measure and communicate biodiversity impact in a standardized way to support informed stakeholder choices, such as consumers, based on a product's impact on nature.

In 2024, SHINE started to create a white paper proposing a framework for regenerative sustainability on multiple impact categories, including biodiversity. The framework specifies different pathways for creating and measuring handprints as positive outcomes and relates handprint creation to footprint reduction. The framework is targeted at thought leaders who influence the development of sustainability metrics and create coherence between corporate sustainability accounting along value chains and environmental performance assessments of products and their life cycle.[2]

1 For the first 11 months of the year Vice President Global Production & CIS, Vice President Global Sourcing and Procurement.
2 SHINE also concluded an update and further clarification of the framework of handprints and how to calculate them in practical terms. The methodology update has brought handprint assessment and reporting practices into alignment with related reporting frameworks including Avoided Emissions as defined by the WBCSD, and Beyond-Value-Chain-Mitigation as defined by the SBTi. It has also increased the alignment between SHINE's Handprint framework and one published by researchers in Finland.

Science Based Targets Network (SBTN) approach

In 2024, we completed our materiality screening in line with the SBTN Materiality Screening Tool (MST), following on from our previous efforts based on the ENCORE assessment (Exploring Natural Capital Opportunities, Risks and Exposure) carried out in 2023. This process provided a high-level assessment to identify whether our economic activities are materially impacting the eight key environmental pressure categories. By leveraging the Materiality Screening Tool, we gained valuable insights into both our direct operations and upstream value chains. The tool offered an initial automated assessment, which we then refined using our company-specific data, ensuring a more accurate representation of our material impacts. This comprehensive materiality screening helped us better understand the environmental pressures associated with our business activities, forming the foundation for setting effective science-based targets.

For the scope of action in our work with the SBTN, we are following the same organizational boundaries that we have used for the Science Based Targets initiative (SBTi). This means we are defining our boundary based on the **operational control** approach, which includes all business operations that fall directly under our ownership or control, as well as all raw materials identified as critical for our operations. By maintaining consistency with the organizational boundaries established for the SBTi, we ensure a streamlined and aligned approach to both climate and nature-related target setting, covering all relevant activities under our responsibility for the year in which the assessment is conducted. Three categories were identified as summarizing the core of the business (direct operations), whilst two of our A-materials fall within the high-impact commodity list.

In 2024, we also completed the **value chain assessment**, as part of our SBTN process. This step involved a more detailed and resource-intensive analysis but was focused specifically on the activities and environmental pressures identified as material for SIG during the materiality screening. Through this assessment, we mapped our business activities and value chains, quantifying their resulting pressures on nature. This comprehensive evaluation allowed us to gain deeper insights into the specific areas where our operations and value chains have the greatest environmental impacts, further informing our strategy for setting science-based targets. SIG chose to tackle all activities associated with the Company's organizational boundary (direct operations and upstream) in its initial value chain assessment

Building on this robust assessment, we are preparing to join the SBTN pilot program during 2025 to start working on our target-validation process.

Our positive impact – Nature and biodiversity

Reverting biodiversity loss and helping nature thrive across the full value chain is fundamental to our ambition to deliver a regenerative packaging solution.

Each of our action areas contributes to reducing a negative impact on biodiversity and delivers positive outcomes for nature.

Climate+

Rapid decarbonization of our value chain contributes to mitigating climate change – a major driver for biodiversity loss.

Forest+

Requiring responsible forestry following the highest standards for all forests we use and our forest forward projects help to protect and restore forest land and its multiple ecosystem functions, such as maintaining and enhancing biodiversity.

Maintaining and increasing biodiversity with our sustainability approach

Resource+

Working towards circularity for our packaging system helps to protect nature through both the design of our products, including recycled and circular raw materials, and the collection and recycling of our products at end of life.

Food+

Avoiding food loss and waste by system design along the food product life cycle is embodied in our purpose.

Beyond this we partner to enable more nutrition with less impact on nature.

Sustainable innovation

Develop solutions for customers and consumers to

- reduce their carbon, water and nature footprint
- choose options with increased biodiversity benefits
- improve efficiency in the food supply and distribution system

Responsible culture

Embedding biodiversity protection in

- corporate governance
- operational management
- procurement

Managing nature-related risks and opportunities

In 2024, we conducted an in-depth analysis to identify our dependencies, impacts, risks, and opportunities related to nature, in preparation for reporting in line with the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD). Aligned with our SBTN initiatives, we also mapped the key steps outlined in the Locate and Evaluate phases of the LEAP approach. This helped us better understand and identify critical nature-related dependencies and impacts, as well as associated risks and opportunities, both within our operations and across our value chain. As part of this process, we carried out a first analysis of key suppliers and markets (Sweden, USA, Germany, China, India and Brazil) in conjunction with our climate risk assessment (see our TCFD report →).

Part of this exercise continued the biodiversity and water consumption impact assessment efforts using the WWF Biodiversity & Water Risk Filter tools (see Resource+ →). The impact on the land-use chain and soil pollutants in both operations and the value chain was also analyzed based on available sectoral information such as life Cycle Inventory (LCI) datasets.

Resource+

We are accelerating progress towards a circular economy that eliminates waste and regenerates nature

At least

85%

paper content in aseptic carton targeted by 2025

At least

90%

paper content in aseptic carton targeted by 2030

Recycle-ready

bag-in-box and spouted pouch solutions available for all our relevant market segments targeted by 2025

Packaging prevents the occurrence of food loss and waste during filling, distribution, storage and consumption. At the same time, various negative impacts on the environment arise along our value chain due to the waste generated and potential land and water pollution caused by mismanaged waste disposal.

Through sustainable raw material sourcing, we help to ensure the availability of necessary resources for the future. Our cartons are made mainly from renewable paper content and are designed for recycling. We offer innovative solutions that enhance circularity by eliminating aluminum foil, linking polymers to renewable or recycled materials, tethering caps, and replacing plastic with paper straws. Potential and actual impacts from raw material sourcing including air and water pollution primarily relate to the sourcing practices of suppliers and not to our own operations and we address these through our responsibility requirements for suppliers.
See Our Supply Chain →

We are also innovating to make more of our bag-in-box and spouted pouches recycle-ready[1] and to link their polymer content to post-consumer recycled plastics.[2]

We strive to optimize material use by lightweighting our packaging (including closures and connection systems), minimizing production waste, and by making our filling machines even more efficient. Lightweighting and minimizing waste also reduce related air and water pollution from raw material production. Certified systems help us to continuously improve resource use – including managing waste and water – in our operations and supply chain.

Our Resource+ commitments are in line with the Ellen MacArthur Foundation circularity principles and help customers reduce the environmental impact of their packaging, comply with growing regulations that mandate Extended Producer Responsibility (EPR) for packaging waste, and reduce resource use for filling lines at their factories.

Our Resource+ ambitions

1. Achieve a **90% collection and 70% recycling rate** for our beverage cartons in Europe by 2030
2. Offer a **recycle-ready[1] bag-in-box and spouted pouch solution** in all our relevant market segments by 2025
3. Keep materials in circulation by **offering renewable and/or recycled polymer content[2]** for all our packaging by 2025
4. Help eliminate litter by **increasing used packaging collection** worldwide through our advocacy efforts
5. Partner with industry and stakeholders to strive for **recycling at scale** for all our packaging in all our priority markets

1 In line with Design for Recycling criteria developed by APR (Association of Plastic Recyclers) and Recyclass.
2 Via an independently certified mass balance system.

Our commitments

We strive to lead the way towards a fully circular packaging system and we are committed to supporting the transition to a circular and responsible economy through the integrated management of the environmental and social impacts of our products. Our ambitious targets aim to increase renewable and recycled content, offer more recycle-ready bag-in-box and spouted pouch solutions, using only renewable energy, and foster collection and recycling of used packaging at scale.

We are committed to the principles of the circular economy, set out by the Ellen MacArthur Foundation, to design out waste, regenerate our natural systems, and keep products and materials in circulation – all underpinned by the use of renewable energy.

In Europe, we are fully committed to the 2030 roadmap of ten industry commitments (see below) set out by the Alliance for Beverage Cartons and the Environment (ACE), of which SIG is a member.

We are committed to monitoring and managing environmental impacts from our operations – including minimizing waste and use of resources. We are also committed to minimizing waste and related impacts at the supplier and downstream level. We minimize emissions to air, land and water from our operations applying the BAT principle (Best Available Technology).

We are committed to keeping hazardous waste at a minimum by adhering to legal regulations and to eliminating hazardous waste that is non-recyclable or non-reusable. To address the potential risk of land and water pollution from packaging waste being littered, we engage in a wide range of collection and recycling initiatives – see below.

We are committed to conservative water use throughout the product supply chain and business operations and strive to responsibly use water resources by considering water quantity, quality aspects such as water pollution and water stress risks. Our engagement to address water scarcity and stress in certain regions focuses on reducing the water use and consumption of our filling machines. Additionally, we aim to pass on our commitment to our customers by supporting them in improving their water efficiency and water stewardship.

ACE 2030 roadmap: industry commitments in Europe

Through ACE, together with others in our industry, by 2030 we are committed in Europe to:

1. Produce beverage cartons only from renewable materials
2. And/or produce beverage cartons from recycled materials
3. Use more fiber[1] and less plastic
4. Decarbonize our value chain in line with 1.5°C target
5. Deliver the lowest carbon footprint packaging
6. Design for circularity
7. Achieve a 90% collection rate of beverage cartons for recycling
8. Achieve at least a 70% recycling rate verified by third parties
9. Meet the highest sustainability sourcing standards for all materials
10. Increase carbon sequestration, enhance biodiversity, and increase forest growth

1 In line with Design for Recycling criteria developed by APR (Association of Plastic Recyclers) and Recyclass.

Our approach

Measures to achieve Resource+ ambitions

- To accelerate progress toward meeting EU collection and recycling targets, we are working closely with pan-European and national associations to enhance EPR implementation. This includes improving existing EPR schemes to secure adequate funding for the collection, sorting, and recycling of beverage cartons across Europe.
- We conduct annual reviews of country-specific roadmaps for all priority markets, which account for approximately 90% of SIG's business. Each roadmap outlines an advocacy strategy to support regulatory developments, steps to boost collection and recycling rates, and SIG flagship projects aimed at raising awareness and demonstrating best practices.
- We are expanding product development to offer recycle-ready alternatives in our spouted pouch and bag-in-box portfolios across all our segments.
- We are increasing our involvement in industry associations and producer responsibility organizations to actively support regulatory advancements in all priority countries.

Key pillars of our circular packaging strategy

- Paperization and increased use of recycled content
- Use of production residues and industry waste
- Design for recycling
- Advocating circular packaging
- Increase collection and recycling
- Optimize resource use in filling and pack production
- Responsible resource management

Paperization and increased use of recycled content

SIG is actively increasing the paper content in its beverage cartons to enhance renewability, further reduce the carbon footprint, and simplify recycling. With an interim target of 85% paper content, SIG aims to improve pulp yield at paper mills and ensure compatibility with standard paper recycling facilities. This approach is particularly crucial in markets without dedicated beverage carton recycling infrastructure, helping to unlock recycling opportunities in emerging regions.

We aim to lead the industry for renewable content by continually increasing paper content in our flagship aseptic cartons,[1] and to comply with regulatory requirements on post-consumer recycled plastic content in every relevant SIG packaging. We are building on a strong base:

- All our cartons are made of around 75% of renewable forest-based paperboard.
- The paperboard makes use of wood chips and saw dust residues from sawmills. Shares vary by paper mill and in 2023 were up to 36%.
- We offer forest-based polymer solutions[2] for all our aseptic cartons.
- Forest-based polymers are linked to tall oil as a feedstock. Tall oil is a wood component and residue in papermaking.
- About 95% of the procured aluminum foil in 2024 links to industry waste input.
- We offer the world's first full barrier aseptic carton packaging material with paperboard and polymers linked to forest-based renewable materials[3] and no aluminum layer.
- We offer circular polymer solutions linked to post-consumer recycled plastics[2] for all our aseptic cartons.

We are now targeting increased paper content in our full barrier aseptic cartons. In addition, we are looking for ways to reuse valuable resources by linking our packaging materials to recycled content. We already offer SIG Terra Circular polymers linked to post-consumer recycled plastics[2] for aseptic cartons and we are piloting circular polymers for bag-in-box. These solutions can also support customers in meeting forthcoming regulations mandating the use of recycled content in plastic packaging. We use a mass balance system, independently verified through ISCC PLUS certification,[4] to link polymers in our packaging materials to renewable or recycled materials.

The mass balance system supports a transition away from virgin fossil-based materials within the conventional and highly efficient polymer industry. It is endorsed by the Ellen MacArthur Foundation as a valid way to support the circular economy.[5]

1 Top five SIG aseptic carton formats by sales volume.
2 Via an independently certified mass balance system.
3 Excluding negligible constituents, such as inks and pigments. Polymers linked to wood residues from papermaking via an independently certified mass balance system.
4 Or in some cases REDcert².
5 The Ellen MacArthur Foundation Mass Balance White Paper.

Design for recycling

Recyclability plays a key role in conserving resources and protecting the environment. If not correctly disposed of at the end-consumer stage, product waste can have negative impacts on the environment, including land and water pollution. If properly handled, however, used products can have a positive impact through recycling and energy recovery.

All our cartons are already designed for recycling and we are innovating to make more of our bag-in-box and spouted pouch solutions recycle-ready. To help us design packs that are not only technically recyclable but are also widely accepted in available recycling streams, we follow industry guidelines. These include design for recycling guidelines for cartons that we helped to establish through ACE and 4evergreen, as well as guidelines from CEFLEX, Recyclass and the U.S. Association of Plastic Recyclers (APR) that apply to our bag-in-box and spouted pouches. We have also introduced internal sustainable packaging guidelines, including detailed criteria on design for recycling, for our polymer bag-in-box and spouted pouch solutions.

Simplifying the design of packaging by reducing the number of different materials that go into a pack can enable recycling more widely. Our industry-leading aseptic carton solutions with no aluminum layer offer the potential to simplify the recycling process – with just two materials to separate rather than three. This can also enhance the quality of the recycled polymers recovered. Increasing paper content in our aseptic cartons will enable the packs to be recycled in regions where only paper recycling streams are available.

The SIG Terra portfolio already includes recycle-ready bag-in-box and spouted pouch solutions, and we are innovating to expand the recycle-ready range with a strong focus on solutions that are made mostly from a single type of polymer to facilitate recycling. The cardboard boxes – not manufactured or sold by SIG – that make up the majority of the materials in bag-in-box solutions can already be recycled through widely available paper recycling streams.

Advocating circular packaging

Driving progress towards a circular economy is not something we can do alone. We collaborate with industry partners, customers, governments, non-governmental organizations and communities to develop and implement solutions.

Through industry partnerships, we drive initiatives to create common industry guidelines, develop and share best practices, support enabling legislation, build recycling capacity, improve collection systems, and raise consumer awareness.

Advocating through industry associations creates a stronger voice for favorable recycling policies and regulations at global, regional and national level.

EPR is one of the enabling regulatory frameworks we advocate. EPR legislation incentivizes uptake of recyclable packaging and investment in collection, sorting and recycling infrastructure by holding manufacturers responsible for their products and packaging through the life cycle. In cases where EPR legislation alone does not achieve high collection rates, we support the use of deposit return schemes to encourage people to return used items for recycling.

We also work with partners to develop effective systems for collection and recycling in countries where there is no enabling legislation.

Industry partnerships

We collaborate through industry partnerships at global and regional levels:[1]

CEFLEX · EXTR:ACT · Ellen MacArthur Foundation Partner · FORUM · HolyGrail 2.0 Intelligent Sorting · 4ever green · Alliance to End Plastic Waste · The Alliance for Beverage Cartons and the Environment

We are also part of national producer responsibility organizations (PROs), industry associations, and other interest groups that seek to promote recycling in countries such as Australia, China, India, Indonesia, Malaysia, New Zealand, South Korea, Thailand, the USA and Vietnam.

1 In January 2025 the Food and Beverage Carton Alliance was formed through the merger of ACE and EXTR:ACT with the aspiration of acting not only in Europe but also globally.

Fostering collection and awareness

Used packaging must be collected before it can be recycled. We support the development of effective collection systems and encourage consumers to recycle packaging materials instead of discarding them as litter or sending them to landfill, which can have a negative impact on the environment, including land and water pollution.

Our tailored Going Circular roadmaps are designed to catalyze collection and recycling in our priority countries that together account for around 90% of our global packaging sales (by weight). Many of the programs we support have a wider positive impact by increasing collection and recycling of other types of packaging as well as ours.

Local programs use innovative models for waste collection that provide additional social benefits. These include ethical labor conditions for waste workers through our municipal recycling model in Brazil, the use of blockchain technology in Egypt, and rewards offered in exchange for waste collected in underprivileged communities in Brazil and Indonesia.

We also partner with customers to raise awareness of sustainable packaging and the importance of recycling through on-pack labeling and communications campaigns.

Increasing recycling capacity

We are supporting the development of infrastructure to enable our packs to be recycled at scale, with an initial focus on recycling of used beverage cartons.

The high-quality fiber in paperboard can be separated and recycled relatively easily for reuse at paper mills. We are therefore focusing on increasing capacity to recycle polymer and aluminum – either together as a robust PolyAl material for roof tiles or furniture, or separately to enable wider applications for the recycled materials. Infrastructure is already in place for recycling PolyAl, including at facilities in which we have invested located in Australia, Germany, and Brazil. Through EXTR:ACT, we monitor development of new recycling technologies and facilities being developed independently and through industry associations.

We aim to incentivize development of recycling infrastructure by creating a market for recycled materials – including innovating to use recycled content for our packs.

Optimizing resource use in filling

Our aseptic carton filling machines have an industry-leading low waste rate that means less than 0.5% of our packs are wasted during the filling process (**see Sustainable innovation →**).

Through our SIG EcoFill Consulting program, we support aseptic carton customers in identifying ways to reduce resource use in the filling lines at their factories. We also aim to improve the efficiency of our filling machines for chilled cartons, and plan to review opportunities to reduce resource use in filling our bag-in-box and spouted pouch solutions.

We work with customers to ensure that our filling machines, and their parts, are recycled or disposed of responsibly at end-of-life.

For our aseptic carton filling machines, we provide guidance on target water use to ensure efficient operation at the customer stage and we offer water reduction kits.

Optimizing resource use in filling in 2024

22 customers reduced resource use with the SIG EcoFill Consulting program. In 2024, we helped them achieve annual savings of around 41 million liters of water, 570,240 m^3 of compressed air, 108 MWh of energy, and approx. 38 metric tons of CO_2 emissions.

33 water reduction kits sold, designed to cut water consumption by up to **50%**

Semi-automated cleaning machines cut water use by **54%** compared with manual cleaning

Continued placement of our next-generation filling machine SIG NEO, designed to reduce overall use of utilities by **30%** on average

Managing resources responsibly in our supply chain

We strive to ensure responsible management of natural resources in the supply chain by sourcing our raw materials with certifications to rigorous external standards, such as FSC™ for paperboard and ASI for aluminum foil (**see Our supply chain →**).

Both these certifications include requirements to conserve natural resources. In addition, relevant sustainability topics are covered through our working groups with paperboard suppliers and we are engaging with aluminum suppliers to increase content from post-industrial waste in the foil we purchase.

Our self-assessment of A-material suppliers using the WWF Water Risk Filter found that none has a substantive impact on water, but our paperboard suppliers are dependent on access to water for the papermaking process.

Circularity Strategy – Brazil: A Holistic Approach to Recycling

Brazil faces a major recycling challenge with 82 million tons of waste generated annually, of which only 4% is recycled. This issue is not just environmental but also social, affecting around 1 million waste pickers, 90% of whom work informally and earn less than the minimum wage.

To address these challenges, a systemic approach is needed that considers every link in the chain:

1. **Citizen Engagement:** Through the so+ma program, we are incentivizing citizens to recycle by offering rewards for responsible behavior. Currently, there are six so+ma houses operating in Curitiba and Campo Largo, with plans to expand. In 2024, we will pilot new initiatives including door-to-door selective collection rewards, an entrepreneurship program for women in recycling, and a gamified recycling education campaign for schools. In 2024 there was an entrepreneurship program for women in the recycling sector and new initiatives are to come, such as a program to encourage citizens to take part in door-to-door selective collection and a gamified recycling education campaign for schools.
2. **Infrastructure & Public Policy:** The Recicleiros program supports municipalities in implementing selective collection and structuring cooperatives. Today, we are active in 14 municipalities. Special projects include free training for public managers, an academy for waste pickers in partnership with major companies and Brazil's Ministry of Environment, and the Vox Lab platform, which aims to promote behavioral change towards recycling. Additionally, we are testing SIG's digital traceability technology to ensure transparency and accountability in the supply chain.
3. **Recycling Technology:** Our new recycling plant, set to open in 2025, will improve the recycling process by separating the aluminum and polyethylene layers of carton packs. This technology will boost the value of recycled materials and increase the recycling rate by offering better financial incentives to cooperatives.
4. **Ethical Circular Supply Chain:** To ensure responsible sourcing, we are working with Earthworm Foundation and the government of Paraná to create an ethical supply chain platform. This initiative will assess cooperatives, develop protocols for good practices, and offer better remuneration for cooperatives that meet these standards. Our goal is to build a responsible and traceable supply chain that benefits both the environment and the people working in it. Since its launch in 2018, our initiatives have collected nearly 20,000 tons of waste. In 2024 alone, we engaged 3,888 families through the So+ma Vantagens program at 7 collection points. Additionally, the Recicleiros Cidades program reached approximately 1 million people across 14 municipalities, facilitating the collection of around 7,240 tons of recyclable materials and creating 302 jobs.

This circularity strategy goes beyond environmental goals by addressing social issues, ensuring that recycling in Brazil is not only efficient but also fair and responsible. Through partnerships with NGOs, government bodies, start-ups, and communities, we are building a sustainable and ethical recycling chain.

SIG and partners launch recycling and livelihood project in Egypt

SIG, in partnership with Plastic Bank and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, has launched a project to transform Egypt's recycling efforts while improving the livelihoods of waste collectors through blockchain technology. Egypt generates around 100 million tons of waste annually, of which 40 to 85 per cent is collected in urban areas and only 0–35 per cent in rural areas. This new three-year initiative aims to collect 700 metric tons of beverage cartons and enhance the lives of more than 1,000 local waste collectors. Using the PlasticBank® app, powered by blockchain, waste collectors can track their work, earn digital rewards, and access social benefits like health insurance, grocery vouchers, and school supplies.

In 2024, the GIZ Developp project, Green Jobs from a Box, successfully collected an additional 63 tons of beverage cartons. The initiative currently engages 70 waste workers who are involved in the collection and sorting of various packaging materials, including beverage cartons. Notably, this marks the first time that Plastic Bank has integrated beverage cartons into its collection efforts in Egypt. The system ensures full traceability, providing transparency on the quantity of cartons collected and the individuals involved in the process. The fibers from the cartons are repurposed into locally produced paper, while the reject material—referred to as PolaAl (polymer-aluminum fraction)—is utilized as a substitute for raw materials in the production of interlock bricks by the local partner, TileGreen. This creates a fully integrated recycling cycle in Egypt, supporting both environmental sustainability and local economic growth.

The project not only addresses immediate recycling needs but also supports the development of an Extended Producer Responsibility (EPR) model in Egypt. It aligns with the Egypt Waste Management Regulatory Authority to integrate recycling into the national framework.

Through this collaboration, we have unlocked the true potential of beverage cartons as a resource, ensuring they remain in circulation. For the packaging, beverage, and food industries, this system repurposing beverage carton components into locally demanded materials represents a way to minimize waste disposal costs and maximize resource efficiency. It provides a replicable model that can inspire sustainable practices worldwide, advancing circular economy principles and setting a precedent for innovation in waste management.

