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# Intraplás Integrated Report

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2022



This report is a means of providing accountability and transparency to the market, as a component part of the growing importance that different economic agents place on integrated financial and non-financial information. It provides Intraplás stakeholders with an integrated overview of value creation, performance information and a forward-looking overview of the strategy we are implementing in order to grow the company. It covers information on the entirety of our operation up to 2022.

The year 2022 was a highly significant one for Intraplás: we began implementing our new vision for the future of the business, implemented a new management model, and transformed the company's organisation and culture, all the work of a new management team.

It was a year of disruption, as we began rebuilding a company that aims to take up a leading role in the years ahead. These changes have been made by each and every one of our team members, whom I thank for their commitment. The report we share now is therefore named after what 2022 represented for Intraplás:

a new **way** of life

Anabela Ferreira, Alberto Machado Ferreira, Jorge Ferreira  
**SHAREHOLDER FAMILY AND MEMBERS OF THE BOARD OF DIRECTORS**

Our company's history is one of resilience, innovation and the unwavering dedication of each and every one of our employees.



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2022 was marked by moments of triumph, as well as challenges that tested our resolve. We faced market fluctuations, political turmoil (war in Europe) and economic uncertainty head-on. We demonstrated, nonetheless, and despite everything, the strength of our collective spirit and our commitment to a shared mission.

Our growth trajectory has been nothing short of remarkable. We started with a big dream and today we have expanded our reach to more than 30 countries, supplying customers all over the world. This growth is testament to the innovation and adaptability that define our company's culture. We have embraced change, taking advantage of emerging technologies and opportunities that have propelled us to where we are today.

Of course, this path has not been without its ups and downs. Our successes have been celebrated together, but we also faced testing challenges. We never wavered at such times. Instead, we turned challenges into opportunities, learning from our mistakes and emerging stronger than before. These experiences have moulded us, honed our skills and fostered a culture of continuous improvement.

Our vision remains as resolute as ever, as we look to the future. We will continue to push boundaries, explore uncharted territory and innovate in order to create value for both our customers and our stakeholders. Collaboration will remain at the centre of our efforts, as our various teams develop solutions that will make a difference while meeting our customers' needs.

This, our 1st Report, is a mark of the growth, resilience and dedication of an entire organisation, which has enabled us to position ourselves for a bright future. We will continue to drive our company's success together, investing in the best and most sustainable technology and creating ever better working conditions that enable our teams to grow and develop. This ensures we can be at the forefront of excellence in our industry and make a positive impact on the world.



DUARTE FARIA | CEO

Intraplás Way:  
A new way  
of life!

2022 was a positive year for Intraplás, although set against an extremely challenging backdrop, with events such as the war in Europe, the energy crisis, high inflation and rising interest rates. These factors had an impact on household income and companies' competitiveness, and required Intraplás to implement appropriate measures to mitigate the emerging risks associated with this climate, in order to guarantee the company's growth trajectory.

In 2021, with the participation of the team, we created Intraplás' development strategy, which we called Marble. This strategy was crucial in defining the path we wanted to follow.

In 2022, we redefined an ambitious growth and repositioning plan for the company.

Marble 2.0 had a clear objective at its inception: to grow sustainably and align our actions with our vision, mission and core values. We want to be global leaders in our sector, driven by our commitment to innovation and excellence.

The plan was developed in line with the major macroeconomic and social trends, as well as those of the sector in which we operate, comprising the following 4 axes: growth, value creation, sharing and sustainability. The results I have highlighted below are down to the Intraplás team's efforts, and I thank everyone for their energy, commitment and dedication to doing more and better each and every day.

### Growing and transforming our business

We posted a notable increase in sales, despite the adverse external context. Total volume was around 62,000 tonnes, reflecting growth of 8.4%. We also diversified the materials used, increasing the relative weight of PET, PP and bio and recycled materials.

**In 2022 we continued on our growth path, thanks to new products and services and exploring new business models in line with global environmental commitments.**

This growth has allowed us to realise our mission to create well-being and improve people's lives, with a portfolio of more sustainable and innovative packaging solutions, aligned with principles of circularity. They position Intraplás as a strategic partner of the food sector, driving more sustainable development.