Establishing Egypt's first complete recycling process for beverage carton

1 Used beverage carton collection

2 Fiber recycling at papermill

3 PolyAl recycling

4 Interlock bricks

Continuous improvement in our operations

We are committed to monitoring and managing environmental impacts from our operations. Robust environmental management systems, certified to ISO 14001 at all our production plants, support continuous improvement across our operations.

Minimizing use of water

We use relatively little water in our operations, and water is not identified as a material topic in our double materiality assessment for our own operations. However, we strive to use water resources responsibly by considering water quantity, quality and water stress risk, and aim to minimize consumption where feasible. All plants install flow meters to track specific water use to identify plant areas with high consumption.

We track monthly water consumption and water withdrawal data at all plants, including withdrawal of fresh surface water (lakes, rivers, etc.), fresh groundwater, and water discharge (water returned to the source of extraction at similar or higher quality as raw water extracted).

Sites in water-stressed areas, identified through a self-assessment using the WWF Water Risk Filter, are required to have water management systems.

Water storage only takes place in fire water tanks. This would only have a significant impact if the tanks needed to be refilled.

We have a minimum quality standard for effluent discharge: chemical oxygen demand (COD) is measured against legal limits at all our locations.

A total 557,148m³ of water was supplied to SIG Group in 2024, including 314,659m³ in water-stressed areas[1]. We discharged 331,008m³ of waste water in 2024 (around 41% of the total supply), including 127,974m³ in water stressed regions (plants in water-stressed areas – Merced/USA, Queretaro/Mexico, Riyadh/Saudi Arabia and Suzhou/China.

Minimizing waste

Our main focus is on eliminating waste from operations to landfill by reusing or recycling waste – or, where this is not feasible, by choosing the next best option, such as energy recovery. We also implement responsible disposal options for hazardous and electronic waste to avoid environmental harm and ensure hazardous waste does not end up in landfill.

Assessing effectiveness

Water use in production

- Monthly reviews of the global performance (water-related KPIs).
- Plant specific water usage is measured and reported on a monthly basis.
- Water risks are assessed regularly for the next 1 to 3 years in an environmental risk assessment.
- Business impact evaluation of possible shortages or allocation of water supply to production capacity of plants.
- Annual evaluation and plant classification in water stress areas by the central CR team.
- ISO 14001 impact assessment.

Production waste

- Robust life-cycle assessments (LCAs) carried out by independent experts using the ISO 14040 international standard and critically reviewed by an independent panel.
- Monthly reporting of waste and circularity-related KPIs.
- Annual limited assurance by PwC on environment data.
- Filling machines are predominantly refurbished and most of the material can be recycled at end-of-life.

Food waste

- Our packs prevent food loss and waste during filling, distribution, storage and consumption

1 Based on an assessment using the WWF Water Risk Filter.

Minimizing waste and water use in our value chain

Water use and waste are included in our engagement with the value chain. Relevant aspects are covered by management approaches which we follow to further reduce the environmental footprint of our products and our activities related to responsible sourcing and circularity. Waste relates to resource efficiency in our supply chain but also to production waste which occurs in using our filling machines and to the contribution of used packaging to industrial and household waste streams. Water use occurs to a relevant extent in all main commodity supply chains and also when operating our filling machines. Like pollution of air also pollution of water mainly occurs along the major commodity supply chains.

Below are some examples how waste and water and pollution of water and air in our upstream supply chain are addressed in our sustainability approach:

- At the supplier level, our responsible sourcing approach with ASI certification of the aluminium foils supply chain includes strong provisions for treatment of industrial wastes along the production chain from bauxite mining, alumina refinery and smelting operations. Water use and waste water treatment and industrial pollution are also addressed within the ASI performance standard which is tailored to material impacts of the different operations in the supply chain.
  See Sourcing responsibly →
- Designing our filling machines towards less utility demand and increased efficiency helps to reduce both consumptive water use and the creation of non-product output.
  See Sustainable innovation →
- Our technical service teams help aseptic carton customers minimize the use of water, energy and compressed air in their factories, through upgrade kits for existing machines and the SIG EcoFill Consulting program.
  See Resource+ →
- For the management of post-consumer waste, we have established country specific roadmaps for all priority markets cover approx. 90% of SIG business, on increasing circularity which includes action to increase collection of used packaging for recycling and by ensuring recyclability for all packaging materials delivered. **See Resource+ →**
- Product design and innovation is accompanied by Product Life Cycle Assessments following ISO 14040. All relevant environmental impacts are covered including impacts of emissions to water and air. This allows to detect hotspot along the value chain and interact by e.g. raw material substitution. In many cases greenhouse gas emissions are correlated e.g. with the emission of sulfur dioxide or particulate matter which are other main pollutants where fossil fuels are burnt – so also our climate + strategy helps to reduce pollutants e.g. by shifting to less energy intensive raw material supply chains.
  See Climate+ →

Grievance mechanisms are set up as part of local collection and recycling partnerships or grievances can be reported through the Integrity & Compliance Hotline.

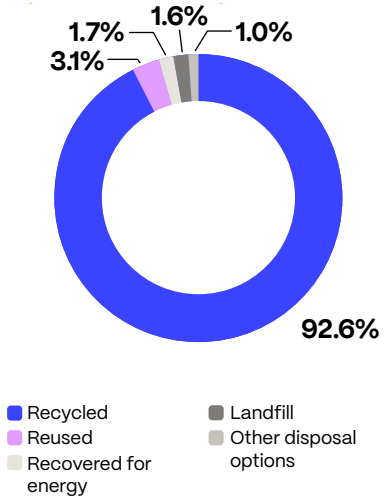
Responsibility for managing raw material sourcing, waste and circular economy

- Global Sourcing & Procurement
  The Responsibility Steering Group oversees semi-annual reports on raw material sourcing
- Monitoring and reducing water use in our operations: global and local Environment, Health & Safety teams
- Design for recycling and recycled content: Global Technology and Global Marketing
- Regional sustainability manager together with the local teams are responsible for helping to drive progress on collection and recycling, with oversight from Regional Presidents

Minimizing waste in production

We are committed to minimizing waste at the supplier and own production levels and downstream. Waste in own operations is not identified as a material topic in our double materiality assessment.

Production waste by disposal method in 2024



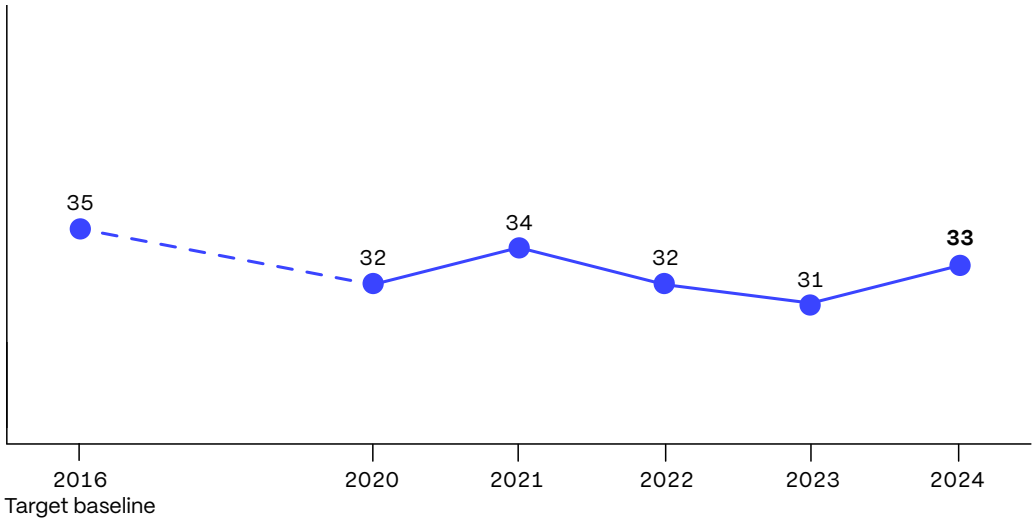
Production waste by type (thousand metric tons)

	2020[1]	2021[1]	2022[1]	2023	2024
Raw and laminated carton	48.4	58.3	57.3	62.5	**71.1**
Polyethylene	1.6	3.5	3.3	9.3	**10.1**
Hazardous waste	2.9	3.7	3.8	6.5	**10.9**
Aluminum (<1%)	–	–	0.3	0.3	**0.4**
Total	**53.1**	**65.5**	**64.7**	**78.6**	**92.5**

Production waste by disposal method (metric tons) in 2024

	Non-hazardous waste	Hazardous waste	Total waste
Recycled	78,106	269	78,375
Reused	2,192	483	2,675
Recovered from energy	1,006	652	1,658
Landfill	1,252	205	1,457
Other disposal options[2]	500	102	602
Total	**83,055**	**1,712**	**84,767**

Production waste rate for aseptic carton (grams of waste per m² of sleeves produced)



1 Waste data for previous years is for our aseptic carton business only.
2 Such as incineration without energy recovery.

Our targets and performance

Targets, progress and performance

Target	Progress tracker	2024 performance
Material topic: Waste and circular economy		
Launch a full barrier carton with all main materials linked to renewable resources[1,3] by 2025	Completed	SIG Terra Alu-free + Full barrier had its first commercial launch in 2023 in China and sales continued to scale up during 2024. This is the world's first full barrier solution for aseptic carton packs with no aluminum layer that can be used with oxygen-sensitive products, such as juices, as well as liquid dairy. In 2024 we added the Forest-based polymers as an option to create SIG Terra Alu-free + Full barrier + Forest-based polymers, thereby achieving the target one year early.
Develop a full barrier aseptic carton with at least 85% paper content (excluding closure) by 2025 – and at least 90% paper content (including closure) by 2030	On track	During 2024, we successfully finalized a technical pre-study for increased paper content, which will enable our cartons to be recycled in regions where only paper recycling streams are available. We completed an internal global compatibility study of this future packaging structure with paper mills to further guide the new structure development.
Offer a recycle-ready[2] bag-in-box and spouted pouch solution in all our relevant market segments by 2025	On track	We have expanded our offering of recycle-ready spouted pouches as well as recycle-ready bag-in-box solutions: our SIG Terra RecShield D bag-in-box package for post-mix syrup, our largest segment, has been formally recognized by the Association of Plastic Recyclers (APR) for meeting the highest criteria for recyclability according to the APR Design® Guide for Plastics Recyclability.
Partner with stakeholders to implement dedicated and country-specific roadmaps to support increased collection and recycling of beverage cartons, bag-in-box, and spouted pouches in priority countries that account for more than 90% of our global packaging sales (by weight) by 2025	On track	We have Going Circular local roadmaps in priority countries that together account for 90% of our global packaging sales (by weight) – including priority countries identified this year for our bag-in-box and spouted pouch businesses. We continued to partner with industry, governments, municipalities, customers, and communities to implement local programs to support increased collection and recycling. These include: a new partnership with the German Development Cooperation in Egypt that monitors ethical working conditions for waste collectors; the expansion of our social model for collection to Indonesia; new recycling facilities in development in Australia and Brazil; and awareness and collection programs in a range of other countries. In Europe, our focus is on developing common industry guidelines and advocating effective policies to enable more collection and recycling of used packaging.
Scale up and expand our community recycling model by 2025	On track	The Recycle for Good initiative, launched in Indonesia in 2023 by the SIG Foundation, incentivizes recycling with a strong focus on used beverage cartons and polymer pouches. The program was expanded in 2024 to multiple pick-up points and households to reach more people and increase the collection rate of recyclable waste.
25% reduction in grams of waste per m^2 of packaging material used to produce our aseptic cartons by 2025 (from 2016)[4]	More work to do	Our waste rate from production of our aseptic carton packs has increased by 6.5% in 2024 and decreased by 5.7% from 2016. Main reason for the waste rate increase is the ramp-up phase of various new production equipment.
Zero landfill – all waste to be recycled or used as renewable biofuel by 2025	On track	95.7% of waste from production was reused or recycled, 1.7% was recovered for energy, and around 1.6% went to landfill. We have achieved zero waste to landfill at 20 of our production plants.
Maintain certification to ISO 14001:2015 at all production plants	On track	We maintained our global ISO 14001 certification in all plants.

1 Excluding negligible constituents, such as inks and pigments. Target wording adjusted for clarity: all main materials instead of 100% because the minor elements (representing less than 1% of a beverage carton) are not linked to forest-based resources.
2 In line with Design for Recycling criteria developed by APR (Association of Plastic Recyclers) and Recyclass.
3 Via an independently certified mass balance system.
4 Not material in own operations.

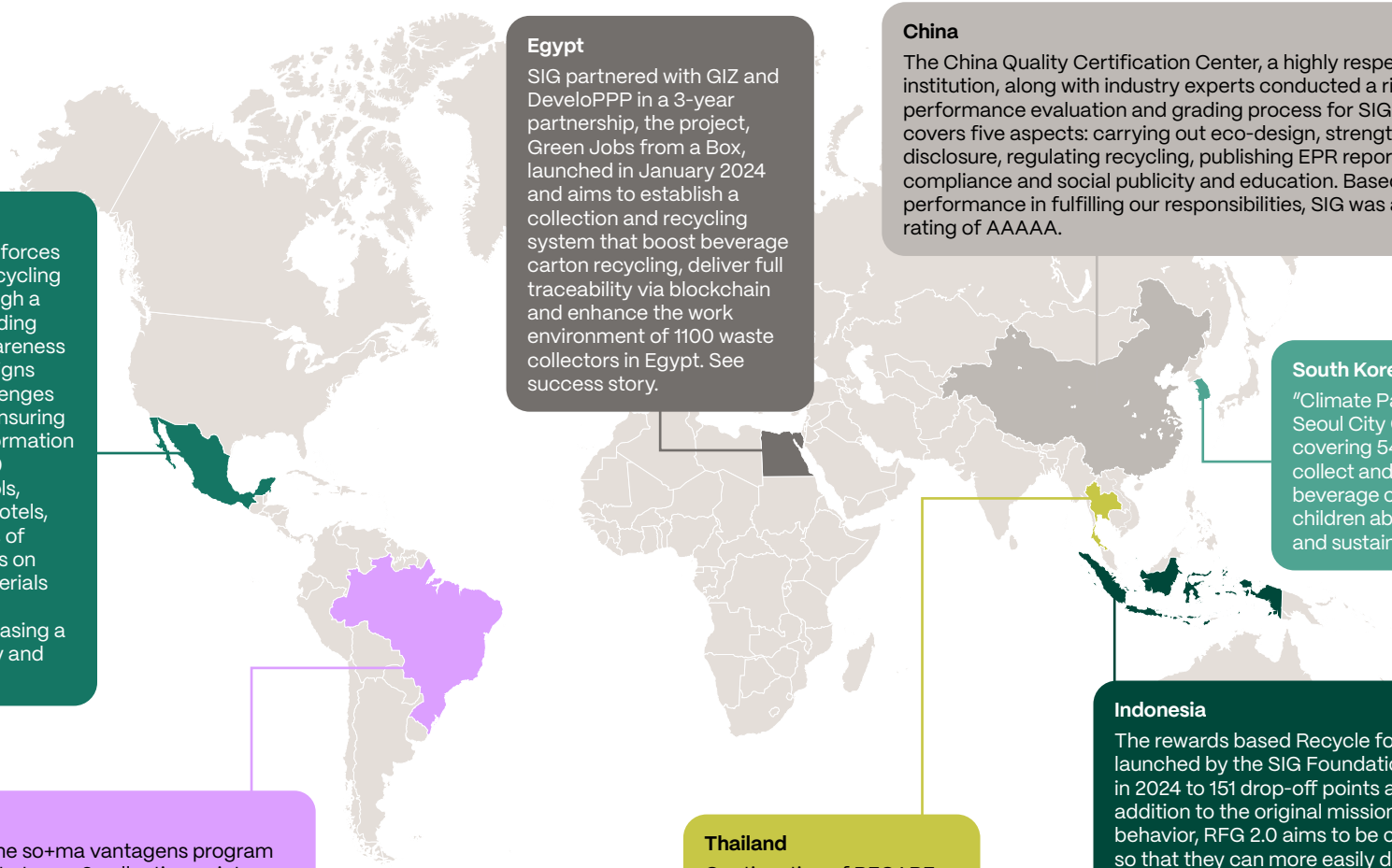
Progress in 2024

We continued to invest in and support development of new recycling facilities for used beverage cartons

- In Brazil, we continued the construction of a new recycling plant for beverage cartons that will use innovative technology to separate the polyethylene from the aluminum in PolyAl to create a wider market for these recycled materials, with the expectation of increasing their value by more than 50%. The recycling plant is part of SIG's ethical recycling strategy in Brazil in collaboration with our local paper mill recycling partner Revita – see feature.
- 2024 saw the ramping up of Saperatec, a second PolyAl recycling facility in Germany in addition to Palurec, in which we co-invested with industry partners. Existing facilities can already process around 30% of the total PolyAl produced from recycled beverage cartons in Europe, and a significant increase in capacities is planned in the near future to increase this to 40%.

Fostering collection and awareness

As well as supporting recycling infrastructure, we have continued to establish local partnerships to raise awareness and improve collection rates as part of our **Going Circular** roadmaps in priority countries. We carefully select our collection and recycling partners and aim to avoid any negative impacts by closely monitoring our partners' human rights policies. In addition, we are exploring the implementation of a streamlined process to enhance our assessment efficiency.



Mexico

SIG and PROMESA have joined forces to expand the collection and recycling of used beverage cartons through a multi-material initiative with leading brands. The program raises awareness through workshops and campaigns while addressing logistical challenges with an efficient supply chain, ensuring seamless collection and transformation of materials. Engaging over 280 participants across a 100 schools, 102 cafés, 5 restaurants and 2 hotels, the initiative will recycle 38 tons of cartons in one year. With a focus on social impact, the recycled materials are used to provide roofing for vulnerable communities, showcasing a powerful model of sustainability and social responsibility.

Egypt

SIG partnered with GIZ and DeveloPPP in a 3-year partnership, the project, Green Jobs from a Box, launched in January 2024 and aims to establish a collection and recycling system that boost beverage carton recycling, deliver full traceability via blockchain and enhance the work environment of 1100 waste collectors in Egypt. See success story.

China

The China Quality Certification Center, a highly respected and credible institution, along with industry experts conducted a rigorous EPR performance evaluation and grading process for SIG. The evaluation mainly covers five aspects: carrying out eco-design, strengthening information disclosure, regulating recycling, publishing EPR reports, corporate compliance and social publicity and education. Based on our exceptional performance in fulfilling our responsibilities, SIG was awarded the highest rating of AAAAA.

South Korea

"Climate Partnership" Program with Seoul City Government Project covering 548 kindergardens to collect and recycle 23 tons of used beverage cartons, while educating children about waste segregation and sustainable packaging.

Brazil

3,888 families participating in the so+ma vantagens program brought 289 metric tons of waste to our 6 collection points in 2024 in exchange for rewards such as food, training, and school materials. In the 14 municipalities served by the Recicleiros Cidades program, with an impact on around 1 million people, approx. 7,200 tons of recycled materials were collected and 310 jobs created.

See case study →

Thailand

Continuation of BECARE program to educate communities about recycling and sustainable packaging with collection of 44T of used beverage cartons.

Indonesia

The rewards based Recycle for Good (RFG) program launched by the SIG Foundation in 2023 was expanded in 2024 to 151 drop-off points and households. In addition to the original mission to change consumer behavior, RFG 2.0 aims to be closer to end-consumers so that they can more easily drop off their recyclable waste, mainly used beverage cartons and flexible polymer pouches. In 2024, 52.3 tons of used beverage carton and 18.2 tons of plastic packaging were collected.

KPIs

Metric	2020	2021	2022	2023	2024
Resource+					
Material topic: Waste management & circular economy					
SIG carton packaging that is designed for recycling[1] (%)	100[7]	100[7]	100[7]	100	**100** ✓
SIG bag-in-box and spouted pouch packaging that is recycle-ready[2] or for which we offer alternative recycle-ready bag-in-box and spouted pouch solutions (%)	–	–	–	69	**76** ✓
SIG packaging portfolio that is recycle-ready[3] (%)	–	–	–	90	**91** ✓
Waste rate for aseptic carton production (grams of waste per m^2 of packaging material)[5]	32	34	32	31	**33**
Waste rate for carton production[4] (grams of waste per m^2 of packaging material)[5]	–	–	–	–	**35** ✓
Waste rate for production (bag-in-box and spouted pouch) (tons of waste per thousand tons produced)[6]				1.9	**3.0** ✓

Our positive impact

Through our Resource+ actions, we contribute to the United Nations Sustainable Development Goals.

1 Our evaluation of recyclability of cartons is based on the relevant EN643 standard.
2 Our evaluation of recycle-readiness for bag-in-box and spouted pouch is in line with Design for Recycling criteria developed by APR (Association of Plastic Recyclers) and Recyclass.
3 Our evaluation of recyclability of cartons is based on the relevant EN643 standard and our evaluation of recycle-readiness for bag-in-box and spouted pouch is in line with Design for Recycling criteria developed by APR (Association of Plastic Recyclers) and Recyclass. Calculation: Recyclable cartons plus recycle-ready bag-in-box and spouted pouch sold (in metric tons), divided by all packaging sold (in metric tons).
4 'Carton production' includes aseptic and chilled carton production. In this table, figures for the combined business can only be shown for 2024.
5 Calculation: Grams of carton packaging material waste in 2024, divided by m^2 of produced carton sleeves packaging material (good output) in 2024. Carton packaging material waste includes: raw carton, laminated carton, polyethylene waste, aluminum foil, supplies material, hazardous waste, as well as semifinished products (allocated with 40%, to take it into account)
6 Calculation: Tons of packaging material waste of bag-in-box and spouted pouch production divided by thousand tons of packaging material produced (good output). Bag-in-box and spouted pouch packaging material waste includes: raw carton, laminated carton, polyethylene waste, aluminum foil, supplies material, hazardous waste.
7 Aseptic carton business only.

2024 success stories

Launching the Food and Beverage Carton Alliance

Together with industry partners Tetra Pak and Elopak, and key suppliers Stora Enso and Billerud, SIG announced the formation of the Food and Beverage Carton Alliance. This global association builds upon the strong foundation of the European Alliance for Beverage Cartons and the Environment (ACE) and integrates the expertise of EXTR:ACT, its technical arm. This new alliance will expand our efforts on a global scale.

The alliance is structured around three core components:

- **Advocacy:** to engage policymakers worldwide to help solve global policy challenges and advocate for public policies that recognize the essential role of food and beverage packaging, support green innovation, and encourage the transition to low-carbon, circular economies.
- **Communication:** to ensure that information about our solutions – whether related to climate mitigation, circular economies, or food system resilience – is accessible to all. Our goal is to increase awareness of the benefits we bring.
- **Center of Expertise:** technical solutions, innovations and industry data globally and locally, will provide evidence-based insights. Consolidated research and non-competitive industry data will set benchmarks for progress and action across the sector.

Accelerating Circularity: SIG partners with Ellen MacArthur Foundation

SIG has strengthened its commitment to sustainability by partnering with the Ellen MacArthur Foundation, a global leader in circular economy initiatives. This collaboration aims to accelerate the transition to fully circular packaging solutions worldwide. By leveraging the Foundation's expertise and network, SIG will focus on reducing waste, improving recyclability and promoting the use of renewable materials. The partnership is a key step in SIG's broader strategy to innovate and scale sustainable packaging practices, driving meaningful progress toward a waste-free, low-carbon future for the packaging industry.

First industry aligned assessment protocol for fiber-based composite packaging

In 2024 EXTR:ACT received the final assessment protocol for the recyclability evaluation of fiber-based composite packaging to be recycled in specialized paper mills dedicated to used beverage cartons. This recycling assessment methodology created for EXTR:ACT in cooperation with Certify is aligned with many other EU methodologies for packaging materials.

As part of the Business Coalition for a Global Plastics Treaty, SIG's CEO joined leaders in calling for a binding global treaty to harmonize policies, strengthen legislation, and scale proven solutions in sectors like packaging.

Food+

Our packs help bring food and drink to millions of people every day in a safe, sustainable, and affordable way

16.4bn

liters of nutritious[1] food and drink delivered in SIG packaging in 2024

Millions of people around the world lack access to safe nutrition.[2] At the same time, millions of tons of food are lost every year through waste.[3]

The challenge of feeding a growing world population is intensified by the need to reduce the carbon footprint of food production.[4]

SIG packaging systems are designed to help our customers to deliver food and beverage products to consumers in a safe, sustainable and affordable way. Our solutions are tailored to different consumption occasions such as on the go, at home or out-of-home. For each of them, solutions include both manufacturing of filling machines with lowest waste rates and the supply of sustainable packaging options including aseptic and chilled cartons , spouted pouches and bag in box systems. With our proprietary aseptic technology we provide long shelf life – of up to 12 months – under ambient conditions. This is a key enabler for a resilient supply of nutritious food and drinks, such as milk and plant-based dairy alternatives, juices, fruit and vegetable purees, and soups.

The range of nutritious food and drinks is constantly expanding, and we work with our customers to develop new products with a focus on health and nutrition.

Our commitments

We are committed to making a significant contribution to a regenerative food system, one that fosters the flourishing of both people and planet.

Our commitment centers on delivering a resilient, shelf-stable and secure food supply system with a demonstrably positive impact on nutrition. Leveraging our worldwide presence and delivering the right packaging solution for different consumption occasions and distribution channels, we empower our customers to provide affordable nutrition in areas of greatest need.

Product safety is essential. Ensuring the reliable delivery of safe food and beverages is fundamental, as it directly relates to the basic human right to life and physical integrity. To uphold this commitment, all relevant SIG production plants maintain certifications to recognized food safety management system standards.

Furthermore, we actively work to minimize food loss and waste, thereby reducing climate impacts and optimizing resource use.

1 Different types of products are categorized according to their nutritional profile based on the independent Health Star Rating System.
2 FAO: The State of Food Security and Nutrition in the World 2023.
3 FAO: Global food losses and food waste.
4 How to Sustainably Feed 10 Billion People by 2050, in 21 Charts | World Resources Institute.

Our approach

Key strategic pillars

- Maintaining food quality and safety
- Partner with customers to bring innovative and nutritious products to market
- Enter into partnership with industry and NGOs to drive towards a regenerative food system
- Reduce food loss and waste across the value chain

Maintaining food quality and safety

We ensure the highest product safety and quality for our customers and consumers by operating an integrated and systematic product safety and quality management system which helps us identify, mitigate and eradicate potential and existing risks throughout the value chain. For effective risk assessment and management, we apply leading recognized methods such as HACCP (hazard analysis and critical control points) and the use of risk analysis tools, e.g. FMEA (Failure Mode & Effects Analysis) or simplified risk analysis.

We have a system and associated processes established to ensure backward traceability from our final products (package material and closures), through logistics and manufacturing, up to the raw materials used. Our production plants are certified according to a GFSI-recognized scheme standard/ISO 22000 and are annually audited to retain their certification. This certification demonstrates that we provide products that are quality-assured and legally compliant.

We continuously work with our customers to make sure that product safety and quality are maintained. If there are any complaints, our Integrated Complaint and Claim Management process (ICCM) provides clear guidance on how they should be managed.

We have an established process in place if a product recall or withdrawal is required.

Innovation through partnership

The SIG Incubator program supports start-ups launching nutritious new food and beverage products by providing access to advice, expertise and consumer-focused insights – as well as by enabling them to use our filling machines, either at our own SIG Testfilling Centers or at existing SIG customers' plants. To date, the program has supported six start-ups in total, as well as food tech companies.

SIG is a member of U.S.-based food innovation platform MISTA, which brings together leaders from the global food and beverage industry to explore collaborative ways to accelerate the transformation of the global food system into a more regenerative one. We are currently exploring innovative ideas with six different partners, with more to come, including food tech start-ups and a market leader in food processing technologies. For example, first commercial production of an innovative plant-based oil in bag-in-box for the foodservice industry took place in the USA at the end of 2024.

Bringing innovative and nutritious products to market

New launches in 2024

- Hak in the Netherlands: food launch for pulses such as beans, peas and lentils
- Nutifood in Vietnam: Varna brand premium adult nutrition milk in SIG DomeMini
- Seoul Dairy in Korea: protein-enriched coffee drink in SIG DomeMini
- ITO EN in Japan: market innovation with the launch of two premium beverages containing bite-sized pieces in SIG SmileSmall carton packs, using SIG Drinksplus technology
- Elmhurst in USA: non-dairy cream and Heaven's Kitchen sauces in aseptic spouted pouch

Reducing food loss and waste across the value chain

- The Cartons for Good initiative, led by the SIG Foundation, is an innovative model to process and pack surplus food crops that would otherwise be lost – and turn them into nutrition for people in need.
- Our highly efficient filling machines cut the waste rate of packs (and associated food content) during filling to an industry-leading 0.5% or less for aseptic cartons, and as little as 0.7% for bag-in-box and spouted pouches.
- We also aim to minimize food waste from residues left in the pack after consumer use by offering very high evacuation rates for our bag-in-box and spouted pouch solutions and innovating to further improve pourability from our cartons.

Responsibility for managing product safety and integrity

- Site quality management and product safety teams.
- Regional quality management and product safety teams.
- Overseen by the Head of Global Quality Management.
- R&D and filling machine assembly teams for developing and implementing solutions.

Assessing effectiveness

We validate the effectiveness of our product safety and quality management system on a regular basis. For example, our product withdrawal procedure is validated at least annually. The findings are then incorporated into our product safety update training. We also use a global quality and product safety management reporting system. The GEB receives monthly reports and customer complaints are escalated to management. Issues or concerns can be reported via the integrated customer complaint and claim management system or the Integrity & Compliance Hotline.

In 2024 we assessed the health and safety impacts of our products and services across our portfolio. There were no incidents of non-compliance with regulations or voluntary codes.

Our targets and performance

Targets, progress and performance

Target	Progress tracker	2024 performance
Material topic: Product safety and integrity		
Maintain existing ISO 9001:2015 certifications at production plants (including all aseptic carton plants)[1]	On track	We maintained certification to the ISO 9001:2015 quality management standard across our aseptic carton business, as well as at ten of our bag-in-box, spouted pouch and chilled carton production plants.
Maintain top level GFSI[2]-recognized certification at all packaging production plants[3]	On track	We achieved top level certification to GFSI-recognized food safety standards at a high or the highest level at 26 of our 27 relevant production plants. The remaining chilled carton plant in Taiwan, acquired in 2022, maintained certification to ISO 22000:2018 and is working towards certification to a GFSI recognized standard in 2025.
Strategic topic: Access to nutrition and hydration[4]		
Use SIG's position within a more sustainable food supply system to create demonstrable positive impacts on nutrition and hydration by 2025	On track	We partnered with customers to enable the development of nutritious food and beverages globally, including plant-based milk and protein beverages. With food technology company AnaBio Technologies we created the world's first long-life probiotic drink (first launch end of 2024). We joined MISTA, a new food innovation platform, to explore collaborative ways to create a more regenerative global food system. One of our SIG Incubator start-ups, from the plant-based oil area, started commercial production in SIG bag-in-box in the USA at the end of 2024. We joined the Climate & Health Coalition Food Cluster hosted by Forum for the Future. We are working to enable private-sector players from across the food and drink industry to accelerate the transformation of our food and agricultural systems towards outcomes that deliver health benefits for both people and planet.
Increase the total volume of nutritious[5] food and beverage products brought to consumers in SIG packs by 50% by 2030 (from 2020)	On track	The integration of bag-in-box and spouted pouches into our portfolio (through acquisitions in 2022) has significantly expanded the amount and types of nutritious food we help customers deliver. In 2024, 16.4 billion liters of nutritious food and beverage products were brought to consumers in SIG packs, up 45% from the 2020 baseline. The amount of nutritious food packed in our cartons alone has increased by 20% from 2020 to 13.5 billion liters.
Support two start-ups per year through our SIG Incubator program to share unused filling capacity to deliver nutritious food safely and efficiently[6] by 2025	More work to do	By now SIG has supported six innovative food and drink start-ups through the SIG Incubator program, with more in the pipeline. In 2024 the program focused on developing long-life probiotic concepts. Four recipes were produced in total, working with food tech company AnaBio. In early 2025, the SIG Incubator will be relaunched and extended – see Outlook. A highlight of 2024 was the installation of the aseptic spouted pouch line in Dubai, which increases the reach of possible product categories for the SIG Incubator.
Intensify partnerships with SIG customers to scale the SIG Foundation's Cartons for Good initiative by 2025	More work to do	The SIG Foundation's flagship initiative helps prevent food loss and malnutrition by using SIG's filling technology and packs to turn surplus crops into nutrition for people in need. The pilot in Bangladesh has turned over 21 metric tons of food loss into more than 73,300 nutritious meals for underprivileged children and people in need since it began in 2019.

1 Target amended following integration of our bag-in-box, spouted pouch, and chilled carton businesses.
2 Global Food Safety Initiative (GFSI)-recognized certifications include the Brand Reputation Compliance Global Standards (BRCGS) packaging standard, Safe Quality Food (SQF), Food Safety System Certification (FSSC 22000), and International Featured Standard (IFS).
3 Target expanded to include other GFSI-recognized standards (not just BRCGS), following integration of our bag-in-box, spouted pouch, and chilled carton businesses.
4 Not identified as a material topic. However, information is given as we believe access to nutrition and hydration is important.
5 Different types of products are categorized according to their nutritional profile based on the independent Health Star Rating System.
6 Target amended to include any unused filling capacity and reflect the new name of the SIG Incubator program (formerly SIGCUBATOR).

Progress in 2024

- We joined the Food Cluster of the Climate & Health Coalition hosted by Forum for the Future – see success story on page 98.
- We helped to build a toolkit for food and drink system businesses that:
  - highlights current activity at the intersection of climate, health and food
  - generates case studies to inspire and accelerate action for others
  - provides guidance on key topics and opportunities for action, including starting or accelerating business action on climate, health and food
- Cartons For Good in Thailand: we introduced a new approach to prevent food loss and help people, in cooperation with our customer Ampol Food

KPIs

Metric	2020	2021	2022	2023	2024
Food+					
Material topic: Product safety & integrity					
Significant carton[3] product and service categories for which health and safety impacts are assessed for improvement (%)	100[4]	100[4]	100[4]	100[4]	**100** ✓
Significant bag-in-box and spouted pouch product and service categories for which health and safety impacts are assessed for improvement (%)	–	–	–	100	**100** ✓
Non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services in our carton businesses[3] (number of incidents)	0[4]	0[4]	0[4]	0	**0** ✓
Non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services in our bag-in-box and spouted pouch business (number of incidents)	–	–	–	0	**0** ✓
Strategic topic: Access to nutrition & hydration[1]					
Nutritious food and beverage products[2] brought to consumers in SIG packaging (billion liters)	11.3[3,5]	11.9[3,5]	12.3[3,5]	15.7[5]	**16.4**

1 Not identified as a material topic. However, information is given as we believe access to nutrition and hydration is important.
2 Defined by the independent Health Star Rating System as food and drinks that contribute to a balanced diet and lead to better health.
3 Includes aseptic and chilled cartons.
4 Aseptic carton business only.
5 Data adjusted in line with Health Star Rating methodology.

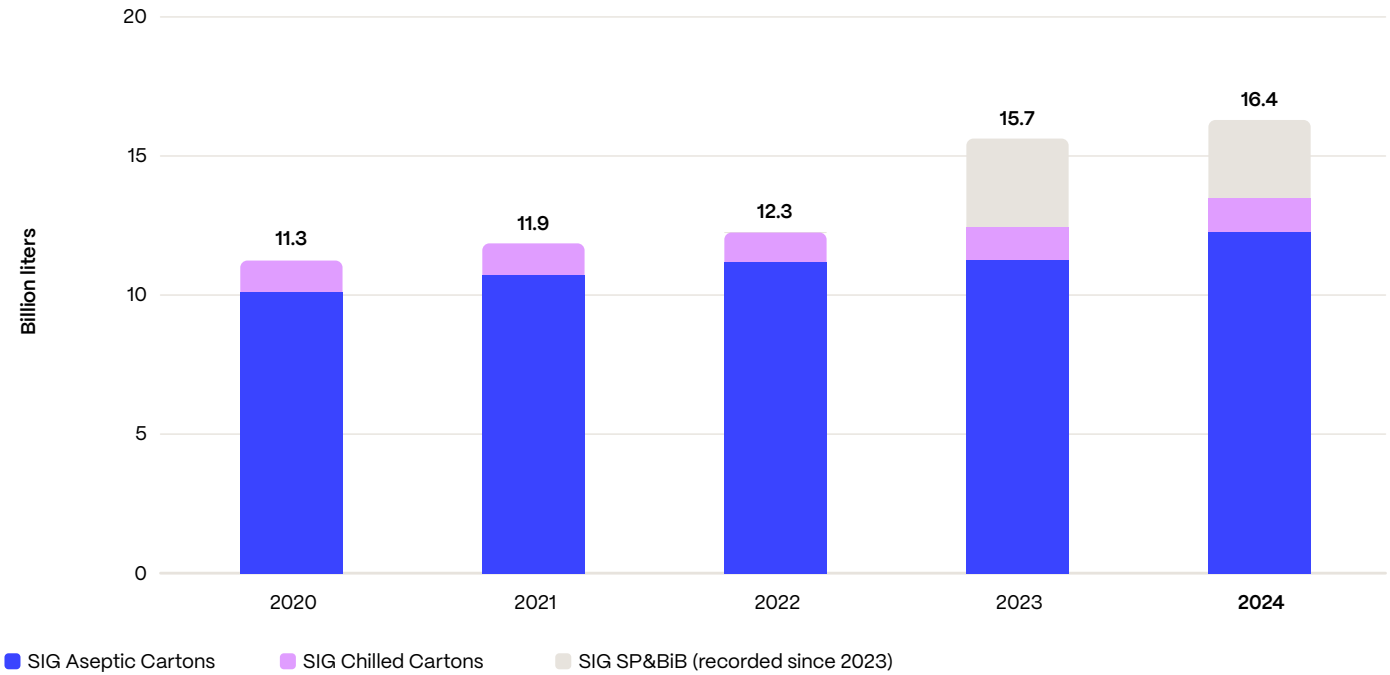
Key KPI trends in 2024

We continued to achieve 100% fulfillment of our KPIs on health and safety impact assessments for all substrates. Our carton business has maintained this achievement since 2016.

We continued to have no cases of non-compliance on health and safety impacts for all substrates. Our carton business has maintained this record since 2016.

We registered a further increase of nutritious products in SIG packaging:

Nutritious[1] food and beverage products brought to consumers in SIG packaging (billion liters)



1 Defined by the independent Health Star Rating System as food and drinks that contribute to a balanced diet and lead to better health.

Our positive impact

Through our Food+ actions, we contribute to the United Nations Sustainable Development Goals

Outlook

Broadening the scope of SIG Incubator

A new and extended SIG Incubator offering of test filling facilities as well as packaging solutions will be launched early in 2025. Our SIG Testfilling Centers in Dubai and China will officially be part of the offering, to attract global food and beverage start-ups. Through this extension SIG not only broadens the regional scope of the program but also expands the packaging options – from SIG Dome in Linnich to SIG Smile and SIG DomeMini in China. The installation of an aseptic pouch line at our Dubai Test Filling Center even widens the SIG Incubator scope into new product categories.

Taking Cartons for Good to the next level

The Cartons for Good initiative has defined its way forward with a roadmap of transition from the pilot project to Cartons for Good 2.0. Going forward, the initiative is focusing on partnering with SIG customers to achieve its goals, with SIG technology already installed at customer sites to be used to pack nutritional products. Projects are underway in Egypt and in Thailand.

2024 success story

We have expanded our partnership with the international sustainability non-profit Forum for the Future and joined the Climate & Health Coalition Food Cluster. With beverage company Carlsberg Britvic (our customer) and retail company Waitrose, we are working together to enable private-sector players from across the food and drink industry to accelerate the transformation of our food and agricultural systems towards outcomes that deliver health benefits for both people and planet.

One of the cluster's deliverables is a best practice toolkit for food businesses. The toolkit was launched at the UN Climate Change Conference (COP29). "This powerful resource equips companies to take integrated climate and health action. We need urgent engagement at the intersection of climate, health, and food to ensure the health of people and planet – and businesses have a key role to play," says Hannah Pathak (CEO at Forum for the Future). Developed by the Climate & Health Coalition Food Cluster, the toolkit provides actionable guidance for sustainability, procurement, R&D and communications teams and features case studies from SIG, bringing our approach on the intersection between climate, health and food to life.

Hannah Pathak
(CEO at Forum for the Future)

Sustainable innovation

Innovative low-carbon packaging solutions for the food industry

SIG Terra Alu-free + Full barrier offers up to

-25%

lower carbon footprint than our standard aseptic cartons[1]

Innovation towards higher recyclability of products or less resource-intensive products will positively impact SIG's entire value chain.

SIG's packs are among the most sustainable packaging solutions in each relevant market segment – and we are innovating to reduce their environmental impact even further.

Independent life-cycle assessments show our carton, bag-in-box and spouted pouch solutions offer significant reductions in environmental impacts compared with other types of packaging, such as disposable glass, plastic tubs and bottles, or cans.[2]

Our packs' strong environmental credentials are an important differentiator as market demand for more sustainable packaging continues to grow. Choosing our solutions helps customers respond to rising consumer expectations, comply with increasingly stringent regulations, and achieve their sustainability ambitions.

We strive to make our packs even more sustainable through innovation. Across our portfolio, we are innovating to design more recycle-ready[3] packs that optimize material use and reduce carbon emissions further by removing or reducing carbon-intensive materials and by replacing virgin fossil-based polymers with renewable or recycled alternatives.[4] We are also creating new solutions to further reduce the resources needed to fill our packs in customers' factories.

We have already achieved a host of industry firsts (**see Our sustainable innovation journey →**). Our SIG Terra portfolio showcases our most sustainable innovations – including aseptic cartons with no aluminum layer, polymers linked to forest-based and recycled materials,[4] and recycle-ready bag-in-box and spouted pouch solutions.

1 Based on independent ISO-compliant life-cycle assessment. Data has been critically reviewed and the full report is published on our website.
2 For a wide range of food and beverages, based on independent critically reviewed life-cycle assessments for beverage carton, bag-in-box and spouted pouch solutions conducted in line with ISO 14040 and ISO 14044 standards.
3 In line with Design for Recycling criteria developed by APR (Association of Plastic Recyclers) and Recyclass.
4 Via an independently certified mass balance system.

Our sustainable innovation journey so far

Our starting point

Standard SIG aseptic carton and filling machine

- Beverage cartons made of, on average, 75% FSC™ certified renewable paperboard,[1] 21% polymers, and an ultra-thin layer of aluminum foil.
- 28–70% lower carbon footprint than alternative packaging, such as plastic and glass bottles, and aluminum cans.[2]
- Industry-leading waste rate (<0.5%) through highly efficient filling process.

2010

SIG Terra Alu-free[3]

Industry Leader

- World's first packaging material for aseptic cartons with no aluminum layer.
- 82% renewable paperboard.
- Up to 23% less carbon than standard SIG packaging material for aseptic cartons.[2]
- For use with dairy products.

2013

SIG Dome[4]

- Looks and pours like a bottle.
- Environmental benefits of a carton.

2016

RS structure

- Reduces plastic use while improving the robustness of our aseptic cartons during processing and distribution.

2017

SIG Terra Alu-free + Forest-based polymers[5]

Industry Leader

- World's first aseptic carton with all main materials linked to forest-based renewable resources.[6]
- No aluminum foil layer.
- Up to 63% less carbon than standard SIG packaging material for aseptic cartons.[2]
- For use with dairy products.

2018

SIG Terra Forest-based polymers[6]

- Polymers linked to renewable resources.[7]
- Ultra-thin aluminum foil layer to protect oxygen-sensitive products, such as orange juice.
- Up to 41% less carbon than standard SIG packaging material for aseptic cartons.[2]

2019

Paper straw solution

- World's first paper straw for use with aseptic carton packs.
- Straight, U-shaped, and telescopic options.
- FSC™-Mix certified.

Industry Leader

1 Our cartons use paper-based liquid packaging board, referred to throughout as "paperboard". SIG uses FSC™ Mix material that allows the mixing of FSC™ certified wood with FSC™ controlled wood and ensures that an equivalent amount of FSC™ certified wood is procured at the beginning of the value chain.
2 Based on independent ISO-compliant life-cycle assessments.
3 First launched as combibloc ECOPLUS.
4 First launched as combidome.
5 First launched as SIGNATURE 100.
6 Polymers linked to wood residues from papermaking via an independently certified mass balance system.
7 First launched as SIGNATURE FULL BARRIER.

2019

ASI-labeled packs

- World's first aseptic carton packaging materials with ASI aluminum foil.
- First product with ASI aluminum foil and ASI on product label.
- The only cartons that can carry the ASI Responsible Aluminium Sourcing logo.

Industry Leader

2020

SIG Terra Circular polymers[1]

- World's first aseptic carton solution offered with post- consumer recycled content.
- Polymers linked to recycled plastics.[2]

Industry Leader

2021

SIG Neo

- Next-generation filling machine for family-size aseptic carton packs.
- 25% less carbon by design for the filling and packaging per pack.[3]
- 30% less consumables by design (hydrogen peroxide, compressed air, and water).[3]

2022

SIG Terra Alu-free + Full barrier[4]

- World's first full barrier solution for aseptic cartons with no aluminum foil layer.
- For use with both liquid dairy and oxygen-sensitive products, such as fruit juices, nectars, flavored milk, or plant-based beverages.

Industry Leader

2022

Bag-in-box and spouted pouch solutions join our portfolio

- High product-to-packaging ratio.
- Less carbon than alternatives, such as plastic and glass bottles, tubs, and jars.[6]
- Recycle-ready mono-material spouted pouch.
- First APR-recognized recycle-ready bag-in-box.[5]
- World's first bag-in-box linked to recycled content.[2]

Industry Leader

2023

SIG Dome Mini

- Portion size.
- Looks and pours like a bottle.
- Environmental benefits of a carton.

2023

SIG Terra Alu-free + Full barrier commercially available

- World's first full barrier solution for aseptic cartons with no aluminum foil layer launched commercially in China.
- Up to 25% less carbon than standard SIG packaging material for aseptic cartons.[6]

Industry Leader

2024

SIG Terra Alu-free + Full barrier + Forest-based polymers commercially available

- World's first full barrier solution for aseptic cartons with no aluminum foil layer and linked to forest-based polymers available globally.

Industry Leader

References to SIG as "industry leader", "industry-leading", or "world's first" throughout our sustainability reporting are made in good faith according to SIG's global commercial intelligence.

1 First launched as SIGNATURE CIRCULAR.
2 Via an independently certified mass balance system.
3 Anticipated savings compared with our previous generation filling machines.
4 First launched as SIGNATURE EVO.
5 Association of Plastic Recyclers (APR).
6 Based on independent ISO-compliant life-cycle assessment. Data has been critically reviewed and the full report is published on our website.

Our commitments

Innovation in products and services can address potential negative impacts from our business. Hence we are committed to investing in research and development to help customers and consumers make more sustainable packaging choices.

Our approach

Sustainability criteria are core value drivers in all our product development, alongside other critical factors such as safety and affordability. Our Innovation Board regularly reviews our entire innovation pipeline in the light of evolving sustainability considerations, such as forthcoming regulations and customer needs.

We have established clear internal guidelines on sustainable packaging design for our cartons, and separately for our bag-in-box and spouted pouch solutions, with accompanying training for relevant teams. These guidelines include detailed market-level criteria on design for recycling.

Our marketing and sales teams are trained and incentivized to increase customer uptake of our most sustainable solutions, which in turn helps us amplify our net positive impact across our sustainability action areas.