### Creating value for shareholders and customers

The increased sales and appropriate management allowed us to create economic value, which gave the company the necessary resources to create value for shareholders and customers alike.

Net profit and EBITDA grew compared to the previous year. And to achieve this, we had to combine commercial reorganisation with ongoing prospecting for raw materials and the optimisation of resources to generate greater efficiency.

We began implementing our investment plan to increase and diversify our production capacity, with two new paper packaging manufacturing lines set to enter production in 2023. We also invested in a solar farm that will enable us to reduce our carbon footprint from 2023 onwards.

We continued to create value for our customers, by investing in quality, food safe packaging, but above all in innovation, adding new applications and expanding the range by making products with new materials, new polymers and more circular resources. We also strengthened a customer partnership model aimed at technological progress and innovation, making us the packaging partner of reference at every stage of the product development process. We also launched a new business model focused on the circular economy, which will be one of Intraplás' future areas of growth.

### Sharing value with employees, suppliers and the community

I believe that fostering our team's professional growth and sharing value with employees is fundamental to our long-term success, while it will also have a positive impact on families and the wider community. In 2022, as part of the plan to transform Intraplás' culture, we implemented a performance evaluation policy for the first time, covering 95% of the organisation. We awarded performance bonuses to employees, totalling around €500K, sharing the business' positive results with them. We continued to offer skills development opportunities through the Intraplás Academy, and to define career and development plans in line with the skills the company needs for its strategy and growth ambitions.

We continued to pursue various initiatives that promote the health, safety and well-being of the team, and we also invested in employee benefits. The employee satisfaction rating, as a result, reached 85%, up 7 pp on 2021.

Value sharing also applies to our suppliers. We have established long-term business relationships with more than 1/3 of our suppliers. In doing so, we are promoting our partners' business development and, in turn, their ability to

take on more staff. In this respect, we have continued to develop innovation projects hand in hand with suppliers. We have also defined an annual polymer purchasing policy, which has already begun implementation, with a view to better safeguarding the security of supply.

Our value sharing also extends to the community in which we operate and is an expression of our contribution to the UN's Sustainable Development Goals (SDGs). The company got involved in food collection initiatives in 2022, besides donating to social institutions and sponsoring local events. These initiatives promote greater social equity, but also a more compassionate and cohesive corporate culture.

### Sustainability in our products and management principles

We know that the future only holds more recyclable and circular products. Our management is aiming for more efficiency, more circularity and more sustainability, for our products, the company and our stakeholders. But we know that it will be a path of discovery and improvement as the alternatives are not yet obvious.

Throughout the year we continued to look to reduce/remove materials with a greater environmental impact, to develop alternative polymers based on recycled and bio-based materials, and incorporate a greater percentage of recycled and recyclable raw materials. I also highlight the fact that we have an operation in which 95% of industrial waste is sent for recycling or other recovery processes.

More than 2.7%\* of our products' weight involves the incorporation of circular raw materials in the production process.

Intraplás' competitiveness will increasingly depend on our ability to make ever more eco-efficient use of energy resources and to decarbonise our operations.

We continued in 2022 with the Energy Rationalisation Plans (ERPs) in force at our manufacturing facilities. By 2026, we anticipate a 6% reduction in specific energy consumption per production unit and per € GVA, compared to 2018.

We also invested in the installation of 2 renewable energy production units at our plants, using photovoltaic panels, with an estimated annual production of 2.46 MWh. This investment could prevent emissions of more than 100 tonnes of greenhouse gases (GHG).

\*This 2.7% corresponds to the purchase on the market of recycled raw materials of fossil origin (r polymers such as rPP, rPS and rPET) and of bio-circular origin (rPP and rPS). It also includes raw materials recycled from waste generated by Intraplás customers (Post-Industrial Waste, or PIW), as well as waste generated internally in production and reintegrated back into processes. As regards the latter, this percentage only takes into account waste managed in an off-line loop. There is also some waste that is generated and reintroduced into the process, working in an on-line loop, the calculation of which is complex and is not reflected in this figure (it is estimated, however, that considering this portion, the rate of circular material incorporated into production could be around 15%).

We further cemented our commitment to the climate with the first calculation of our carbon footprint, which in 2022 was 7,336 tonnes of CO<sub>2</sub>e. This calculation precedes the reduction plan that we will be implementing.

**We are committed to energy and climate efficiency. We are focused on energy rationalisation and transition and will manage the carbon footprint associated with our operations and products with a view to reducing it.**

We know that mobility is a key area when it comes to decarbonisation, so we have joined the Lean&Green initiative which, within the scope of our logistics and transport operations, is helping us to achieve our ambition of reducing the carbon footprint associated with these areas by 20% by 2028, compared to the 2023 base year.

### **Intraplás' sustainability and future**

Natural resources and a stable climate are essential for our business' continued growth.

The transformation we have been implementing at Intraplás since 2021 is positioning us as a leading provider of innovative and sustainable packaging solutions.

Our story has been, and will continue to be, one of change.

Our focus remains on this new way of life that we are experiencing within the company, which is also the title of this 1st integrated report. It is what will allow us to achieve our ambition of being one of the world's leading companies in this area.

**This is what we will continue to work towards together, with a view to improving each and every day.**



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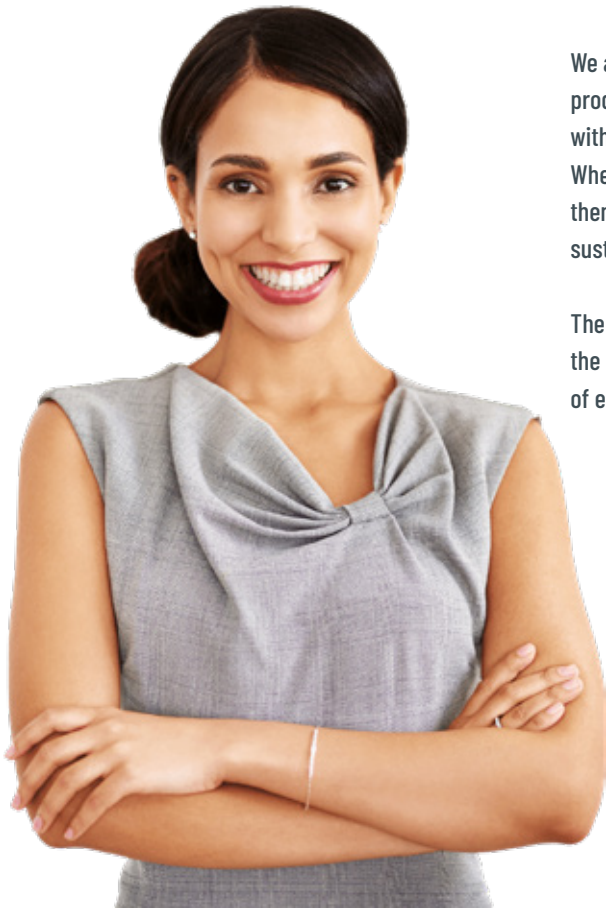
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## Who we are



**We are a global packaging supplier. We exist to provide our customers with packaging that improves people's lives, safely preserves food and reduces food waste.**

Intraplás is a company dedicated to the design and production of sustainable and innovative packaging, offering a wide range of services and a diverse spectrum of solutions.

We are dedicated to conceiving, designing and producing innovative packaging in partnership with our customers.

Whenever possible, we endeavour to align them with the principles of circularity and sustainability.

The company, founded in 1968 and located in the north of Portugal, has a sound knowledge of extrusion and thermoforming.