Taking a life-cycle approach

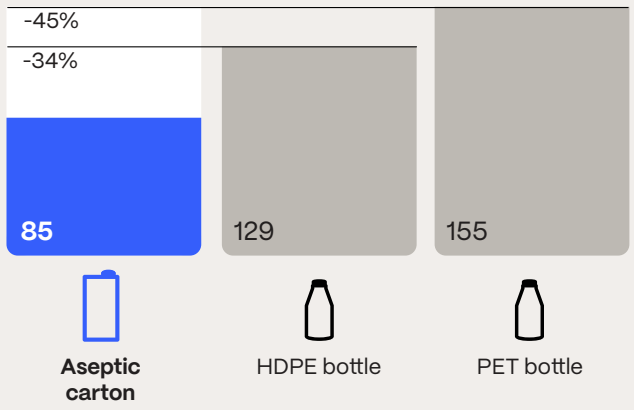
We evaluate the environmental impacts of our packaging innovations through robust life-cycle assessments (LCAs) carried out by credible independent not-for-profit institutes, using the ISO 14040 and ISO 14044 international standards and critically reviewed by an independent expert panel.

LCAs consistently confirm that our packs offer significant reductions in environmental impacts compared with alternative types of packaging and our SIG Terra solutions lower the impact of our aseptic cartons even further. See charts below.

Life-cycle carbon footprint: How our aseptic cartons compare[1]

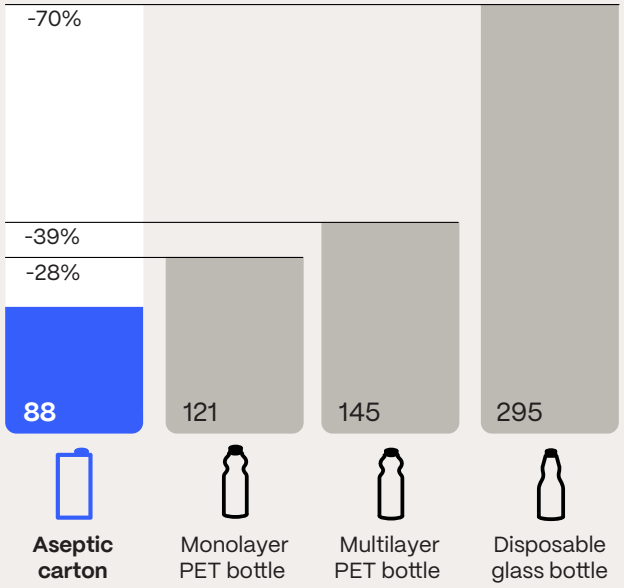
Liquid dairy

kg CO_2 equivalent per packaging required for 1,000 liters UHT milk



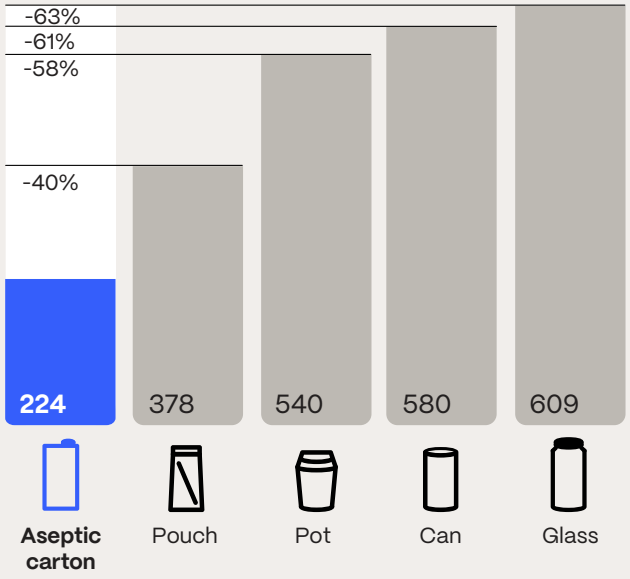
Non-carbonated soft drinks

kg CO_2 equivalent per packaging required for 1,000 liters non-carbonated soft drinks



Food

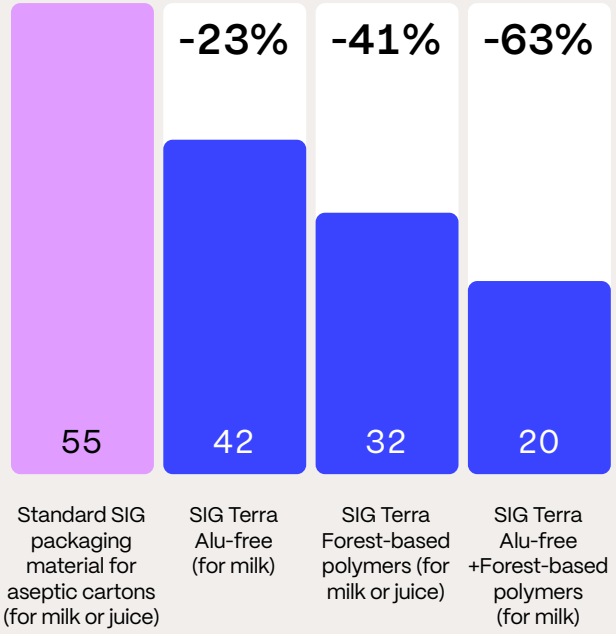
kg CO_2 equivalent per packaging required for 1,000 liters food



1 Based on independent ISO-compliant life-cycle assessments.

Life-cycle carbon footprint: additional savings with SIG Terra solutions for aseptic cartons

kg CO_2 equivalent per packaging required for 1,000 liters of milk or juice in 1 liter SIG SlimlineBloc pack format (with SIG SwiftCap)[1]



Optimizing use of materials

We already optimize material use in our existing solutions through:

- the exceptionally high product-to-package ratio of bag-in-box and spouted pouches
- our innovative RS structure that reduces the amount of polymers needed to make our aseptic cartons

Our standard procedures mandate that new packaging designs must demonstrate optimized resource use compared with previous models, while continuing to deliver the quality and functionality that customers and consumers demand.

Removing aluminum foil

Aluminum foil makes up only around 4% of an aseptic carton, but a much higher proportion of its life-cycle carbon footprint. We have led the industry with the first solutions for aseptic cartons that remove the need for the aluminum foil barrier layer:

- SIG Terra Alu-free for use with oxygen-insensitive products, such as white UHT milk
- SIG Terra Alu-free + Full barrier, which offers the full barrier properties required to preserve oxygen-sensitive products, such as juices

We are working to achieve cost parity of our SIG Terra Alu-free packaging materials with our standard materials for aseptic cartons to support increased uptake.

Increasing renewable or recycled content

A priority for our sustainable innovation is to find ways to introduce renewable or recycled alternatives to virgin fossil-based polymers. We are doing this by linking polymers to renewable or recycled content using a mass balance system.[2] **See Resource+** →

Designing for recycling

All our cartons are already designed to be fully recyclable[3] and we are innovating to make more of our bag-in-box and spouted pouch solutions recycle-ready. **See Resource+** →

Reducing resource use in filling

Our highly efficient filling machines for aseptic cartons offer the lowest waste rate in the beverage carton industry, with just 0.5% or less of our packs wasted during filling. With continued innovation we aim to further improve the environmental footprint of our filling machines, in turn aiming to mitigate climate-related risks.

We aim to reduce the amount of resources needed to run the machines at our customers' factories by designing every new machine to use resources even more efficiently. This includes energy for heating and sealing the packs, as well as compressed air, hydrogen peroxide, and water used in cleaning, sterilization and packaging processes.

1 Based on independent ISO-compliant life-cycle assessment CB-100734 for Europe.
2 Or in some cases REDcert².
3 Excluding negligible constituents, such as inks and pigments.

Reducing life-cycle impact

Through transparent and comprehensive studies on the environmental performance of our solutions, we enable customers and consumers to make more informed choices.

- We completed full LCAs of our bag-in-box for wine and our spouted pouch for fruit purees in Europe (USA ongoing), including critical review. The 3L Bag-in-Box (Durashield 34AL with CellarTap) performs better than standard and lightweight glass bottles for wine in all impact and inventory categories, cutting the carbon footprint by 77% to 81%.
- For our spouted pouches (RecShield B and ClearShield with Amerigo spout) the comparative life-cycle assessment for fruit-based puree/kids food revealed better results for Europe than glass jars and plastic tubs in all impact and inventory categories, cutting the carbon footprint by 79% vs. glass jars and by up to 50% vs. plastic tubs.

Designing for circularity

- We are working with our bag-in-box wine customers in North America on shelf-life testing of SIG Terra RecShield BD, a recycle-ready laminate which features durability and a strong oxygen barrier, and SIG Terra Flexitech Circular Polymers, a film made with polymers linked to post-consumer recycled plastics.
- We are in discussions with major global brands to offer our aseptic cartons with SIG Terra Circular polymers linked to post-consumer recycled plastics[1] to help them transition to circular packaging and comply with growing regulations related to recycled plastic content.
- Our recycle-ready 10 and 20 liter SIG Terra RecShield 102B bag-in-box for post-mix syrup has been launched in Indonesia. This bag, including its fitment, is made from 97% polyethylene to support recycling and cuts greenhouse gas emissions by 17%.[2]
- In North America, our SIG Terra Versi Connect 2750 bag-in-box for post-mix syrup featuring SIG Terra RecShield D has passed third-party testing and was formally recognized by the Association of Plastic Recyclers (APR) as meeting the highest criteria for recyclability according to the APR Design® Guide.
- Our recycle-ready SIG Terra RecShield PP pouches, developed in partnership with a major EU customer, have passed shelf-life testing after pasteurization and are now starting the roll-out.
- In partnership with a major European brand, we launched a tethered reclosable cap for beverage spouted pouches, that in addition to complying with EU legislation, is lightweight, saving 14% material versus previous designs.
- We developed tethered cap solutions, which ensure the cap is kept together with the pack for recycling, for all SIG pack formats for beverage packaging sold in Europe, ahead of EU regulatory requirements that came into force in July 2024.

Assessing effectiveness

We perform Internal audits and regular reviews of progress by our Responsibility Steering Group and our Group Executive Board.

Responsibility for managing sustainable innovation:

- Global Technology.
- Global Research & Development.
- Global Engineering & Application teams.

Support from Global Marketing and the Chief Technology Officer

1 Via an independently certified mass balance system.
2 Based on cradle-to-customer gate carbon footprint calculation.

Our targets and performance

Our innovation targets are aligned with those of our Resource+ action area.

Targets, progress and performance

Target	Progress tracker	2024 performance
Material topic: Innovation in products and services		
Launch a full barrier carton with all main materials linked to renewable resources[1,6] by 2025	Completed	2024 performance is reported under Resource+.
Develop a full barrier aseptic carton with at least 85% paper[2] content (excluding closure) by 2025 – and at least 90% paper content (including closure) by 2030	On track	2024 performance is reported under Resource+.
Offer a recycle-ready[3] bag-in-box and spouted pouch solution in all our relevant market segments by 2025	On track	2024 performance is reported under Resource+.
Reduce energy use by 20%, hydrogen peroxide use by 35%, and water use by 25% per hour of runtime in our next-generation filling machine for mid-size format aseptic carton packs[4] by 2025	More work to do	The commercial ramp up phase of the SIG NEO XLR filling platform has been postponed to early 2025 as several operational improvements have been identified and implemented during the test phase in 2024.
Reduce use of consumables by 25% for the next-generation filling machine for small- format aseptic carton packs[5] by 2025	More work to do	Pre-development projects to sharpen the concept for our next-generation small-size filling machine were initiated in 2024. These will enable us to achieve our ambitious reduction target.

1 Excluding negligible constituents, such as inks and pigments. Target wording adjusted for clarity: all main materials instead of 100% because the minor elements (representing less than 1% of a beverage carton) are not linked to forest-based resources.
2 Target wording amended from "fiber" to "paper" to align with wording of new quantified targets.
3 In line with Design for Recycling criteria developed by APR (Association of Plastic Recyclers) and Recyclass.
4 Targeted reductions compared with our previous generation filling machines. Target wording changed to clarify this refers to filling of aseptic cartons.
5 Target wording changed to clarify this refers to filling of aseptic cartons.
6 Via an independently certified mass balance system.

Progress in 2024

Growing uptake of our most sustainable innovations

- Across our packaging portfolio, we have now sold enough packs with SIG Terra solutions to fill around 6 billion liters of food. In 2024 alone, approximately 1.7 billion liters of food were packed in packs with SIG Terra packaging materials. SIG Terra solutions accounted for 5.5% of the food packed in SIG packaging globally in 2024.
- Sales of our SIG Terra packaging materials for aseptic cartons increased by 15.1% this year, with further expansion in Europe, as well as a SIG Terra Alu-free Full barrier sales ramp up in China. SIG Terra solutions in aseptic cartons accounted for 9.3% of the food packed in SIG aseptic cartons in Europe – where uptake has remained strong – and 4.1% worldwide. The number of packs sold in 2024 labelled with ASI logo has surged by more than 60% vs. 2023 thanks to SIG's dedication to promoting responsible sourcing practices.
- All our EU customers requiring tethered caps to comply with EU regulations were able to switch to our linked closures in time to meet the July 2024 deadline.
- We have now sold over 1.3 billion small-format on-the-go packs with our paper straw solutions, which offer a renewable alternative to plastic straws and now focus on supporting customers direct sourcing choices that comply with growing regulations on single-use plastics.

2024 success story: Bag-in-box in Australia-New Zealand

- Three water companies in the Australia-New Zealand region have begun the process of upgrading their bag-in-box packaging to our SIG Terra OptiTap 2300 product that features our recycle-ready RecShield film.
- Our first wine customers are preparing to switch to recycle-ready SIG Terra bag-in-box solutions. Six customers in the region are in active planning to re-launch their wines in our SIG Terra OptiTap bag-in-box solution in late 2024 and early 2025.

2024 success story: aseptic beverage carton with no aluminium layer available in Poland

- 2 dairy companies started selling milk in the Polish market packed in SIG Terra Alu-free as interest for lower carbon solutions continues to grow in further EU countries.

KPIs

Metric	2020	2021	2022	2023	2024
Sustainable innovation					
Material topic: Innovation in products & services					
Food packed with SIG Terra[1] packaging materials (million liters)	457.2[2]	540.9[2]	613.5[2]	1,544.2	**1,683.6**
Food packed in SIG Terra[1] packaging materials (% of total liters packed in SIG packs)	3.1[2]	3.5[2]	3.4[2]	5.3	**5.5**
SIG aseptic carton packs sold labeled with ASI logo (million packs)	80.0	577.0	1,383.7	2,801.0	**4,564.5**

1 Our SIG Terra portfolio showcases our most sustainable innovations – including aseptic cartons with no aluminum layer, polymers linked to forest-based and recycled materials (via an independently certified mass balance system) and recycle-ready bag-in-box and spouted pouch solutions. Formerly known as the SIGNATURE portfolio for aseptic carton solutions. From 2023, recycle-ready bag-in-box and spouted pouch solutions have also been added to the SIG Terra portfolio.
2 Aseptic carton business only.

Our positive impact

Through our sustainable innovation, we contribute to the United Nations Sustainable Development Goals.

Innovation towards higher recyclability or less resource-intensive products positively impacts SIG's entire value chain and can reduce the quantity of virgin plastic and aluminum used. While investment in innovation can have a negative financial impact on our business in the short term, it creates longer-term value. It mitigates negative impacts on the environment and on society, including on human rights.

Responsible culture:

Our supply chain

We strive to work with suppliers who share our commitment to acting responsibly and support us in sourcing sustainable raw materials

We procured

100%

paperboard for all our cartons with FSC™ Mix certification in 2024

We procured

100%

ASI aluminium foil for our aseptic cartons in 2024

Our supply chain is critical to the success of our business and to our reputation. Customers and investors require our suppliers to uphold high ethical, labor, health and safety, and environmental standards.

Sustainable sourcing of raw materials helps us secure supplies to meet our customers' needs now and in the future. It supports progress towards our **Forest+**, **Resource+**, and **Climate+** commitments. The environmental credentials of our packs are reinforced through the use of raw materials certified to the highest responsible sourcing standards.

~11,000 suppliers around the world[1]

>€2.2 bn annual spend

of which

~50% on raw materials

Our commitments

We are committed to sourcing our main raw materials from certified responsible sources.

We are committed to monitoring and assessing our supply chain risks as well as actual or potential impacts on the environment and society. We are equally committed to fostering adherence to our requirements by our significant suppliers.

We strive to enable long-term development of a net positive supplier base. We are committed to screening significant new suppliers for our business.

1 Excluding suppliers with spend less than €100.

Our approach

We are working to replace virgin and fossil-based materials with renewable, circular and recycled alternatives, and we remain committed to sourcing the A-materials that go directly into our packs from certified, responsible sources:

- **Paperboard[1]:** Forest Stewardship Council™ (FSC™) certification traces materials back to sustainably managed forests and other controlled sources.[2] FSC™ certification requires that forestry operations avoid forest degradation or deforestation, protect biodiversity, maintain ecosystem services and carbon storage, and respect the rights of workers, local communities, and indigenous peoples. Paperboard production makes use of wood chips and saw dust residues from sawmills. The share depends on the paper mill and was up to 36% in 2023.
- **Aluminum foil:** ASI certification supports responsible sourcing and production of aluminum through the supply chain. It sets strict standards, including on greenhouse gas emission reductions, water stewardship, waste management, and labor rights. Most of the procured aluminum foil (about 95%) is linked to industry waste input.
- **Polymers and films:** There is no suitable responsible sourcing certification in place for fossil-based polymers. Our focus is on linking more of the polymers in our packs to renewable or recycled alternatives. We do this using a mass balance system – verified through International Sustainability & Carbon Certification (ISCC) PLUS certification[3] – which supports a broader transition away from fossil-based feedstock within the mainstream polymer industry, ensuring the traceability of certified materials along the entire supply chain. The forest-based polymers we procure for the SIG Terra Forest-based cartons and closures link to the feedstock tall oil, which is a wood component and residue in papermaking. The circular polymers we procure for SIG Terra Circular cartons and closures link to chemically recycled mixed plastic household waste.
- **Inks and solvents:** We are working to transition to bio-based alternatives where we use fossil-based inks and solvents. Since January 2024 all of our plants purchase only plant-based ethanol for printing purposes.

Where feasible, we aim to source locally within each region to increase business resilience, support local economies and communities, and reduce environmental impacts from transporting goods over long distances.

How we define our A-materials

A-materials are the raw materials that go directly into our packs.

Aseptic cartons
paperboard, polymers, films, aluminum foil, ink, and solvents

Chilled cartons
paperboard, polymers, ink, and solvents

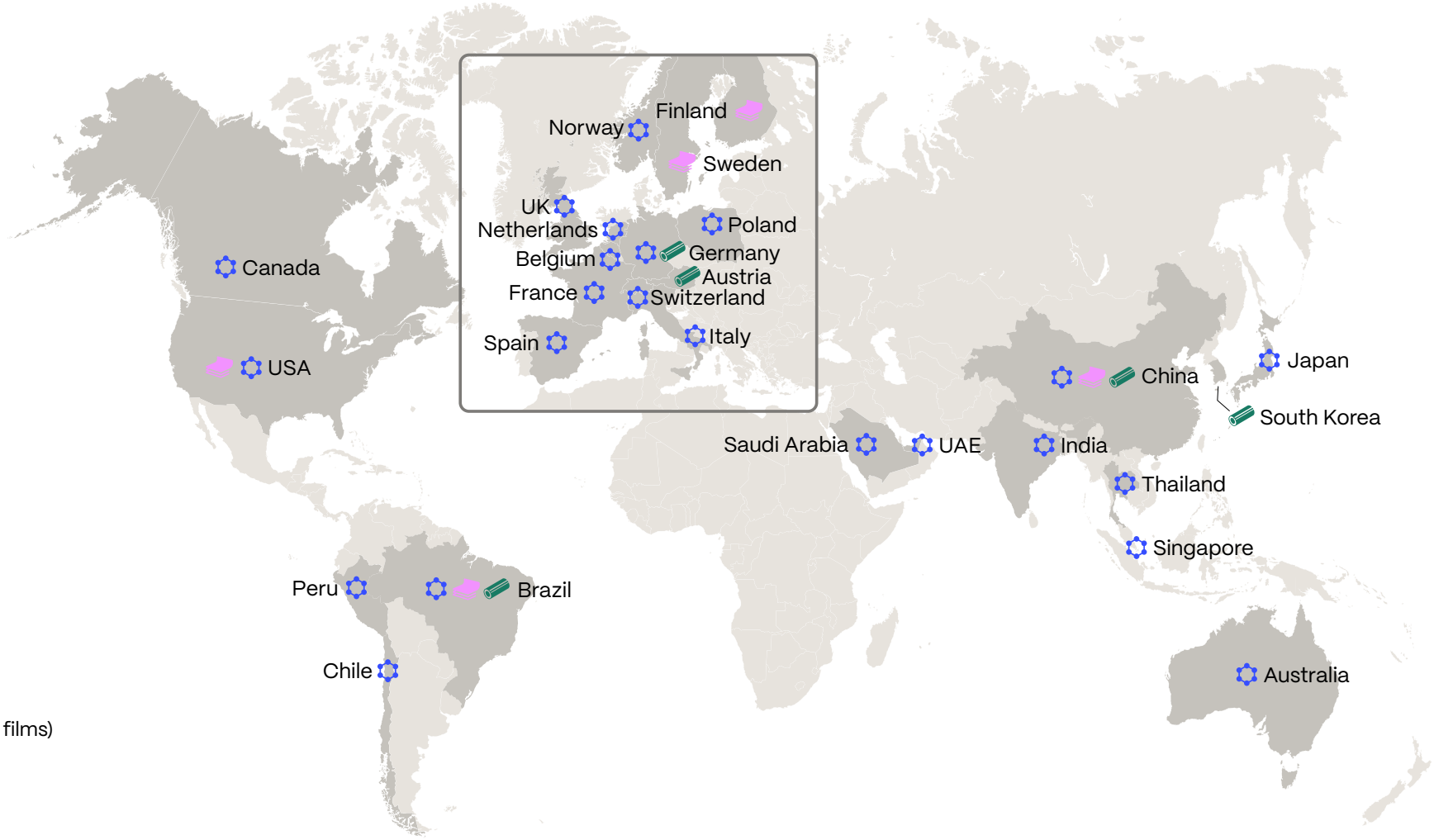
Bag-in-box and spouted pouches
polymers and films

SIG does not manufacture or sell the cardboard box of our bag-in-box solutions.

1 Our cartons use paper-based liquid packaging board, referred to throughout as "paperboard".
2 SIG uses FSC™ Mix material that allows the mixing of FSC™ certified wood with FSC™ controlled wood and ensures that an equivalent amount of FSC™ certified wood is procured at the beginning of the value chain.
3 Polymers linked to wood residues from papermaking via an independently certified mass balance system. In some cases REDcert² certification is used in place of ISCC PLUS.

Where our A-materials come from

We source the main[1] A-materials for our packs from around 150 suppliers – ranging from local paper mills that source wood from their own forests to major multinational mining and chemical companies.



1 Excludes inks and solvents which we source in negligible volumes compared to our other A-materials.

Our responsible aluminum journey with ASI

SIG has led the industry in the responsible sourcing of aluminum through certification to the Aluminium Stewardship Initiative (ASI), which enables us, and our customers, to trace the aluminum in our aseptic cartons through the value chain from mine to smelter to carton.

ASI certification includes independent audits of the aluminum supply chain against strict ethical, environmental, and social standards – including on greenhouse gas emissions reductions, water stewardship, waste management, and labor rights.

2017
ASI launches its Performance Standard and we assess readiness with a key supplier prior to the launch.

2018
SIG becomes the first in the industry, and one of the first companies in the world, to achieve ASI certification – to the ASI Performance Standard at Company level and ASI Chain of Custody at one production plant.