### Mission

To develop sustainable and innovative packaging solutions with a focus on people's well-being

### Vision

Eco-friendly sustainable packaging is possible

### Values

- Integrity
- Collaboration
- Flexibility
- Proactivity
- Results orientation
- Equity



## 55 years

of experience and knowledge in the packaging sector

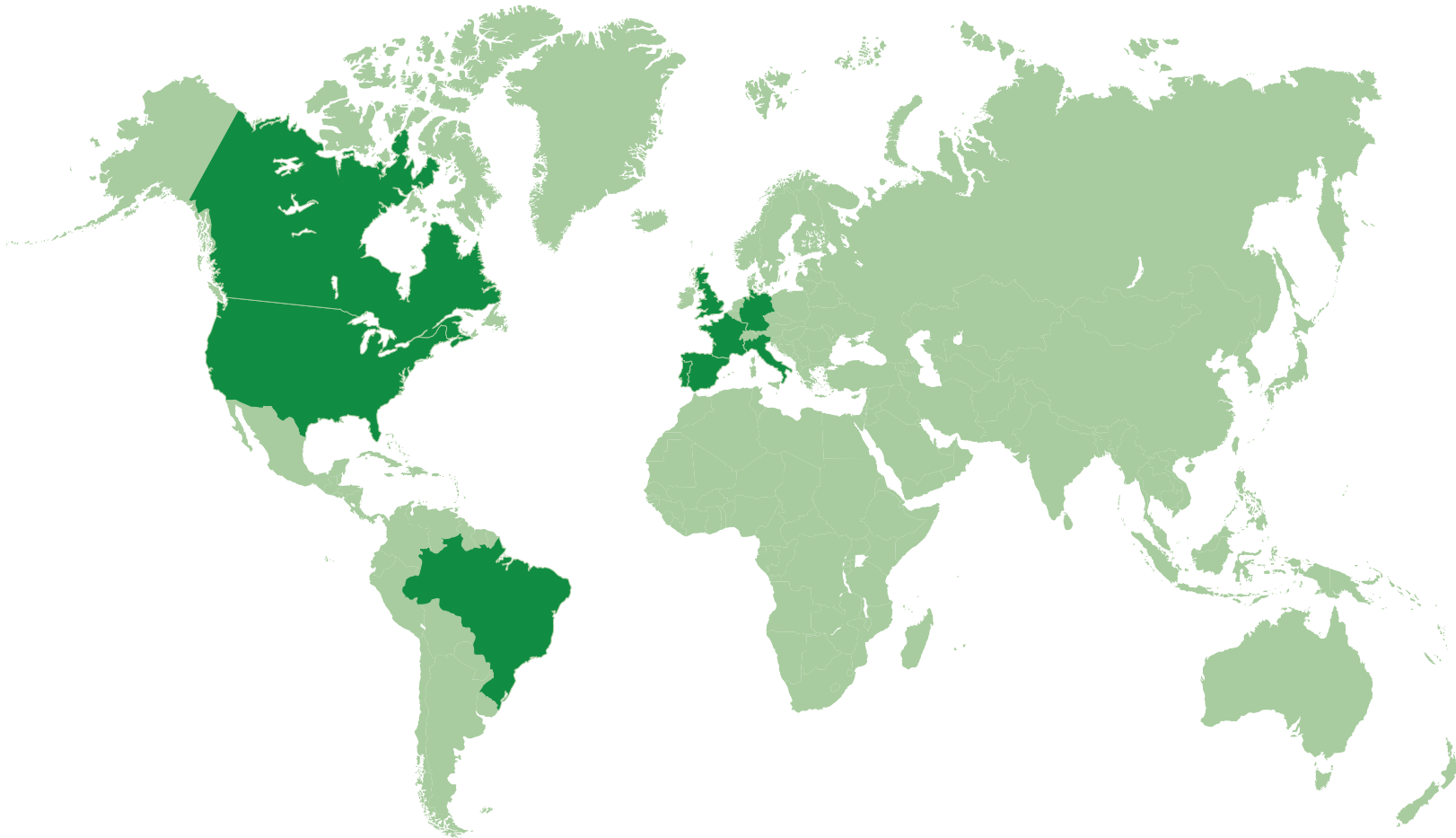
Plastic packaging specialists (thin wall packaging)

Focus on the food industry (mainly yoghurt and dairy-based desserts, ice creams and similar)



## Our global presence

**Intraplás is a global packaging supplier,  
with sales in more than 30 countries.**



## Expertise

Solid know-how and track record of success in the areas of extrusion and thermoforming.

### Our Factories

**Rebordões**  
lamine production

**Lordelo**  
thermoforming and printing of food packaging



.....  
**+30**  
.....