2019
ASI Chain of Custody certification in place at all our aseptic carton production plants in Europe. SIG is the first and only carton producer to offer ASI-labeled packs. First product with ASI label brought to market.

2020
ASI Chain of Custody certification extended to all our aseptic carton production plants globally.[1]

2021
ASI certification achieved by suppliers representing over 70% of our global aluminum foil supply.

2022
Customers feature the ASI logo on 1.4 billion of their SIG aseptic cartons to raise awareness of responsible aluminum sourcing.

2023
We procure 100% of our aluminum foil as ASI certified, enabling the ASI logo to be included on any of our aseptic cartons – an industry first.

2024
We reached around 95% aluminum foil supply connected to industry waste input.

Next steps:
Our next focus is on increasing content linked to post-industrial waste in the aluminum foil we purchase.

Sourcing responsibly

We expect suppliers to meet our responsibility requirements in order to help mitigate social and environmental risks in our supply chain. Negative impacts in the supply chain can potentially arise due to a violation of human rights, whereas transparency around supply chain issues can contribute to better conditions for supply chain workers. SIG has a positive impact by enabling market access for sustainable suppliers.

Our Supplier Code of Conduct sets out our expectations on topics such as labor, health and safety, and environmental protection.

A risk assessment is conducted for all suppliers using the EcoVadis IQ platform to screen against social, environmental and governance criteria (such as potential negative impacts and risks related to ethics and sustainable procurement). The business relevance of the supplier is an additional aspect being considered in the screening process. Further, the supplier screening takes into account available supplier data as well as country and industry risk data. Additional due diligence on responsible sourcing focuses on our significant suppliers.[2] This requires formal acceptance of our Supplier Code of Conduct, and monitoring compliance through risk performance assessments.

Through our Supplier Code of Conduct, and our general terms and conditions, we require equipment suppliers providing parts for our filling machines to comply with all applicable laws and regulations related to conflict minerals from conflict-affected or high-risk areas. We also require them to complete an additional questionnaire on critical raw materials and a conflict minerals reporting template in support of our responsibility to provide transparency on the minerals in our supply chain.

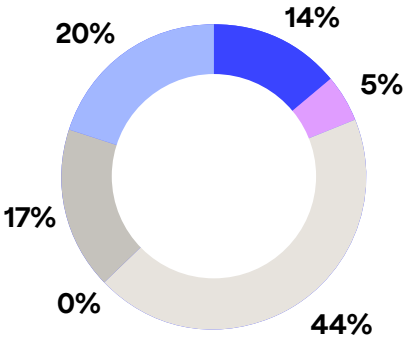
Our Responsible Sourcing Directives, and accompanying training, provide procurement teams with detailed guidance on how to implement our responsible sourcing approach. In 2024 we rolled out a separate Responsible Sourcing Directive specifically for our aseptic carton filling machine business, which articulates our approach and requirements related to human rights and conflict minerals to support due diligence and transparency in this area.

1 Except the plant in Melbourne, Australia, which was acquired in 2019 and ceased operating in mid-2021.
2 Significant suppliers are those considered most significant to our business (excluding equipment suppliers) based on their potential to affect our ability to meet customer needs, the high volumes we purchase from them, or sustainability risks identified in the supply chain. They include all direct suppliers that provide materials for our packs, as well as some indirect suppliers of secondary packaging and services (such as facilities management and logistics). We have aligned our approach for all significant suppliers to our chilled carton business and all identified direct significant suppliers to our bag-in-box and spouted pouch business.

Screening and assessing suppliers

- We screened 100% of new significant suppliers for our carton businesses as part of our onboarding process. We also screened 100% of identified new direct significant suppliers for our bag-in-box and spouted pouch business.
- 80% of in-scope significant suppliers have signed up to our Supplier Code of Conduct or an equivalent, as well as 100% of the equipment suppliers for our aseptic carton filling machines.
- From the twelve suppliers identified as high risk through self-assessments in 2023, we delisted three suppliers. Three suppliers are no longer high risk because they accepted our Supplier Code of Conduct or have equivalent measures in place (Sedex SMETA or EcoVadis rating). We audited three of the remaining six suppliers and we are following up on areas identified for improvement. From the additional three suppliers we are currently waiting for their audit results. This means we met our annual target to audit 50% of high-risk significant suppliers this year.
- All relevant equipment suppliers have been asked to complete a self-assessment questionnaire related to critical raw materials. We also requested those supplying equipment or components that include conflict minerals to provide a completed conflict minerals reporting template. By the end of 2024, we had already received responses from more than 65% of relevant suppliers and we have begun appropriate follow-up activities.
- We began to extend our Supplier Code of Conduct requirements in our bag-in-box, spouted pouch, and chilled carton businesses.

Rating significant suppliers[1] on responsible sourcing standards



- **Advanced**
  Demonstrated strong performance through SEDEX audit findings, EcoVadis Silver/Gold/Platinum, or equivalent evidence (status valid for up to two years)
- **Compliant**
  Demonstrated compliance through SEDEX audit, EcoVadis Bronze, or equivalent evidence (status valid for two years)
- **Accepted**
  Signed up to the SIG Supplier Code of Conduct (or equivalent code) and achieved minimum standard in our assessment. Depending on the type of supplier, some are expected to improve their performance and submit plans to achieve certification to recognized standards or third-party assessments (status valid for two years)
- **High-risk**
  Failed to sign up to our Supplier Code of Conduct (or equivalent code), or provide evidence of third-party assessments (status valid for one year)
- **Reassessment running**
  Currently undergoing reassessment
- **Under review**
  Currently undergoing initial assessment

Responsibility for managing responsible suppliers

- Vice President Global Sourcing & Procurement.
- Global Equipment Team (for Global Assembly suppliers).

Assessing effectiveness

Regarding sustainable raw materials, the GEB conducts internal audits and regular reviews of performance against the targets. Monthly calls take place between local management teams and the Vice President of Global Sourcing & Procurement, Issues or concerns can be reported via the Integrity & Compliance Hotline or grievance mechanisms that are set up as part of local collection and recycling partnerships.

Regarding the supply chain and suppliers, the Vice President of Global Sourcing & Procurement reviews the effectiveness of our actions on a quarterly basis.

1 Significant suppliers are those considered most significant to our business (excluding equipment suppliers) based on their potential to affect our ability to meet customer needs, the high volumes we purchase from them, or sustainability risks identified in the supply chain. They include all direct suppliers that provide materials for our packs, as well as some indirect suppliers of secondary packaging and services (such as facilities management and logistics). We have aligned our approach for all significant suppliers to our chilled carton business and all identified direct significant suppliers to our bag-in-box and spouted pouch business.

Our targets and performance

Targets, progress and performance

2025 target	Progress tracker	2024 performance
Our supply chain		
Material topic: Responsible suppliers		
Ensure 100% of significant suppliers[1] accept our Supplier Code of Conduct or have an equivalent code in place	On track	80% of significant suppliers have signed up to our Supplier Code of Conduct or have an equivalent code in place.
Audit 50% of high-risk significant suppliers each year	On track	From the twelve suppliers identified as high risk through self-assessments in 2023, we delisted three suppliers. Three suppliers are no longer high risk because they accepted our Supplier Code of Conduct or have equivalent measures in place (Sedex SMETA or EcoVadis rating). We audited three of the remaining six suppliers and we are following up on areas identified for improvement. From the additional three suppliers we are currently waiting for their audit results. This means we met our annual target to audit 50% of high-risk significant suppliers this year.
Provide regular training (at least every two years) on ethical supplier standards and sustainable sourcing to all employees who interact frequently with suppliers	On track	We provided training for all global, regional, and local procurement teams in 2023 and will hold new trainings in 2025.
Material topic: Sustainable raw materials		
100% A-materials[2] from certified sources	More work to do	In 2024 we held the proportion of A-materials from certified sources in line with 2023, for both our aseptic business at 75% and overall at 69% (by volume) for all our packs including chilled cartons and polymer-based bag-in-box spouted pouch solutions.
Maintain 100% FSC™-certified supply of paperboard for our cartons[3]	On track	2024 performance is reported under Forest+.
Transition to 100% bioethanol or other biomaterials for printing our aseptic cartons[4]	Completed	2024 performance is reported under Climate+.

1 Significant suppliers are those considered most significant to our business (excluding equipment suppliers) based on their potential to affect our ability to meet customer needs, the high volumes we purchase from them, or sustainability risks identified in the supply chain. They include all direct suppliers that provide materials for our packs, as well as some indirect suppliers of secondary packaging and services (such as facilities management and logistics). We have aligned our approach for all significant suppliers to our chilled carton business and all identified direct significant suppliers to our bag-in-box and spouted pouch business.
2 A-materials are the raw materials that go directly into our packs: paperboard, polymers, aluminum foil, ink, and solvents for aseptic cartons; paperboard, polymers, ink, and solvents for chilled cartons; and polymers and films for bag-in-box and spouted pouches. (SIG does not manufacture or sell the cardboard box of our bag-in-box solutions.)
3 Target wording revised to clarify that it only applies to our cartons (aseptic and chilled). Our cartons use paper-based liquid packaging board, referred to throughout as "paperboard". Our supply chains for bag-in-box and spouted pouch solutions are not connected to forest-based materials as we do not manufacture or sell the cardboard box of our bag-in-box solutions.
4 Target wording amended to clarify that this applies to our aseptic cartons only.

Progress in 2024

- We continued to increase the volume of A-materials from certified and renewable sources for our aseptic cartons.
- Overall, 69% of A-materials for all our packs came from certified sources and 65% came from renewable sources (see table below).

Sourcing A-materials[1] for our packs

				For our aseptic cartons		For all our packs	
	2020	2021	2022	2023	2024	2023	2024
A-materials purchased (metric tons)	594,000	666,000	687,000	687,000	**745,000**	810,000	**876,000**
% A-materials from renewable sources (by volume)	72%	69%	71%	72%	**70%**	66%	**65%**
% A-materials from certified sources (by volume)	62%	70%	74%	75%	**75%**	69%	**69%**

Paperboard

- We continued to purchase 100% of the paperboard for our aseptic cartons with FSC™ Mix certification[2] – and achieved this milestone for our chilled carton business from January 2024.

Aluminum foil

- Since 2023, we have procured 100% of the aluminum foil for our aseptic cartons as ASI certified.
- In 2024, we maintained Group certification to the ASI Performance Standard for our aseptic carton business and ASI Chain of Custody Certification at all our aseptic carton production plants.
- 95% of the procured aluminum foil was linked to industry waste input in 2024.
- We engaged with suppliers to work towards increasing content linked to post-industrial waste in the aluminum foil we purchase.

Polymers

- We continued to source ISCC PLUS certified polymers linked to renewable materials[3] to meet customer demand for SIG Terra Forest-based polymers.
- As yet the total volume remains low compared to the amount of fossil-based polymers we source.

Ink

- Since January 2024 all of our plants purchase only plant-based ethanol for printing purposes.

Secondary packaging

- Our aseptic cartons are transported with the use of corrugated cardboard as secondary packaging.
- Across India, the Middle East, Africa, the Americas, Europe, and the Asia Pacific (excluding China), 100% of this cardboard is sourced from FSC™ certified suppliers.

1 Excludes inks and solvents which we source in negligible volumes compared to our other A-materials.
2 SIG uses FSC™ Mix material that allows the mixing of FSC™ certified wood with FSC™ controlled wood and ensures that an equivalent amount of FSC™ certified wood is procured at the beginning of the value chain.
3 Via an independently certified mass balance system.

KPIs

Metric	2020	2021	2022	2023	2024
Supply chain					
Material topic: Responsible suppliers					
New suppliers screened using environmental and social responsibility criteria (% of significant suppliers[4] for our carton businesses)[3]	100	100	100[1]	100	**100**
New suppliers screened using environmental and social responsibility criteria (% of significant suppliers[4] for our bag-in-box and spouted pouch business)	–	–	–	100[2]	**100**
Material topic: Sustainable raw materials					
A-materials[5] from certified sources[7] for our cartons[3,8] (% by volume)	62[6]	70[6]	74[6]	75[6]	**75**
A-materials[5] from certified sources[7] for all our packaging[9] (% by volume)	–	–	–	69	**69**

1 Excludes the chilled carton business acquired part way through 2022.
2 Integration of our bag-in-box and spouted pouch business into our Group procurement processes is ongoing. Data for 2024 includes the direct significant suppliers we have identified that provide raw materials for our bag-in-box and spouted pouch packs.
3 Includes aseptic and chilled cartons.
4 Significant suppliers are those considered most significant to our business (excluding equipment suppliers that are managed separately) based on their potential to affect our ability to meet customer needs, the high volumes we purchase from them, or sustainability risks identified in the supply chain. We have aligned our approach for all significant suppliers to our chilled carton business and all identified direct significant suppliers to our bag-in-box and spouted pouch business.
5 A-materials are the raw materials that go directly into our packs: paperboard, polymers, aluminum foil, ink, and solvents for aseptic cartons; paperboard, polymers, ink, and solvents for chilled cartons; and polymers and films for bag-in-box and spouted pouches. (SIG does not manufacture or sell the cardboard box of our bag-in-box solutions.)
6 Aseptic carton business only.
7 Certified sources for A-materials are: liquid packaging board certified to FSC™ chain of custody standards, ASI-certified aluminum related to sustainable standards, ISCC PLUS certified polymers linked to renewable sources.
8 Calculation: Tons of A-materials for our cartons purchased from certified sources, divided by total tons of A-materials purchased (in percent).
9 Calculation: Tons of A-materials for all our packaging purchased from certified sources, divided by total tons of A-materials purchased (in percent).

Our positive impacts

Through our supplier engagement, we contribute to the United Nations Sustainable Development Goals 8, 12, 13, 15, and 17.

Responsible culture:

Human rights

Contributing to global respect for human rights

We aim to have a scalable, systemic net positive impact on society, while meeting growing regulatory demand for human rights due diligence. Our approach is guided by the UN Guiding Principles on Business and Human Rights and the OECD guidelines for Multinational Enterprises, and is integrated into our existing business practices for our salient and material ESG topics.

Possible negative impacts on people and their human rights arising from both our direct operations and the broader supply chain are primarily associated with the areas of health, safety and wellbeing, working hours, modern slavery, discrimination and harassment, wages, children's rights, minorities, liberty and security of the person, fair labor conditions, freedom of thought and expression, social security and freedom of association.

By embedding respect for human rights in our culture, we contribute positively to working conditions inside and outside our company.

Our commitments

We strive to identify, prevent, and mitigate actual and potential human rights impacts in our operations, supply chain, and with respect to our major business relationships.

We are committed to adhering to the standards encompassed by the International Bill of Human Rights, the International Labor Organization's (ILO) core labor standards, the Ethical Trading Initiative (ETI) Base Code and the Universal Declaration of Human Rights. Our policies are aligned with these principles.

Our commitment to promoting fair labor practices and upholding labor rights for our employees is embedded in our Human Rights, Labor, and Community Engagement Policy. This includes:

- providing fair pay and decent working conditions to enable adequate living standards
- recognizing the right to freedom of association and collective bargaining
- preventing discrimination, child labor and modern slavery (including human trafficking, forced and compulsory labor, bonded labor, and slavery)

We also ensure working conditions and terms of employment for employees who are not covered by collective bargaining agreements are in line with our standards and local requirements. Around 47% of employees globally were covered by collective bargaining agreements in 2024.

WE SUPPORT

United Nations Global Compact

SIG is a signatory of the United Nations Global Compact, which includes a strong focus on human rights. We support its ten principles and submit an annual Communication on Progress.

AIMprogress

AIM-PROGRESS

SIG is a member of AIM-Progress, a forum of leading fast-moving consumer goods manufacturers and common suppliers to promote responsible sourcing practices and sustainable supply chains. We use its established methodology to assess, and identify opportunities to strengthen, human rights due diligence related to our supply chain.

Our approach

Upholding labor standards across our sites

We set strict standards to ensure we uphold human rights across our operations. We check compliance through rigorous external audits every two years at our production sites, where risks are highest.

All our production plans undergo a SEDEX SMETA audit every two years, including the plants starting operations in 2024. Currently, 29 out of 30 plants have completed this audit, with one plant slightly outside this cycle.

Human rights risks are assessed as part of audits on labor and health and safety, alongside business ethics and environment. The intensive audits include in-depth reviews of our policies and processes, site visits, and interviews with workers to check for unsafe conditions, overwork, discrimination, low pay and forced labor.

Addressing risks in our supply chain

To protect supply chain workers, we extend requirements and expectations on human and labor rights through our Supplier Code of Conduct. Suppliers are expected to communicate and apply the principles throughout their supply chain. This supports compliance with human rights due diligence regulations.

We encourage suppliers to undergo third-party assessments, such as SMETA audits or EcoVadis. Criteria for our audits of high-risk suppliers include human and labor rights. FSC™ certification for the paperboard used in our cartons includes criteria on protecting human and indigenous rights in communities.

Responsibility for managing human rights

We have assigned the topic of human rights specifically to the Chief People & Culture Officer and the Vice President Corporate Development & Sustainability. At an operational level we have also established a task force involving members from various functions.

Assessing effectiveness

We are working to apply a systematic implementation process – informed by a gap analysis of existing measures, structures and responsibilities – to help us identify and proactively address salient human rights issues in our operations and supply chain. A task force of representatives from relevant business functions is implementing a roadmap to strengthen our due diligence framework, with oversight from a human rights steering committee that includes members of the Group Executive Board and other senior leaders.

The SEDEX SMETA audits conducted at our production sites every two years include an assessment of potential human rights risks and impacts and help us check that we are living up to our commitments in our operations. If the audit findings identify any issues, corrective action plans help us to remediate these and establish mechanisms to prevent similar issues in the future.

Respect for human rights is addressed in the SIG Code of Conduct and any grievances can be reported through our Integrity & Compliance Hotline. **See Governance and ethics →**

Our targets and performance

Targets, progress and performance

2025 target	Progress tracker	2024 performance
Human rights		
Material topic: Human rights[1]		
Advance our human rights risk identification and assessment processes in our own operations and supply chain to define salient human rights issues	On track	Building on the risk assessments of our operations that we conducted in 2022, we completed two-yearly SEDEX SMETA audits of our operations (see related target below). In addition, we have conducted further human rights risk assessments in our own operations and in our supply chain with an updated methodology using EcoVadis, to inform our work to identify salient human rights issues for SIG.
Conduct assessments of potential human rights risks and impacts in 50% of our own plants every two years	On track	We conducted an assessment of potential human rights risks and impacts through SEDEX SMETA audits at 29 out of 30 of our production sites.[2]
Maintain SEDEX Members Ethical Trade Audit (SMETA) at all production sites	On track	
Ensure 100% of significant suppliers[3] accept our Supplier Code of Conduct or have an equivalent code in place	On track	2024 performance is reported under Our supply chain.
Audit 50% of high-risk significant suppliers[3] each year	On track	2024 performance is reported under Our supply chain.
Provide regular training (at least every two years) on ethical supplier standards and sustainable sourcing to all employees who interact frequently with suppliers	On track	2024 performance is reported under Our supply chain.

Progress in 2024

- A risk assessment was conducted for all suppliers using the EcoVadis IQ platform to screen against social, environmental and governance criteria such as potential negative impacts and risks related to ethics and sustainable procurement. The supplier screening took into account available supplier data as well as country and industry risk data. Additional due diligence on responsible sourcing focused on our significant suppliers[3]. This requires formal acceptance of our Supplier Code of Conduct and the monitoring of compliance through performance assessments.
- We continued implementing our three-year roadmap to strengthen human rights due diligence. The roadmap is based on an analysis of our operations and supply chain completed in 2022 and the findings of a maturity assessment using the methodology established by AIM-Progress. It also builds on the requirements of recent regulations, such as the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor.
- Our human rights taskforce undertook extensive activities during the year to strengthen our human rights due diligence, including reviewing and updating our human rights policy.
- We have performed a human rights risk analysis for our own production sites to inform identification of salient human rights issues. For our non-production sites, we have established a process to conduct regular human rights due diligence risk analysis using SEDEX SAQ. In 2024, the first sites (10 out of 40 non-production sites) carried out this risk analysis.
- Our employees were made aware of topics related to child labor and forced labor as part of their annual training on the SIG Code of Conduct.

1 Includes freedom of association, freely chosen labor, living standards, and protection of the child.
2 The most recent audit for Palghar I, India is slightly outside of SIG's standard two-year cycle; the next audit is scheduled for 2025 to bring its cycle fully in line with other plants.
3 Significant suppliers are those considered most significant to our business (excluding equipment suppliers) based on their potential to affect our ability to meet customer needs, the high volumes we purchase from them, or sustainability risks identified in the supply chain. They include all direct suppliers that provide materials for our packs, as well as some indirect suppliers of secondary packaging and services (such as facilities management and logistics). We have aligned our approach for all significant suppliers to our chilled carton business and all identified direct significant suppliers to our bag-in-box and spouted pouch business.

KPIs

Metric	2020	2021	2022	2023	2024
Human rights					
Material topic: Human rights[1]					
Plants that completed SEDEX Members Ethical Trade Audit (of total number of plants)	8 of 9[3]	9 of 9[3]	8 of 8[2]	27 of 27[2]	**29 of 30[2]**

1 Includes freedom of association, freely chosen labor, living standards, and protection of the child.
2 Data excludes our production plant in Voronezh, Russia, due to limitations in respect of data access.
3 The Australia production site acquired in 2019 completed its first SEDEX audit in 2021 as part of our two-yearly audit cycle. The site ceased production in mid-2021.

Our positive impacts

As we integrate the respect for human rights into the Company, we actively contribute to the United Nations Sustainable Development Goals 5 and 8 by encouraging equality, decent work and economic growth.

Outlook

We will continue to conduct regular human rights due diligence risk analysis for own non-production sites using SEDEX SAQ. The goal is for all non-production sites to have carried out a risk analysis.

We are planning human rights training for all relevant business functions and employee groups in 2025.

Responsible culture:

Our people

Our culture of striving for better celebrates an inclusive and diverse environment that encourages our people to grow and realize their potential

25%

of leadership positions held by women

At SIG, we offer a unique combination of development, collaboration, and entrepreneurial freedom that enables our people to deliver better and create lasting value for customers, consumers and the world. Appealing working conditions attract talent and contribute to economic development.

We strive to create an inclusive culture, embrace diversity and foster a positive working environment. We invest in training and development to help employees achieve their goals and build their careers with SIG. We listen and respond to our people, and we recognize and reward the work they do.

In 2024, we employed approximately

9,600

employees

Our employees represent

96

nationalities

Expanding horizons and embracing cultural and generational diversity

Our global Reverse Mentoring Program – under which senior leaders are mentored by juniors on specific topics – is a powerful initiative that fosters personal and professional growth while expanding horizons and embracing cultural, generational, and experiential diversity. By pairing employees from different backgrounds, regions, generations, and levels of experience, the program creates an environment where mutual learning thrives. It allows mentors and mentees to broaden their perspectives, deepen their understanding of diverse cultures and age groups, and build stronger, more inclusive relationships within the Company.

One of the key benefits of age diversity within reverse mentoring is the ability to bridge generational gaps, encouraging both junior and senior employees to challenge age-based assumptions and stereotypes. This cross-generational exchange fosters innovation and adaptability, enriching participants' leadership and decision-making skills.

One participant, a mentee, said: "I am grateful I have been part of this program. It connected me with colleagues I otherwise would not have reached. We have learned from each other, bringing great value to our roles. Thank you for the opportunity and I will always remember this." This testimony highlights how the program fosters connections that transcend typical organizational structures and age groups, providing invaluable insights and expanding professional networks.

A mentor said: "The relationship with my mentee is superb. We've implemented a win-win approach, dedicating time in each session for mutual feedback and advice, which has been incredibly productive." This reflects the reciprocal nature of reverse mentoring, where both parties gain from open dialogue and shared knowledge.

Through this collaborative exchange, participants enhance their cultural competency, bridge generational divides, and develop interpersonal skills, furthering the Company's commitment to embracing diversity and sustaining a culture of continuous learning.

Our commitments

We are committed to providing an inclusive working environment where everyone can bring their true selves to work.

We do not tolerate discrimination based on race, religion, national origin, political affiliation, gender, sexual orientation, disability, age, or any other relevant category. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or any form of intimidation are strictly prohibited.

Improving gender balance, particularly at senior levels of the business, is a priority and we aim to do so through enhanced efforts to attract, develop and retain female employees and leaders.

We aim to provide opportunities for our people through investment in training and development, approachable leadership, continuous learning, development opportunities, coaching and mentoring.

We strive to promote from within where appropriate as part of our commitment to developing and promoting talent at SIG.

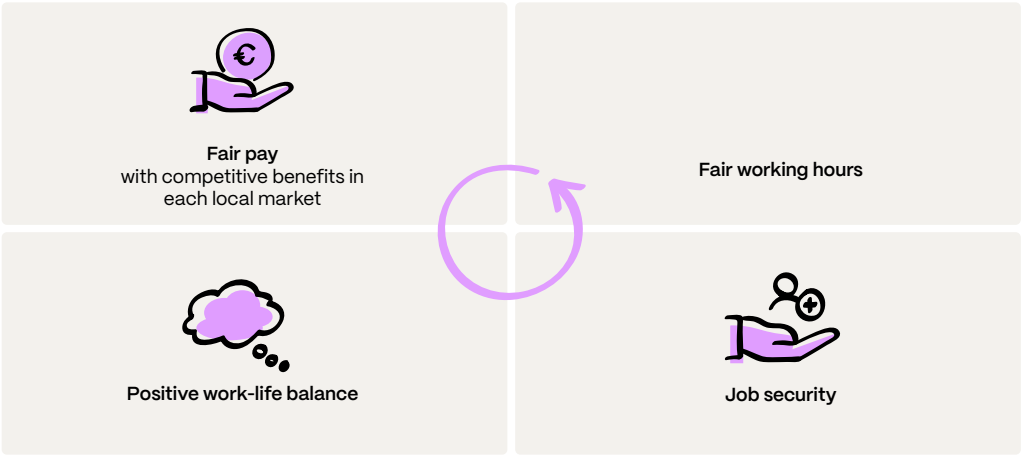
We are committed to creating positive working conditions and an open, engaging and energizing work environment for our people where:

- their ideas, needs and concerns are heard and valued
- they are recognized and rewarded for what they do (including through our Short-Term Incentive Plan)
- they understand how their work contributes to our purpose and to the success of the business

In certain countries there may be a higher risk of inequality and discrimination based on gender, race, religion, political affiliation and sexual orientation in our supply chain. We aim to avoid all such negative impacts through implementation of our Supplier Code of Conduct and of our policies.

Issues or concerns may be reported through any available channel, including supervisors and managers, representatives of People & Culture, Legal & Compliance, Internal Audit, or the Integrity & Compliance Hotline. We investigated all reports received and took disciplinary action, as appropriate. No incidents of discrimination were substantiated in 2024.

Our commitment to positive working conditions



Our approach

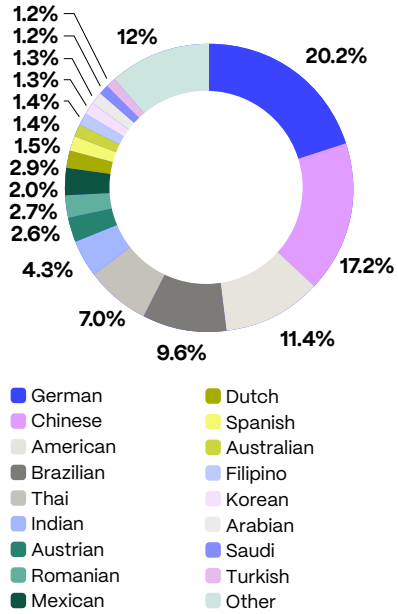
Upholding our commitments delivers positive impact for our people and our business. It helps us to:

- recruit and retain the best talent
- develop the skills we need now, and in the future
- maintain strong levels of job satisfaction, motivation, engagement and productivity
- support our diverse customers
- foster innovation
- meet expectations from investors and other stakeholders

Our most recent employee survey in 2023[1] showed strong levels of engagement and we outperformed the industry benchmark[2] across all categories.

Diversity, equity and inclusion (DE&I)

Employees by nationality in 2024



1 Results from the 2024 survey will only be available after publication of this report.
2 Industry benchmark defined as norms for manufacturing companies participating in the Willis Towers Watson employee engagement survey.

Attracting and hiring diverse talent

The number of women in leadership positions was 25% in 2024.

Women in management (%)

	2020	2021	2022	2023	2024
Women in leadership positions[1] (target 30% by 2025)	18%	20%	23%	25%	**25%**
Group Executive Board	0	14% (1 of 7)	33% (3 of 9)	40% (4 of 10)	**33% (3 of 9)**
Senior management	22%	16%	8%	13%	**10%**
Middle management	18%	20%	19%	25%	**25%**
Junior management	24%	25%	25%	25%	**25%**
All management	19%	22%	23%	25%	**24%**
All employees	19%	19%	20%	23%	**24%**

We remain firmly committed to increasing the percentage of women in leadership positions. In 2024, 19 more women joined our Women Acceleration program, which aims to help close the gender gap in leadership positions by supporting ambitious women to develop leadership skills, gain visibility and sponsorship from leaders, and widen their networks. By the end of 2024, a significant number of participants who completed the program had experienced career progression, such as receiving promotions, taking on expanded roles with more responsibilities, or making lateral career moves.

Our revised recruitment practices include updating our job advertisements to avoid gendered language, introducing standardized interview questions, and aiming for diverse interview panels where possible. We continued to train recruiters and hiring managers on unconscious bias and cultural awareness, emphasizing our commitment to select the best person for each job regardless of gender, ethnicity, age, or any other relevant category.

SIG cooperates with universities and other organizations via websites and campaigns or through networks and communities, to attract female engineers and better engage with women to understand what matters most to them. Local initiatives to attract diverse talent include:

- a talent pool of people with disabilities and people of color in the Americas South region
- joining school career fairs to encourage more young women into engineering roles in Europe

1 Includes GEB, senior and middle management roles.

Creating an inclusive culture

Together we have celebrated and raised awareness of DE&I at a global and local level on several international celebration days such as:

- International Women's Day
- World Day for Cultural Diversity and Dialogue
- Pride month
- Women Engineering Day
- Hispanic Heritage Months
- International Yoga Day
- International Day of Friendship
- The World Day for Cultural Diversity for Dialogue and Development

In 2024 we started to implement an interconnected modular learning journey with topics such as unconscious bias and cultural awareness, and psychological safety. Combining the various aspects of DE&I into one cohesive program provides leaders with a more robust and thorough understanding. This cohesive training program lays the groundwork for seamless integration of future modules, such as cultural intelligence training or effective communication in diverse teams.

We introduced clear goals on panel representation in the hiring process to have at least one female interviewer at the final stage of the interview process.

We run diversity sourcing sessions at a regional level to help teams increase the number of female candidates, particularly in areas where they are under-represented.

Employee resource groups help people with shared characteristics or experiences to connect – including groups for parents, new mothers, and alumni of our Women Acceleration program.

Responsibility for managing DE&I and employee satisfaction, development, and working environment

- Global Human Resources, supported by local Human Resources teams.
- Employee-led Diversity, Equity & Inclusion Alliance Group.

Developing talent

Leadership development

Involvement in our global mentoring programs continued to increase, with a total of 111 mentors and 131 mentees by the end of 2024. A reverse mentoring program was launched globally, attracting 19 participants by the end of 2024. We continued to offer coaching at various levels globally, with support from external providers such as Bettercoach.

Leaders received training on Job Architecture, with 468 participants, and on Talent Management, with 509 participants.

The Leadership and Wellbeing Podcast features monthly interviews and thought-provoking discussions with leaders who share valuable insights from their experiences. These conversations aim to inspire employees to enhance their leadership skills, drive business success, and foster wellbeing. 1,308 people tuned in to 13 episodes aired in 2024.

- Our New Leaders Development Program, which provides workshops and coaching for first-time leaders to help them build management and leadership skills. In 2024, 11 newly appointed leaders took part.
- Our Transformational Leadership Program, which analyzes the approach of each leader and their team to help them work together to take their performance to the next level. 125 employees completed the global program in 2024, and a further 20 workshops for this cohort are planned for 2025.
- Leading with Presence: Storytelling, a program to help leaders build skills to deliver impactful presentations, create inspirational visions and narratives, and enhance their presence when presenting at executive meetings. We rolled out the program globally and 21 employees completed the program.
- The Talent Coffee Break with our GEB offers a platform where employees can be heard, recognized, and valued by senior leadership, fostering a stronger connection between talents and the GEB.

Training and development

- The SIG Academy – a digital platform that provides online training, live webinars, and face-to-face sessions to keep employees informed, including a sales module for those in customer-facing roles and a new interactive module on sustainability. Currently, there are 35 e-training modules available to all employees.
- Commercial capabilities – 120 employees worldwide participated in training sessions to develop and enhance their sales skills.
- Upskill sessions – a global initiative, available to all employees globally, to familiarize employees with key competencies through online sessions. We provided a total of 71 sessions in 2024 for 4,813 participants, covering 37 topics.
- The Bookboon e-library – an on-demand learning service used by more than 624 people in 2024 to access over 4,153 units of content, including eBooks, audio learning, and virtual classes.
- Learning & Development news channel – a monthly subscription-based internal news channel with free and curated learning resources, highlighting both internally and externally available learning opportunities. Since its launch in January 2024 more than 256 employees have subscribed.
- 54 employees used SPEEX, our online language learning platform.

We provided regular performance and career development reviews to 68% of employees. 75% of employees responding to our 2023 survey agreed they are very satisfied with learning and development opportunities, nine points above the industry benchmark.[1]

Average hours of training[1]

Employee category	2020	2021	2022	2023	2024
Male	19.4	20.2	21.0	18.7	**20.5**
Female	19.5	21.7	20.6	16.5	**21.0**
Management	26.3	24.8	31.9	25.7	**34.4**
Non-management	18.4	19.9	19.3	23.2	**18.6**
Total	**19.4**	**20.5**	**20.9**	**23.6**	**20.5**
Industry benchmark (pre-Covid)[2]					*24.0*

1 Figures for 2020-2023 exclude employees in our bag-in-box and spouted pouch businesses.
2 Industry benchmark defined as norms for manufacturing companies participating in the Willis Towers Watson employee engagement survey.

Creation of a job architecture framework

We have developed a job architecture framework with the aim of providing a Company-wide common language and understanding of roles and their contribution across the organization. Built on the concepts of job families, sub job families, career levels and generic jobs, the architecture ensures consistency and standardization across all roles within the organization, irrespective of their geographical location or business lines.

Engaging employees

We communicate regularly via one-to-one and townhall meetings to keep employees informed about our progress and our plans. Local leaders consult with employees to gather feedback and give them the opportunity to voice questions and concerns.

We have focused on improving our organizational structure to enhance efficiency and collaboration within teams and take full advantage of our product portfolio and global footprint.

Our internal news app – known as the SIGer app – fosters a sense of community across SIG and helps colleagues in different parts of the business share their stories and learn from each other. By the end of 2024, more than 5,175 (54%) of our employees were active users, engaging with global and regional communications and initiatives.

We hosted activities throughout the year to unite and engage employees across the business, including our #InspireInclusion campaign for International Women's Day 2024, Coffee Roulettes and a Cultural Quiz for the World Day for Cultural Diversity for Dialogue and Development. We also introduced a new initiative SipConnect, where we randomly match two employees with each other for a 25-minute call for them to exchange views. The goal is to build a stronger community, expand networks within the organization and foster inclusion.

International volunteering day

Volunteerism is a cornerstone of our company's values, underscoring our commitment to social responsibility and environmental stewardship. International Volunteer Day, recognized by the United Nations on December 5, provided an opportunity to highlight these efforts.

We invited SIGers to share their volunteer experiences and the impactful contributions they have made. We held a community celebration within SIG, featuring an upskill session with our volunteers for them to share their engagement and learnings and to potentially motivate more people to start volunteering for good causes, to further enhance their engagement and development.

Employee satisfaction

We continually work to improve the frequency and quality of feedback and appraisal sessions to support employee engagement, development and performance.

Feedback from our annual employee survey provides a holistic view of our employees' experience at SIG and serves as a foundation for further improvements.

The latest employee survey was shifted from September 2024 to early 2025 in order to allow time for action plans arising from the previous survey to be completed. These included ensuring people have the necessary work equipment and resources for exceptional performance; enhancing physical working conditions; increasing recommendations for SIG as a great place to work; and further emphasis on non-monetary recognition. In each of our regions, we focused on addressing the issues most relevant and important to employees locally.

Engagement in the 2023 survey was strong at 85%, up from 83% the previous year and two points above the 2023 industry benchmark.[1] Results from the 2024 survey will be published in the 2025 Annual Report.

Our voluntary turnover rate remained low at 5.6% in 2024, remaining consistent with the 2023 rate of 5.6%.[2]

Reward and recognition

In line with our five-year fair pay roadmap, we continued to review pay and benefits to ensure they remain competitive within each local market. We also conducted an in-depth review of two markets in 2024 to assess fair pay, gender pay gap and living wages. We will use the findings to identify and implement any remediation measures needed, and further develop and strengthen our fair pay approach across the Group. At the end of 2024, 28.7% of our global workforce was covered by a pay and living wage analysis.

Shine Awards: We kicked off the year with the Shine Awards, part of our robust rewards and recognition initiatives. These awards celebrate individuals and teams driving progress and success across all categories and locations at SIG.

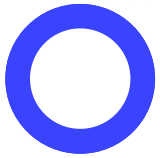
1 Industry benchmark defined as norms for manufacturing companies participating in the Willis Towers Watson employee engagement survey.
2 Voluntary turnover 2023 excludes employees in our bag-in-box and spouted pouch business, whereas the 2024 rate includes them.

Our workforce in 2024

	Asia Pacific	Americas	Europe	India, Middle East and Africa	Total	%
Total number of employees:[1]	**2,783**	**2,471**	**3,358**	**991**	**9,603**	
Male	2,075	1,680	2,691	887	7,333	76
Female	708	791	667	104	2,270	24
Employees with a permanent contract:	**1,944**	**2,395**	**3,094**	**988**	**8,421**	
Male	1,505	1,640	2,472	885	6,502	77
Female	439	755	622	103	1,919	23
aged up to 30	214	597	395	258	1,464	17
aged 31 to 50	1,435	1,389	1,436	640	4,900	58
aged above 50	295	409	1,263	90	2,057	25
Full-time employees:	**1,924**	**2,385**	**2,845**	**988**	**8,142**	
Male	1,501	1,636	2,313	885	6,335	78
Female	423	749	532	103	1,807	22
Part-time employees:	**20**	**10**	**249**	**0**	**279**	
Male	4	4	159	0	167	60
Female	16	6	90	0	112	40
Employees with a fixed-term contract:	**839**	**76**	**264**	**3**	**1,182**	
Male	570	40	219	2	831	70
Female	269	36	45	1	351	30
thereof Apprentices	**0**	**23**	**137**	**0**	**160**	**14**

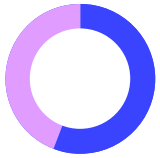
Governance bodies by age group in 2024

Board of Directors



Aged above 50 – **10** **100%**
Aged 31 to 50 – **0** **0%**
Aged up to 30 – **0** **0%**

Group Executive Board



Aged above 50 – **5** **56%**
Aged 31 to 50 – **4** **44%**
Aged up to 30 – **0** **0%**

Hiring in 2024

	Asia Pacific	Americas	Europe	India, Middle East and Africa	Total
Total number of new hires:	**155**	**491**	**136**	**220**	**1,002**
Male	115	347	92	195	749 (75%)
Female	40	144	44	25	253 (25%)
aged up to 30	58	208	48	124	438 (43%)
aged 31 to 50	92	234	77	93	496 (50%)
aged above 50	5	49	11	3	68 (7%)
Rate of new hires:	**8%**	**21%**	**4%**	**22%**	**12%**
Male	8%	21%	4%	22%	12%
Female	9%	19%	7%	24%	13%
aged up to 30	27%	35%	12%	48%	30%
aged 31 to 50	6%	17%	5%	15%	10%
aged above 50	2%	12%	1%	3%	3%

Employee turnover in 2024

	Asia Pacific	Americas	Europe	India, Middle East and Africa	Total
Total employee turnover	**13%**	**20%**	**7%**	**12%**	**13%**
Voluntary employee turnover rate	**4%**	**9%**	**3%**	**10%**	**5.6%**
Total employee turnover:	**261**	**484**	**231**	**114**	**1,090**
aged up to 30	16	139	40	41	236 (22%)
aged 31 to 50	167	268	106	64	605 (55%)
aged above 50	77	76	87	9	249 (23%)
Male	203	340	183	100	826 (76%)
Female	58	144	48	14	264 (24%)

1 An employee is any individual in an employment relationship with the organization under applicable national laws. The headcount includes both active and inactive employees but excludes manpower leasing. Active employees are individuals with an active contract, including apprentices. Inactive employees are individuals on parental leave, sick leave, garden leave, or partial retirement free periods. The number of employees is reported as headcount as of December 31, 2024.

Our targets and performance

Targets, progress and performance

2025 target	Progress tracker	2024 performance
Our people		
Material topic: Diversity, equity and inclusion		
Increase percentage of women in leadership positions to 30%	More work to do	We continued our focus on recruiting and developing women into leadership positions, including through our Women Acceleration program. Overall, women represented 25% of our leaders in 2024, maintaining female representation in leadership at the same level as 2023.
Maintain survey score linked to inclusive environment above industry benchmark[1]	On track	We achieved a score of 85% for diversity, equity and inclusion in our 2023 employee survey, eight points above the industry benchmark.[1]
Material topic: Employee satisfaction, development, and working environment[2]		
Sustain our training and development investment above industry benchmark	More work to do	We continue to offer training and development opportunities, and provided an average of 20.5 hours of training per employee.
Achieve engagement level above industry benchmark[1]	On track	We further strengthened our overall engagement score from 83% to 85% in 2023, two points above the industry benchmark.[1]
Increase % of employees who feel SIG has responded to their feedback based on the last survey	On track	62% of employees agreed that significant actions have been taken to address priorities identified in the last survey, up from 60% in 2022.
Increase % of employees who feel SIG makes adequate use of recognition and reward other than money	On track	We continued to extend our non-monetary recognition programs, and 63% of employees felt we made adequate use of recognition and rewards other than money to encourage good performance in 2023. This is a significant improvement from 58% in 2022 but is one point below the industry benchmark.[1]

The results here are from last year's survey. We will run a new survey from mid-January to mid-February in 2025.

1 Industry benchmark defined as norms for manufacturing companies participating in the Willis Towers Watson employee engagement survey.
2 Data excludes our production plant in Voronezh, Russia, due to limitations in respect of data access.

KPIs

Metric	2020	2021	2022	2023	2024
Our people					
Material topic: Diversity, equity and inclusion					
Women in leadership positions	18%	20%	23%[1]	25%	**25%**
Material topic: Employee satisfaction, development, and working environment					
Sustainable engagement score[2] (% favorable responses)	87[3]	–[4]	83	85	**–[5]**
Training and development investment (average training hours/employee)	19.4[3]	20.5[3]	20.9[6]	23.6[6]	**20.5**

Key KPI trends

We remain committed to increasing the percentage of women in leadership positions. We are therefore introducing an additional KPI to measure women in senior positions based on the newly implemented level structure which is part of the job architecture program (see above). The target group will include all roles on a senior level with either direct or functional responsibility. On this basis, the share of women in senior level positions was 27.9% in 2024. In our 2025 report, when our current target will expire, we will introduce a new target for this new gender diversity KPI.

In addition, the newly implemented job architecture, organized by job families, enables us to analyze additional layers of female representation within the Company beyond women in leadership roles. This year, we introduced tracking for Women in STEM roles, who made up 6.6% of this group in 2024, as well as Women in Revenue-Generating Functions, at 22.2% in 2024.

1 Includes employees from the Evergreen Asia acquisition but excludes those from the Scholle IPN acquisition.
2 The sustainable engagement score represents the average of positive responses to 9 survey questions used to assess engagement. On a 5-point scale, the top two response options are categorized as positive.
3 Aseptic carton business only.
4 There was no employee survey in 2021 as it was previously run every two years.
5 There was no survey in 2024. Our next employee engagement survey will run in early 2025.
6 Includes employees joining SIG in the chilled carton business acquired from Evergreen Asia in 2022. Excludes employees joining SIG in the bag-in-box and spouted pouch business acquired from Scholle IPN in 2022.

Our positive impact

Positive contribution to the United Nations Sustainable Development Goals 5, 8, and 10.

Outlook

Regional recognition programs will be bolstered by a digital Recognition Toolkit for managers, a collection of online tools and resources available to ensure that our appreciation for hard work is consistently expressed across all levels.

A global recognition platform will be rolled out, offering a unified and transparent way to acknowledge the hard work and achievements of employees across all regions, fostering a sense of appreciation and belonging.

In addition to time and priority management training, psychological safety training will make a further contribution to our wellbeing roadmap. Whilst SIG has invested heavily in improving inclusion, diversity and wellbeing, there is a recognition that there is still more to do to ensure everyone at SIG feels safe to speak up and act in service of performance and mutual support. In 2025, we will further roll out our eTraining program to help leaders foster psychological safety in the workplace across the leadership levels of the organization.

Responsible culture:

Health, safety and wellbeing

We strive to ensure everyone can go home safe and well every day

Our safety approach focuses on people. Enabling employees to stay safe and healthy at work is a prerequisite for any responsible company. By empowering our people to adopt safe behaviors at work, we can also have a wider positive impact when they take the same safe behaviors home to their families – so we promote a 24-hour safety and health mindset.

As a global employer operating in more than 60 countries, we have an impact on the health and safety of our 9,000+ employees. Impacts on people and their human rights can occur if health and safety is not assured as people can sustain heavy injuries or suffer chronic diseases. Our focus on preventing injuries and promoting health and wellbeing avoids such impacts and also supports our business by reducing lost time, enhancing productivity and improving employee engagement.

Our main safety risks

1. Working at moving and rotating equipment
2. Slips, trips and falls
3. Operating forklift trucks and other vehicles
4. Handling cutters and knives

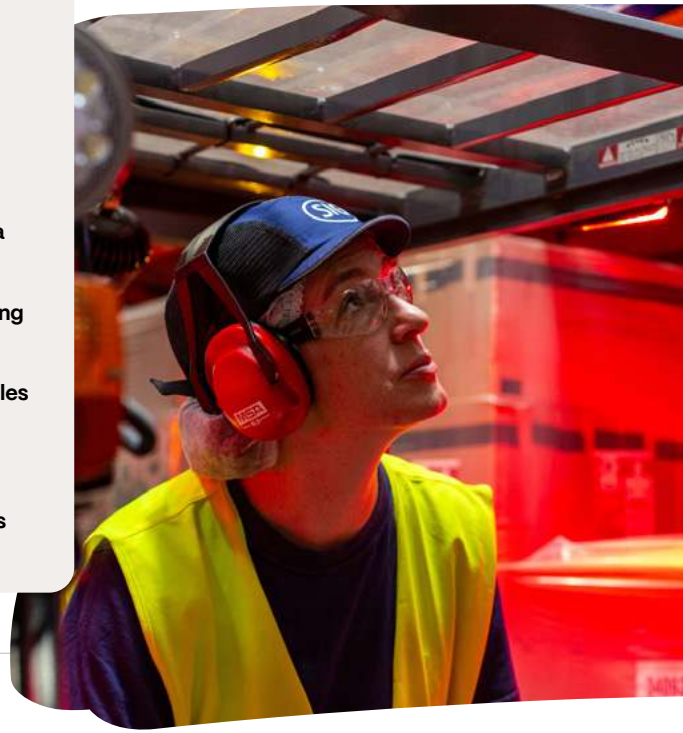
We address these risks through ongoing investment in business-wide improvements such as additional safety devices on machinery.

Our Life Saving Rules

1. Work with a valid work permit when required
2. Check equipment is isolated before work begins
3. Obtain a permit for entry into a confined space
4. Use fall protection when working at height
5. Wear a seatbelt in motor vehicles when provided

Golden Rule

Intervene to stop work if conditions or behaviors are unsafe.



Our commitments

We are committed to adopting a preventive health and safety strategy through our "Take Care" culture for workplace safety and strive to prevent all health and safety incidents and work-related illnesses. We also commit to regularly conduct workplace and task-based risk assessments as part of our proactive approach to the workplace safety protocol and our "Take Care" culture.

We strive to:
- prevent work-related incidents and illnesses
- manage risks
- empower employees to adopt safe behaviors
- support health and wellbeing

Our approach

Health and safety

Keeping the conversation going on safety

Safety is one of SIG's core values and it is fundamental to everything we do. Most of our biggest risks are at our production plants. 100% of workers at our production sites, as well as our Global Assembly, Global Technology and Technical Service functions, are covered by an occupational health and safety management system.

We address risks through safety awareness campaigns focusing on specific topics, with a simple overview and a clear structure explaining why it is important, what risks are involved, and what actions are planned to mitigate the risks. Plant managers, team leaders and shift managers are present to stimulate discussions during team meetings. The most important messages are collected and in turn shared.

Managing risks

The safety and health of all our employees and contractors is covered by our robust health and safety management systems which promote continuous improvement. These systems are certified to ISO 45001 standards at all production plants in the SIG Group. All employees and contractors working on our sites, as well as visitors, are required to adhere to policies and procedures as set out by the management systems. Customers are instructed on health and safety risks at our training centers.

We conduct annual risk assessments at each site and are committed to monitoring incidents and near misses, systematically analyzing their root causes and targeting improvements through local corrective action plans. We also recognize sites that have achieved exceptionally strong safety performance through our SES Maturity Assessment and Safety Awards scheme.

Our risk assessments and corresponding operating instructions form the basis of our approach to chemical safety in the workplace. Risk management is legally required in every country where SIG produces and each location needs to fill out a form on Environment, Health and Safety (EHS) compliance with national law.

Empowering employees

Everyone at SIG is trained in health and safety, including our Life Saving Rules which target the biggest risks to our people. Training for each employee covers how to manage risks specific to their role – in our production plants or offices, working from home, or providing technical service support at our customers' sites.

We empower our people to provide input and constructive feedback on safety and risk. All aseptic carton plants where our observation safety program is established must ensure that at least 15% of employees have completed training. The bag-in-box and spouted pouch plants started to train and develop simple observation safety programs in 2024. We track progress as part of our monthly health and safety metrics.

Our health and safety steering committees in the plants include plant management and employee representatives, as well as other participants such as local EHS managers, People & Culture teams, works council representatives and medical doctors. Local workers' councils or committees meet regularly to discuss health and safety matters.

Managing health and safety

We maintained global certification to the ISO 45001 standard for health and safety management across our aseptic carton production plants and extended it to all our production plants in 2024, including bag-in-box and spouted pouch.

The SES (SIG Excellence System) is a SIG-specific assessment and represents a temple made up of foundations and pillars showing the interaction of specific tasks. The aim of the SES is to analyze our systems and to approach improvements methodically.

Results from the EHS pillar flow into the overall score of the SES Maturity Assessment. The SES process takes place once a year in all SIG plants and forms the basis for the global exchange of best practices and further opportunities for improvement.

For all SIG plants regular audits following SEDEX SMETA - which include health and safety - are conducted every two years. Three additional plants which went into operation since 2023 were audited in 2024 while the remaining plants were last audited in 2023 and are scheduled for their next audit cycle in 2025.

Responsibility for managing health, safety and wellbeing

- Global EHS reviews health and safety performance with the local management and local EHS leads; monitors and manages the sustainable implementation of safety projects and EHS alerts; and provides regular reports to the Group Executive Board.
- Head of Operations is responsible at operational level.
- Group Human Resources is responsible for employee wellbeing.
- Regional leaders are responsible for EHS across our businesses in each region and are part of a broader network to learn from each other.

Assessing effectiveness

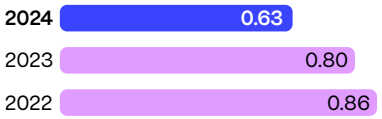
Health and safety KPIs are reviewed by the GEB each month. The GEB also receives quarterly reports on health and safety matters. The Board is regularly updated. We have annual site self-assessments (based on ISO 45001) and internal audits/assessments and perform SEDEX SMETA site audits and EcoVadis assessments. We monitor incidents and near misses. Issues or concerns can be reported via the Integrity & Compliance Hotline and via safety opportunity cards and the behavior-based safety process.

Measures taken in 2024

- We ran a global campaign to raise awareness of safe work behavior with the aim of eliminating safety incidents relating to moving and rotating equipment. The campaign started with the sharing of real experiences and stories to which colleagues could relate. This was followed by task identification to understand which activities in our plants are potentially dangerous, and hazard hunts to identify equipment risks.
- In August, we started integrating our new greenfield operation in Ahmedabad (India) into our established health and safety management systems. Based on the Life Saving Rules and a comprehensive induction phase, we are sensitizing all new employees to keep them safe and healthy at work and consider the safety risks associated with our business. We run regular meetings and trainings for plant leadership teams to guide them on how leaders can help to strengthen the health and safety culture.
- Our new plant in Querétaro, Mexico completed its first ISO 14001 and ISO 45001 certification audits with no non-conformities.

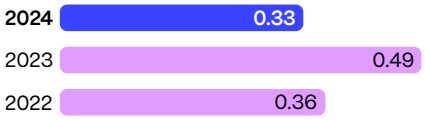
Total recordable cases[1]

Total recordable case rate[4]



Lost-time cases[2]

Lost-time case rate[3]



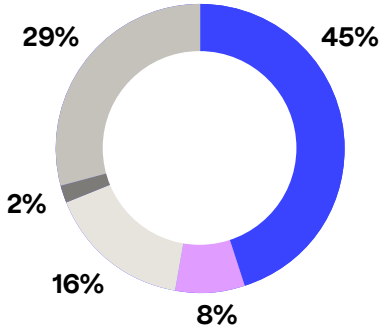
1 Total recordable cases include lost-time, medical treatment, and restricted work cases.
2 A lost-time case is defined as absence for one or more shifts or loss of one or more working days.
3 Lost-time cases per 200,000 hours worked.
4 Total recordable cases per 200,000 hours worked.

Reporting on safety incidents in 2024

- 14 of our sites have not experienced any accidents in 2024
- 6 sites had no lost-time case
- We maintained our record of zero fatalities across SIG Group

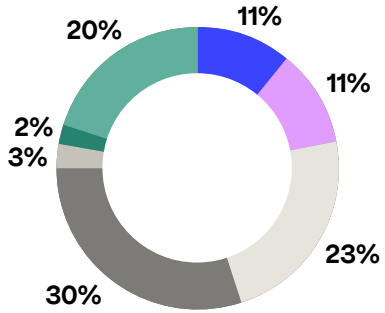
For detail on recordable and lost-time cases, see **KPI table** →.

Injuries by type in 2024 (%)



- Hand or finger
- Head
- Foot or leg
- Back/lower back
- Others

Injuries by cause in 2024 (%)



- Equipment handling
- Cut
- Slip, trip or fall
- Moving rotating equipment
- Vehicle safety
- Work at height
- Other

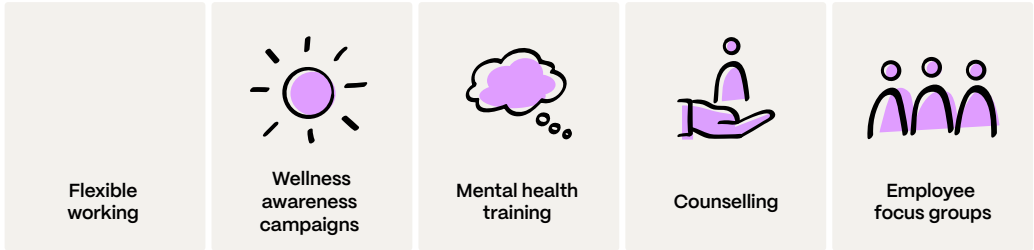
Supporting health and wellbeing

We are committed to supporting the health and wellbeing of our employees. We take a holistic approach that encompasses physical, mental, financial, and social wellbeing to enable our employees to lead fuller, more productive lives both at work and at home.

Many of our larger sites offer access to medical professionals, health insurance, health check-ups and fitness programs. We continue to extend our behavior-based model to occupational health issues such as ergonomics, and we provide ergonomic workstations and training. Employees can access information on current offers and opening times at any time via the SIGer app, as well as through posters, banners, and other on-site communications. We also recognize that musculoskeletal health issues, such as back problems, can be an indicator of wider health and wellbeing issues. Our health rate among full-time employees was 97.8%[1] in 2024 – up from 97.7% in 2023.

1 Based on a sickness absence rate of 2.2% (sick days per total days worked). Sickness absence and health rates are based on available data covering more than 90% of employees.

Reducing stress and promoting work-life balance



Measures taken in 2024

- We collectively celebrated and raised awareness on both global and local levels through various international celebration days, reinforcing our holistic approach to physical, mental, financial, and social wellbeing. These efforts have been highlighted through our Monthly Wellbeing Wednesday initiatives and have included a wide range of discussions and activities, such as:
  - Sleep and productivity
  - Psychological safety
  - Stress management
  - International Yoga Day
  - International Day of Friendship
  - The importance of having a wellness spot
  - The importance of having regular medical check-ups
- We implemented our guidelines on ways of working for office workers and developed new guidelines on ways of working for employees working in production roles and in the field as service engineers. These set out clear guidance and tangible steps to support wellbeing and work-life balance.
- We have launched a wellbeing guide for managers to better identify and recognize colleagues who are experiencing mental health problems and want guidance on how to support them.
- We piloted an eTraining program specifically designed for leaders to help them foster psychological safety in the workplace, ensuring that their teams feel confident in bringing their whole selves to work. This initiative will be rolled out across the leadership levels of the organization in 2025.
- Emotional assistance programs are workplace-based services designed to support employees with personal or professional issues that may impact their wellbeing and job performance.

Leadership and wellbeing

In 2024, SIG emphasized the importance of leadership and wellbeing through a series of insightful podcasts featuring various leaders across the organization. These podcasts have served as a platform for open conversations about leadership and wellbeing.

13 senior leaders shared their personal experiences and approaches to leadership, resilience, and wellbeing. The podcasts gained significant attention on the SIGer app, fostering a culture of open dialogue and community support. Viewership metrics have indicated an engaged audience who value the insights shared, with strong participation from different regions.

Recurring themes from the series included:

- The importance of mental health and how it ties into strong leadership.
- Personal strategies for maintaining work-life balance, resilience, and self-care.
- The value of diversity and adaptability in leading teams through change.
- Encouraging a supportive workplace culture, where wellbeing is prioritized alongside performance.

These conversations have not only spotlighted the health and wellbeing journeys of senior leaders but also created a ripple effect across the Company, inspiring employees to prioritize their own wellbeing and contributing to a balanced, thriving work environment.

Our targets and performance

Targets, progress and performance

2025 target	Progress tracker	2024 performance
Health, safety and wellbeing		
Material topic: Health, safety and wellbeing[1]		
Zero recordable cases[2]	More work to do	There were 52 total recordable cases across SIG Group in 2024, 20% less than in 2023, result in a total recordable case rate for SIG Group of 0.63 recordable cases per 200,000 hours worked.
Define a holistic strategy and roadmap to foster wellbeing at SIG	More work to do	We rolled out our holistic program to promote physical, mental, financial, and social wellbeing through global awareness activities, guides, training, and a new podcast to equip employees and managers with know-how to support wellbeing.

Progress in 2024

- Reporting of near misses supports our efforts to prevent incidents. In 2024 774 near misses were reported (2023: 619) with a frequency rate of 9.46 per 200,000 working hours (2023: 7.7).
- The rate of severity[6] of lost-time cases in SIG production sites was 1.26 (compared with 0.51 in 2023).
- There were also 12 lost-time cases among contractors working at our production sites this year and the lost-time injury frequency rate for contractors was 0.77 per 200,000 hours worked.
- 90% of employees participating in our global engagement survey agreed SIG does a good job of ensuring workers' health and safety wherever we operate, 7 points above the 2023 industry benchmark.[3]
- We continued to encourage employees to observe and provide constructive feedback to correct unsafe behaviors.
- 19% of employees at our production plants reported 45,043 observations
- 4,320 barriers to safe behavior removed

1 Data excludes our production plant in Voronezh, Russia, due to limitations in respect of data access.
2 Total recordable cases include lost-time, medical treatment, and restricted work cases.
3 Industry benchmark defined as norms for manufacturing companies participating in the Willis Towers Watson employee engagement survey.
4 Total recordable cases include medical treatment and restricted work cases as well as lost-time cases.
5 A lost-time case is defined as absence for one or more shifts or loss of one or more working days.
6 Severity rate based on number of days away from work x 1,000 / 1,000,000.

KPIs

Metric	2020	2021	2022	2023	2024
Health, safety, and wellbeing					
Material topic: Health, safety, and wellbeing					
Total recordable cases[4] across SIG Group	–	–	68	65	**52**
Total recordable case rate (per 200,000 hours worked) across SIG Group	–	–	0.86	0.80	**0.63**
Lost-time cases[5] across SIG Group	–	–	18	40	**27**
Lost-time case rate (per 200,000 hours worked) across SIG Group	–	–	0.36	0.49	**0.33**
Total recordable cases[4] in our aseptic carton business	33	313	33	33	**27**
Total recordable case rate (per 200,000 hours worked) in our aseptic carton business	0.83	0.60	0.62	0.60	**0.50**
Lost-time cases[5] in our aseptic carton business	13	17	18	21	**17**
Lost-time case rate (per 200,000 hours worked) in our aseptic carton business	0.31	0.33	0.35	0.38	**0.31**
Total recordable cases[4] in our bag-in-box, spouted pouch, and chilled carton businesses	–	–	35	32	**25**
Total recordable case rate (per 200,000 hours worked) in our bag-in-box, spouted pouch, and chilled carton businesses	–	–	1.32	1.24	**0.91**
Lost-time cases[5] in our bag-in-box, spouted pouch, and chilled carton businesses	–	–	10	19	**10**
Lost-time case rate (per 200,000 hours worked) in our bag-in-box, spouted pouch, and chilled carton businesses	–	–	0.38	0.73	**0.36**

Our positive impact

Positive contribution to the United Nations Sustainable Development Goal 8.

2024 success stories

Increasing safety and productivity

Our global campaign to raise awareness of safe work behavior led to the development of a new folder-sealer by our engineering and EHS teams in Linnich (Germany). Together with local external companies, they developed a unique safety fence which not only makes the work of the operating personnel safer, but also increases the efficiency of the system.

The problem

The folder-sealer rotates at a very high speed. For this reason, safety catches and pull-in guards are installed to prevent employees from injuring their hands or fingers. These pose several challenges:

- These safety devices must be removed for repairs.
- Improper installation can lead to quality problems.
- Additional protective devices have to be designed, manufactured and installed for each new folder-sealer model, resulting in continuous follow-on costs.

The solution

The analysis of incidents and accidents in recent years led to the development of an innovative all-round safety concept designed to effectively prevent injuries and permanently increase performance. Implementation began in January 2024. The concept includes a unique safety fence that eliminates all previous finger protection devices and protective housings, while at the same time allowing employees direct and safe visual contact with belts, bearings and material flow.

The safety fence can be raised and lowered manually. As soon as the fence moves, the system stops automatically and is restarted after work on the machine. Employees are not only safer thanks to the safety-related monitoring of the fence position, but can also intervene at important points without stopping the entire machine. This means that the output of the folder-sealer is increased.

Responsible culture:

Communities

Engaging and supporting our communities to help them thrive

Being a responsible and inclusive business partner in the communities where we operate can also strengthen our business. We can explore new models and markets locally and become recognized as an employer of choice.

Our commitments

We are committed to engaging with local people to understand how we can make a difference in our communities as part of our wider ambition to deliver positive impact for people and the planet.

Our approach

We channel support through the SIG Foundation, which focuses on projects that strengthen civil society and create positive impacts for the environment.

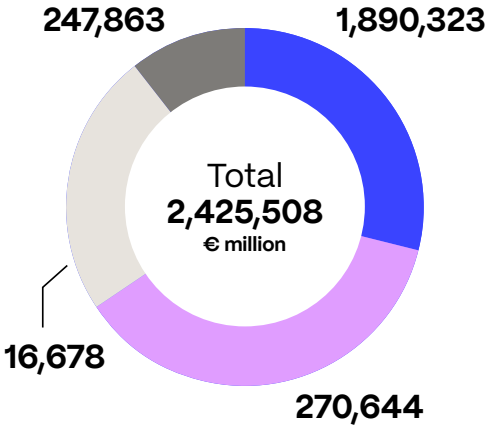
We also mobilize our people to support their communities through local initiatives led by our network of Future+ Ambassadors, with support from employee volunteers.

Supporting communities through the SIG Foundation

We contributed €260,000 in grants in 2024 to support the work of the SIG Foundation, including its flagship Cartons for Good initiative and Recycle for Good initiative.

Our annual corporate festive donation supported the urgent issue of malnutrition among vulnerable populations in South Africa in support of a project carried out by FoodForward SA's Mother and Child Nutrition initiative. By providing nutritious food parcels to pregnant and nursing mothers and children up to five years old, this project not only supports immediate dietary needs but also promotes long-term health outcomes.

SIG's community contributions in 2024



- Cash contributions
- Time: employee volunteering during working hours
- In-kind giving: donation, projects or services, projects or partnerships
- Management overheads

Measures taken in 2024

Mobilizing our people to contribute to positive change

At SIG, the ownership of initiatives is placed in the hands of SIGers, who drive campaigns and community engagement efforts on a local level, guided by our Future+ Ambassadors Network and supported by dedicated employee volunteers. The network fosters programs that connect with communities, respond to their needs and address local environmental priorities, creating a positive impact aligned with SIG's sustainability strategy. In 2024 the Future+ Ambassadors Network covered 19 locations from all our regions worldwide.

The Biodiversity campaign launched in 2023 continued in 2024, with activities focusing on ecosystems enrichment, clean-up and restoration, followed by educational activities. Over 1,000 employees from all SIG sites engaged with the topic of biodiversity, sharing images that highlighted the diversity of flora and fauna across SIG locations, and starting conversations about their local natural heritage and the importance of biodiversity.

In the second half of the year, SIG reinforced its commitment to responsible culture and community engagement through volunteering. Volunteering is at the heart of SIG's culture, with employees worldwide contributing to education, healthcare, environmental conservation, and community support. From Bangkok to São Paulo, SIGers shared over 40 inspiring stories under the #volunteerforbetter initiative.

See Our people: International volunteering day →

Besides the Future+ Ambassadors campaigns, multiple community engagement activities continued to happen locally, based on the specific needs of the communities where SIG sites are located. In 2024, we started to transition the Future+ Ambassadors Network's focus from one-off global campaigns to globally guided and supported but locally driven long-term community engagement initiatives that go beyond single events to create lasting partnerships.

In China, SIG employees actively contributed to environmental awareness and sustainability through initiatives such as mountain cleaning, a recyclables trading day, or the Yangcheng Lake Water Protection Plan project that engaged more than 150 participants in the clean-up of the lake, learning about water treatment processes, and advocating for water conservation. Altogether, these activities accumulated over 560 volunteer hours, significantly enhancing environmental awareness and community participation.

SIG employees in Thailand planted 400 trees to restore forest ecosystems in Pong-Yang, Chiang Mai Province and donated to the Rajapruek Institute Foundation to support local conservation efforts. Our Rayong team released 1,000,000 juvenile blue crabs and planted 100 mangrove trees in EOD Beach in Sattahip, Chonburi, Thailand, supporting marine biodiversity and coastal ecosystem conservation.

In Australia, efforts focused on addressing community needs through employee-driven engagement and fundraising activities, strengthening ties with local organizations.

In Germany, SIG employees from Linnich engaged in a variety of initiatives that addressed diverse community needs including blood donations, the Linnich Children's Mile, facilitating a space for children and youth with creative and educational activities, the Cycle to Work Campaign, and food bank support. These activities involved over 270 volunteer hours from SIG employees, benefiting local communities and vulnerable groups.

SIG Romania continued the Biodiversity Campaign involving employees on raising awareness about ecosystem conservation, while also delivering tangible outcomes through community-driven conservation actions. Employees engaged in a clean-up initiative, that resulted in almost 8 tons of municipal waste collected from the forests near the main roads in the Apuseni mountains in Cluj County.

In Switzerland, the initiatives engaged employees, their families, and the community trough biodiversity excursions and cycling initiatives, that fostered environmental awareness. SIG Switzerland also continued partnership with diheiplus, donating gifts to the people with disabilities that are in the care of the organization.

SIG South Africa has established an annual tradition of beach clean-ups in Cape Town, demonstrating a strong commitment to sustainability and recycling. In 2024, in partnership with local NGOs Fair Cape Dairies, Save a Fishie, and the City of Cape Town's Urban Waste Management, volunteers collected over 300 kilograms of waste and plastics. These events exemplify a collaborative approach to environmental stewardship, fostering a cleaner environment and strengthening community engagement.

SIG Mexico promoted environmental awareness through a biodiversity photo contest. And supported education through annual improvements to a local school. There, the employees undertook an annual project to improve the conditions of a local rural school, replacing deteriorated areas with a more welcoming and functional environment.

In Brazil, SIG spearheaded impactful programs such as Recicleiros and so+ma vantagens, advancing recycling efforts while supporting vulnerable populations through fair wages, safe working conditions, public education on waste management, and incentives for sustainable practices. Seasonal donation campaigns provided essential food and gifts to underserved communities, further strengthening SIG's commitment to addressing local societal needs.

Channeling support through the SIG Foundation

The SIG Foundation's purpose is to identify, drive and promote activities and projects that strengthen civil society and create positive impacts for the environment.

We have provided over €2.0 million in grants to support the SIG Foundation since it was founded in 2018. Its two key programs deliver social and environmental benefits through innovative models for preventing food loss and recycling packaging waste:

Cartons for Good – The SIG Foundation's flagship initiative helps prevent food loss and malnutrition by using SIG's filling technology and packs to turn surplus crops into nutrition for people in need. The pilot in Bangladesh has turned over 21 metric tons of food loss into more than 73,300 nutritious meals for underprivileged children and people in need since it began in 2019. Excessive monsoon rainfall in August 2024 caused five major rivers in Bangladesh to burst their banks, resulting in devastating floods. We were able to provide relief to the flood victims by distributing 4,000 nutritious meals in Cartons for Good cartons.

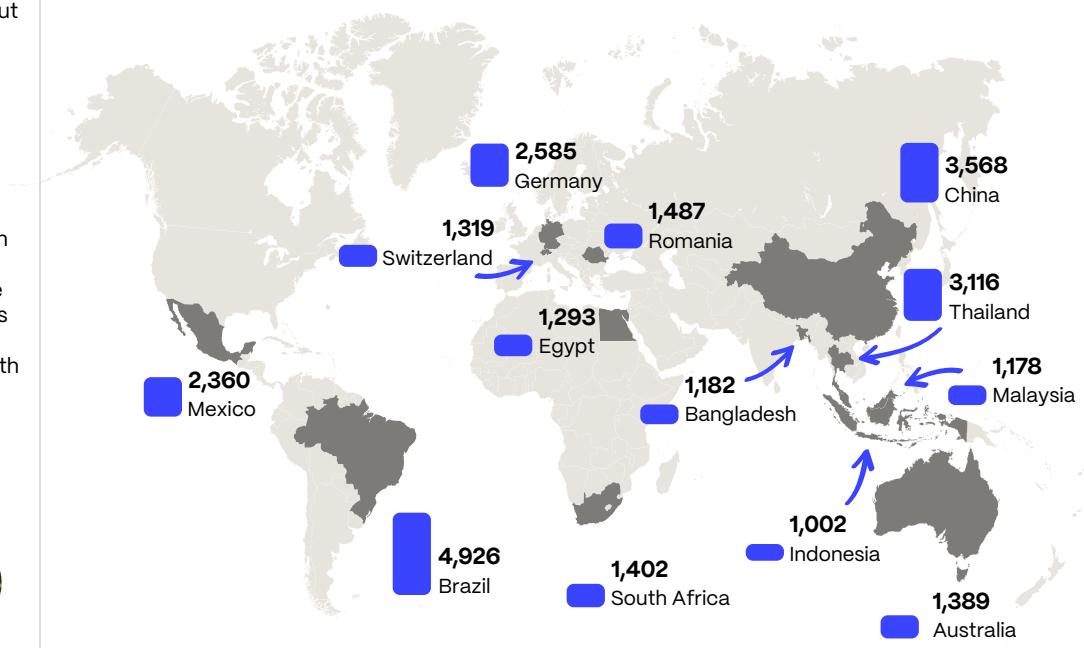
Following the SAVE FOOD competition win for Cartons for Good in 2023, a study was carried out for Egypt in 2024 with the support of the cooperation partner NRCP (Natural Resources and Climate Protection Foundation). The study identified the most impactful geographies for food loss, as well as potential beneficiaries. This has provided a basis for expanding Cartons for Good in Egypt.

SIG and the SIG Foundation have also worked on a Cartons for Good project with SIG customer Ampol Foods in Thailand. To offer elderly people with mouth and swallowing problems a nutritious option, a recipe for a puree made from mango and longkong was developed in collaboration with the Institute of Nutrition (INMU), **Mahidol University**. The test filling was approved by the Thai FDA and the first production can therefore start at the beginning of 2025.

Assessing effectiveness

Overall, community engagement programs run by employees achieved a total impact score of 26,807 during 2024, up 57% from 2020.[1]

Total impact score of our community engagement programs by country



Recycle for Good – In 2023, the SIG Foundation launched a Recycle for Good project in Indonesia to incentivize recycling and provide social support for low-income people by offering rewards in exchange for recyclable waste – with a strong focus on used beverage cartons and polymer pouches. The program was expanded in Indonesia in 2024 to multiple pick-up points and households to reach more people and increase the collection rate of recyclable waste. By the end of the year, more than 2,871 people had already collected 21 metric tons of waste in exchange for rewards.

Find out more about the SIG Foundation on our website.

1 Impact score is derived through an assessment of our employee-led community engagement projects – by the employees and communities involved in them – based on who benefits from each project, the type of impact it has and its potential to contribute to the United Nations Sustainable Development Goals.

Our targets and performance

Targets, progress and performance

2025 target	Progress tracker	2024 performance
Communities		
Strategic topic: Thriving communities[1]		
Increase the impact of community engagement programs by 50% (from 2020)	Completed	We have exceeded this 2025 target in 2024. The overall impact of our employee-led community engagement programs increased by 57% from the 2020 baseline and achieved an impact score of 26,807 in 2024[2] – through local initiatives tailored to the specific communities' needs, as well as a campaign to raise awareness of biodiversity and promote conservation activities, and a campaign recognizing and promoting volunteerism within our global community.
Create scalable models for the SIG Foundation's Cartons for Good initiative[3]	More work to do	The pilot in Bangladesh has turned over 21 metric tons of food loss into more than 73,300 nutritious meals for underprivileged children and people in need since it began in 2019. The Cartons for Good initiative has defined its way forward with a roadmap of transition from the pilot project to Cartons for Good 2.0. Going forward, the initiative is focusing on partnering with SIG customers to achieve its goals, with SIG technology already installed at customer sites to be used to pack nutrition and hydration. Projects are underway in Egypt and in Thailand.
Scale up and expand our community recycling model	On track	The Recycle for Good program in Indonesia was expanded in Indonesia in 2024 to multiple pick-up points and households to reach even more people and increase the collection rate of recyclable waste.

1 Not identified as a material topic. However, information is given as we believe community engagement is important.
2 Impact score is derived through an survey assessment of our employee-led community engagement projects – by the employees and communities involved in them – based on who benefits from each project, the type of impact it has and its potential to contribute to the United Nations Sustainable Development Goals.
3 Target wording shortened by removing the full name of the SIG For Better Foundation.

Responsible culture:

Governance and ethics

We expect all our employees and everyone working with us to act with integrity, always

Operating ethically and adopting fair business practices is fundamental to our responsible culture, essential to comply with applicable laws and regulations, and critical to protect our reputation and maintain stakeholder trust.

Our commitments

We are committed to acting professionally and with integrity in everything we do, abiding by the ethical principles set out in the SIG Code of Conduct. These principles include, among others:

- Ethical and compliant behavior (for example regarding anti-bribery and anti-corruption).
- Fair, respectful, and courteous treatment of fellow employees and others with whom we interact.
- Fair and appropriate consideration of the interests of other stakeholders (customers, suppliers, and other business partners, government authorities and the public) as well as of the environment.
- Professionalism and good business practice.

Our approach

The SIG Code of Conduct is approved by our Board of Directors and complemented by policies and guidelines on specific topics. The SIG Code of Conduct is available in 19 languages. It sets out our expectations on topics such as anti-bribery and anti-corruption, avoidance of and dealing with conflicts of interest, anti-trust and fair business practices, privacy and data protection, human rights compliance, equal employment opportunity, anti-harassment and anti-discrimination, and political and charitable activities.

Our zero-tolerance approach to bribery and corruption in any form is stipulated in the SIG Code of Conduct, detailed in our Anti-bribery and Anti-corruption Policy, and reinforced through training.

All employees are trained on the SIG Code of Conduct as part of their onboarding when they join the business, and they are required to complete refresher trainings every year. We provide additional in-depth training on specific topics for employees in high-risk roles. This includes further training for sales, procurement and finance teams on anti-bribery and anti-corruption.

We encourage people to speak up without fear of retaliation if they have any questions or concerns, including those related to bribery and corruption, via their line managers, our People & Culture teams, global and regional Legal and Compliance Officers, or via our Integrity & Compliance Hotline. The hotline is available to employees and external stakeholders, such as customers and suppliers, to report any concerns on ethical conduct, human rights or the environment relating to our own operations or our suppliers' business activities. Reports can be made anonymously (where permitted by local legislation).

Details on the Integrity & Compliance Hotline and how to report a concern can be found on our website: Hotline.

We investigate all reports received and take appropriate action including, but not limited to, disciplinary measures. The effectiveness of the grievance mechanism is regularly assessed, including by statistical analysis of the reports and other controls.

Group Internal Audit regularly reviews expense reports as part of their audits to assess implementation of and compliance with our internal policies and procedures on anti-bribery and anti-corruption.

As part of the global community, SIG is committed to engaging responsibly and transparently with all relevant and affected stakeholders in developing, managing, and communicating governance topics and activities, including by developing channels to enable them to voice their complaints and grievances. We foster engagement with a wide range of stakeholders – **see Stakeholder engagement →**.

Maintaining ethical and compliance standards

All our production plants completed SEDEX SMETA audits – which include business ethics – in the 2023 two-yearly cycle, with three new plants audited in 2024.

Focusing on data security and privacy

With cyberattacks on the rise globally, building employees' awareness of IT security and safeguarding personal data is increasingly important.

- Our security acceleration program has been implemented. We have enhanced our security maturity to the next level, bolstered our cybersecurity to prevent and protect against cyber threats, and improved our cyber resilience to respond to and recover from security incidents.
- We maintained certification to the international ISO 27001 standard on information security management in China, Germany, and Romania scoping the provision of Information Communication Technology Infrastructure, related applications, data centers, and production operations.
- We continue to improve our security awareness culture by creating emotional involvement among employees (case examples, personal tips, sharing experiences), providing knowledge in a clear and easy way (do & don't, phishing simulation), and ensuring active participation (annual cybersecurity survey and quiz).
- 99% of our employees completed our refreshed data security and privacy training. We carried out quarterly simulated phishing attacks to help employees spot common phishing tactics and provided guidance explaining how to report any suspicious emails they may encounter.

Measures taken in 2024

Approximately 99% of our employees completed an annual certification on the SIG Code of Conduct in 2024 and 99% completed additional in-person or virtual training on the SIG Code of Conduct.

Training our people and raising awareness

- We provided further training on specific compliance topics, such as anti-bribery, anti-corruption and anti-trust for employees in high-risk roles.
- We provided further training on data privacy for our People & Culture teams.
- We encouraged people to speak up by raising awareness of our Integrity & Compliance Hotline.
- We also reinforced a culture of cyber-security awareness to help employees remain vigilant.

Investigating and acting on reports received

- Reports received via our Integrity & Compliance Hotline and other channels in 2024 mainly related to workplace and employee matters.
- We investigated all reports received and took disciplinary action, including reprimands and dismissals, where appropriate.
- We have not identified cases of significant non-compliance with applicable laws and regulations during the reporting period; there were no cases in which monetary fines were incurred.[1]
- During the reporting period there were no confirmed incidents where contracts with business partners were terminated or not renewed due to violations related to corruption, nor were there any confirmed public legal cases regarding corruption brought against the organization or our employees.
- If reports containing critical concerns are received, they are communicated to the Board of Directors, the Group's highest governance body, at its quarterly meetings or on an ad-hoc basis, if required. During the reporting period there were no concerns considered as critical.

Assessing effectiveness

Regular updates and statistics on compliance matters, including relating to anti-bribery and anti-corruption topics, are provided to the Audit & Risk Committee. Internal audit reports are provided to the Audit & Risk Committee. Lessons learned are shared with the organization as appropriate.

1 We define significant instances by reference to a value exceeding €30 million, in line with the materiality threshold applied in connection with our consolidated financial statements 2024.

Our targets and performance

Targets, progress and performance

2025 target	Progress tracker	2024 performance
Governance and ethics		
Strategic topic[1]: Fair business practices		
Mandatory annual Code of Conduct training for all employees	On track	Approximately 99% of our employees completed an annual certification on the SIG Code of Conduct and approximately 99% completed additional in-person or virtual training on the SIG Code of Conduct.

1 Not identified as a material topic under GRI. However, information is given as we believe fair business practices are important.

Independent practitioner's limited assurance report

on selected aspects in the Sustainability Section in the annual report 2024
to the Board of Directors of SIG Group AG, Neuhausen am Rheinfall

We have been engaged by the Board of Directors to perform assurance procedures to provide limited assurance on the preparation of selected Key Performance Indicators 2024 (Annex A) as well as on the preparation of the non-financial disclosures as required by Art. 964b Swiss Code of Obligations (CO), applying Art. 964b para. 3 CO, index table 2024 (as included in Appendix "Swiss non-financial matter report" on page 157) and article 3 of the Ordinance for climate-related disclosures (the Appendix "TCFD report" on pages 158 to 165) (together referred to as the "Subject Matter") as disclosed in the Sustainability Section (pages 35 to 182) of SIG Group AG annual report for the period ended December 31, 2024. All Subject Matters are identifiable by the check mark ✓.

The Sustainability Section (including the GHG emissions) was prepared by the Board of Directors of SIG Group AG (the "Company") based on the following criteria as explained in the section "Reporting regulations and frameworks" which explains the application of Swiss Code Obligation Regulation, among others, in the Sustainability Report (the "reporting Criteria"):

- Global Reporting Initiative (GRI) Version 2021
- the Greenhouse Gas Protocol Initiative Corporate Standards (Revised Edition)
- requirements of Article 964b CO, applying Article 964b para. 3 CO
- requirements of Article 3 of the Ordinance for climate-related disclosures
- description in the related footnotes for the internally developed KPIs identified as "own disclosure" in the GRI content index on pages 166 to 179.

Inherent limitations

The accuracy and completeness of the Sustainability Section (including the GHG emissions) are subject to inherent limitations given their nature and methods for determining, calculating, and estimating such data. In addition, the quantification of the Sustainability Section (including the GHG emissions) is subject to inherent uncertainty because of incomplete scientific knowledge used to determine factors and the values needed to combine e.g. emissions of different gases.

Carbon offsets are subject to inherent limitations, including but not limited to the extent of social impact, the risk of double counting, lack of additionality, leakage, permanence, and uncertainties as to whether the expected reductions or removals will occur. This could impact the estimated reduction or removal of CO_2e assigned to those offsets.

Some of the climate-related disclosures will include prospective information prepared for setting and preparing the implementation of such metrics, targets, and transition plans, using a set of assumptions that include hypothetical assumptions about future events and management's actions that are not necessarily expected to occur. Consequently, readers are cautioned that the prospective information is not used for purposes other than that described. Therefore, the climate metrics, projections, forecasts and other forward-looking statements used in your climate-related disclosures should be treated with special caution, in particular as they are more uncertain than, for example, historical financial information, and given the wider uncertainty around the evolution and impact of climate change.

PricewaterhouseCoopers AG, St. Jakobs-Strasse 25, 4002 Basel, Telefon: +41 58 792 51 00, www.pwc.ch

PricewaterhouseCoopers AG is a member of the global PricewaterhouseCoopers network of firms, each of which is a separate and independent legal entity.

Our assurance report will therefore have to be read in connection with the reporting Criteria applied by SIG Group AG, its definitions and procedures as described in the section Reporting regulations and frameworks in the Sustainability Section.

Board of Directors' responsibility

The Board of Directors of the SIG Group AG is responsible for preparing and presenting the Sustainability Section (including the GHG emissions) in accordance with reporting Criteria stated in the in the section Reporting regulations and frameworks in the Sustainability Section. This responsibility includes designing, implementing and maintaining an internal control system relevant to the preparation and presentation of the Sustainability Section, selecting and applying appropriate policies and making estimates that are reasonable in the circumstances as well as the prevention and detection of fraud, other irregularities and errors and non-compliance with law or regulations and the related record keeping.

Independence and quality management

We are independent of the SIG Group AG in accordance with the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code). We have fulfilled our other ethical responsibilities in accordance with the IESBA Code, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

PricewaterhouseCoopers AG applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Practitioner's responsibility

Our responsibility is to perform an assurance limited engagement and to express a conclusion on the Subject Matter. We conducted our engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) 'Assurance engagements other than audits or reviews of historical financial information' and the International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements ('ISAE 3410'), issued by the International Auditing and Assurance Standards Board. Those standards require that we plan and perform our procedures to obtain limited assurance whether anything has come to our attention that causes us to believe that the Subject Matter was not prepared and presented, in all material aspects, in accordance with the reporting Criteria for the period ended December 31, 2024.

Based on risk and materiality considerations, we performed our procedures to obtain sufficient and appropriate assurance evidence. The procedures selected depend on the assurance practitioner's judgement. A limited assurance engagement under ISAE 3000 (Revised) and ISAE 3410 is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement and therefore less assurance is obtained with a limited assurance engagement than for a reasonable assurance engagement.

We performed the following procedures:

- Obtaining an understanding of the structure of the sustainability organization and of the stakeholder engagement;
- Inquiries of personnel and executive directors involved in the preparation of the Sustainability Report regarding the preparation process;
- Evaluating the appropriateness and consistency of the reporting Criteria used and selected Key Performance Indicators 2024 (Annex A) in the Sustainability Report subject to our limited assurance engagement. This includes the evaluation and the reasonableness of estimates made by management;
- Identification of the likely risks of material misstatement of the Sustainability Report under consideration of the GRI-Criteria;
- Analytical evaluation of Subject Matter in the Sustainability Report;
- Evaluation of the presentation of the Subject Matter regarding sustainability performance;
- Performance of site visits as part of the inspection of processes and guidelines for data collection at the following locations: Linnich, Germany - Suzhou, China - Saalfelden, Austria - Wittenberg, Germany - Riyadh, Saudi Arabia - Merced, USA - Vinhedo, Brazil - Northlake, USA - Palghar, India;
- Assessment of CO_2 compensation certificates exclusively with regard to their existence, but not with regard to their effect Assurance Conclusion;
- Evaluated whether the Sustainability Section contains the minimum required information as per article 964b CO, applying article 964b para. 3 CO;
- Assessment of the process in place and activities undertaken in the preparation of the non-financial disclosures as included in Appendix "Swiss non-financial matter report" on page 157 and for the Appendix "TCFD report" on pages 158 to 165;
- Evaluating the disclosures in, and overall presentation of, the Subject Matter information through critical reading of the Sustainability Section in the Annual Report.

The scope of our work did not extend to information in respect of earlier periods or to any other information included in, or linked from, the Sustainability Section 2024.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

Based on the work we performed, nothing has come to our attention that causes us to believe that the preparation of the Subject Matter is not, in all material aspect, in accordance with the reporting Criteria as explained in the section Reporting regulations and frameworks of the Sustainability Section.

Reporting on Other Information

The other information comprises all information in the Sustainability Section other than the Subject Matter Information in the annual report 2024 and our assurance report. The Board of Directors are responsible for the other information. As explained above, our assurance conclusions do not extend to the other information and, accordingly, we do not express any form of assurance thereon.

Intended users and purpose of the report

This report is prepared for, and only for, the Board of Directors of SIG Group AG, and solely for the purpose of reporting to them on aspects in the Sustainability Section (including the GHG emissions) and no other purpose. We do not, in giving our conclusion, accept or assume responsibility (legal or otherwise) or accept liability for, or in connection with, any other purpose for which our report including the conclusion may be used, or to any other person to whom our report is shown or into whose hands it may come, and no other persons shall be entitled to rely on our conclusion.

We permit the disclosure of our report, in full only and in combination with the reporting Criteria, to enable the Board of Directors to demonstrate that they have discharged their governance responsibilities by commissioning an independent assurance report over Sustainability Section on the Subject Matter, without assuming or accepting any responsibility or liability to any third parties on our part. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of SIG Group AG for our work or this report.

PricewaterhouseCoopers AG

Joanne Burgener Mara Steffan

Basel, February 20, 2025

The maintenance and integrity of SIG Group AG's website and its content are the responsibility of the Board of Directors; the work carried out by the assurance provider does not involve consideration of the maintenance and integrity of the SIG Group AG's website, accordingly, the assurance providers accept no responsibility for any changes that may have occurred to the reported Sustainability Section (including the GHG emissions) or reporting Criteria since they were initially presented on the website.

Annex A - Selected Key Performance Indicators in scope

Area in Scope	Reporting Criteria
Climate +	
1. Total Scope 1 and 2 greenhouse gas emissions (thousand metric tons CO_2 equivalent)	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions
2. Total Scope 3 greenhouse gas emissions (million metric tons CO_2 equivalent)	305-3 Other indirect (Scope 3) GHG emissions
3. Scope 3 greenhouse gas emissions intensity (grams CO_2 equivalent/liter of food packed)	305-4 GHG emissions intensity
4. Scope 1, 2, and 3 greenhouse gas emissions intensity (grams CO_2 equivalent/liter of food packed)	305-4 GHG emissions intensity
5. Scope 1 greenhouse gas emissions for production (thousand metric tons CO_2 equivalent)	305-1 Direct (Scope 1) GHG emissions
6. Scope 1 greenhouse gas emissions for aseptic carton production (thousand metric tons CO_2 equivalent)	305-1 Direct (Scope 1) GHG emissions
7. Scope 2 greenhouse gas emissions for production (market based) (thousand metric tons CO_2 equivalent)	305-2 Energy indirect (Scope 2) GHG emissions
8. Scope 2 greenhouse gas emissions for aseptic carton production (market based) (thousand metric tons CO_2 equivalent)	305-2 Energy indirect (Scope 2) GHG emissions
9. Scope 1 and 2 greenhouse gas emissions intensity for carton production (metric tons CO_2 equivalent/million m^2 of sleeves produced)	305-4 GHG emissions intensity 305-5 Reduction of GHG emissions
10. Scope 1 and 2 greenhouse gas emissions intensity for production (bag-in-box and spouted pouch) (metric tons CO_2 equivalent/thousand tons produced)	305-4 GHG emissions intensity 305-5 Reduction of GHG emissions
11. Energy used for production from renewable sources (power purchase agreements or energy attribute certificates) or compensated using Gold Standard CO_2 offset (%)	302-1 Energy consumption within the organization
12. Electricity used for production from renewable sources (power purchase agreements or energy attribute certificates) (%)	302-1 Energy consumption within the organization
13. Operational energy use for production (GWh)	302-1 Energy consumption within the organization 302-4 Reduction of energy consumption
14. Energy intensity for carton production (MWh/million m^2 of sleeves produced)	302-3 Energy intensity
15. Energy intensity for production (bag-in-box and spouted pouch) (MWh/thousand tons produced)	302-3 Energy intensity
Forest+	
1. SIG carton packs sold labelled with FSC™ logo (%)	Own disclosure
Resource+	
1. SIG carton packaging that is designed for recycling (%)	3-3 Management of material topics Own disclosure
2. SIG bag-in-box and spouted pouch packaging that is recycle-ready or for which we offer alternative recycle-ready bag-in-box and spouted pouch solutions (%)	Own disclosure
3. SIG packaging portfolio that is recycle-ready (%)	Own disclosure
4. Waste rate for carton production (grams of waste per m^2 of packaging material)	Own disclosure
5. Waste rate for production (bag-in-box and spouted pouch) (tons of waste per thousand tons of packaging material)	Own disclosure

Area in Scope	Reporting Criteria
Our supply chain	
1. New suppliers screened using environmental and social responsibility criteria (% of significant suppliers for our carton businesses)	308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria
2. New suppliers screened using environmental and social responsibility criteria (% of significant suppliers for our bag-in-box and spouted pouch business)	308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria
3. A-materials from certified sources for our cartons (% by volume)	Own disclosure
4. A-materials from certified sources for all our packaging (% by volume)	Own disclosure
Food+	
1. Significant carton product and service categories which health and safety impacts are assessed for improvement (%)	416-1 Assessment of the health and safety impacts of product and service categories
2. Significant bag-in-box and spouted pouch product and service categories for which health and safety impacts are assessed for improvement (%)	416-1 Assessment of the health and safety impacts of product and service categories
3. Non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services in our carton businesses (number of incidents)	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services
4. Non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services in our bag-in-box and spouted pouch business (number of incidents)	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Area in Scope	Reporting Criteria
Sustainability innovation	
1. Food packed with SIG Terra packaging materials (million liters)	Own disclosure
2. Food packed in SIG Terra packaging materials (% of total liters packed in SIG packs)	Own disclosure
3. SIG aseptic carton packs sold labeled with ASI logo (million packs)	Own disclosure
Health, safety & wellbeing	
1. Total recordable cases [a) across SIG Group; b) in our aseptic carton business; c) in our bag-in-box, spouted pouch, and chilled carton businesses]	403-9 Work-related injuries
2. Lost-time cases [a) across SIG Group; b) in our aseptic carton business; c) in our bag-in-box, spouted pouch, and chilled carton businesses]	403-9 Work-related injuries
3. Lost-time case rate (per 200,000 hours worked) [a) across SIG Group; b) in our aseptic carton business; c) in our bag-in-box, spouted pouch, and chilled carton businesses]	403-9 Work-related injuries
4. Total recordable case rate (per 200,000 hours worked) [a) across SIG Group; b) in our aseptic carton business; c) in our bag-in-box, spouted pouch, and chilled carton businesses]	403-9 Work-related injuries
Our People	
1. Women in leadership positions (%)	405-1 Diversity of governance bodies and employees
2. Sustainable engagement score (% favourable responses)	Own disclosure
3. Training and development investment (average training hours/employees)	404-1 Average hours of training per year per employee
Human Rights	
1. Plants completed SEDEX Members Ethical Trade Audit (of total number of plants)	Own Disclosure