COUNTRIES / EXPORT

## What we do

**We are one of the major European players in the plastic packaging industry that serves the food industry.**

We safeguard food quality and safety with our products, contributing to food waste reduction as a result.

Our products have contributed to a lower environmental impact, with less use of virgin polymers and, whenever possible, the incorporation of recycled polymers.

### LAMINATES FOR FFS DAIRY APPLICATIONS



### THERMOFORM PACKAGING FOR FS APPLICATIONS



- 1. Dairy**  
 Solid yoghurt cups;  
 Cream cheese and fresh cheese cups  
 Ice cream  
 Butter  
 Desserts



- 2. Baby Food e Gelatinas**  
 Jelly  
 Fruit purée for babies



- 3. Drinks**  
 Cups for hot drinks: coffee and tea.  
 Cups for cold drinks: beer  
 Paper cup - water dispersible;  
 100% recyclable

## eco-friendly products

Investment in recycling

## capacity

Option of using

## alternative polymers

Increased PET

## production capacity

## High-quality

materials ensure high-quality food products.

## Technological Innovation

and technical expertise

**A team that combines decades of experience with technical know-how and 336 employees**

Multidisciplinary team with a range of skills

Links to leading academic centres 2.4% employees dedicated to research and development

**Production capacity**

1 extrusion plant, producing 70,000 tonnes/year  
1 thermoforming and printing plant, producing 4,000 million units/year and 2,000 million units/year, respectively

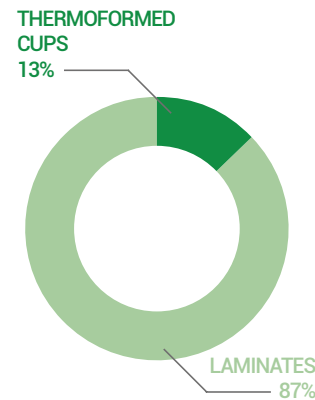
**Production in 2022**

In 2022, Intraplás responded to growing market demand for PET and PP polymers, which accounted for 1/4 of the year's production. Laminate continues to be the most produced product of the range, although the growth strategy envisages less dependence on this area due to the growth in thermoformed cup production

(printing is not shown in the production chart, as it is a sub-segment of thermoforming).

## Company information

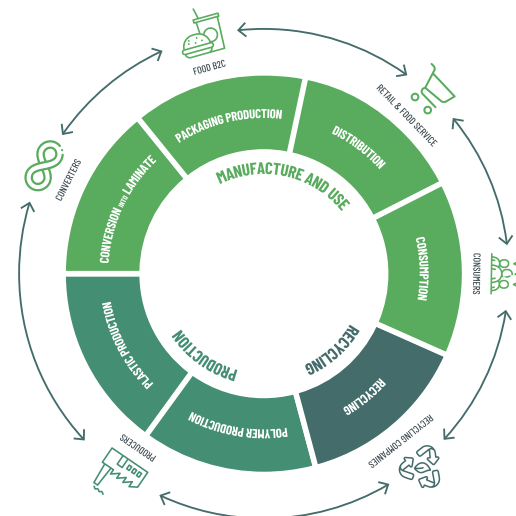
Tonnes produced, by range, in 2022.



Tonnes produced, by polymer, in 2022.



**Our value chain:**



**Performance**

**165 M €**

Turnover

**60,3 k ton**

Total production

**88%**  
**exports**

Weight of sales to international markets

**We have production lines with state-of-the-art equipment to produce laminate and thermoformed products, which can be printed at our printing unit**

**The laminate formulations we produce are made in-house.**

**Our history** ▶

1968

Company founded  
production

1971

Start of packaging production for  
the food industry.

2014

New production facility, which allowed us to expand the thermoforming business segment by producing thermoformed packaging. Launch of production capacity for PP yoghurt lids.

2017

**R&D centre**, where every day we strive to improve and develop new products and technologies to obtain the best packaging solutions. We simulate the industrial performance of the laminate of the FFS line before it is sent to the customer, allowing us to test and improve the product.

2021

Arrival of new management team

2022

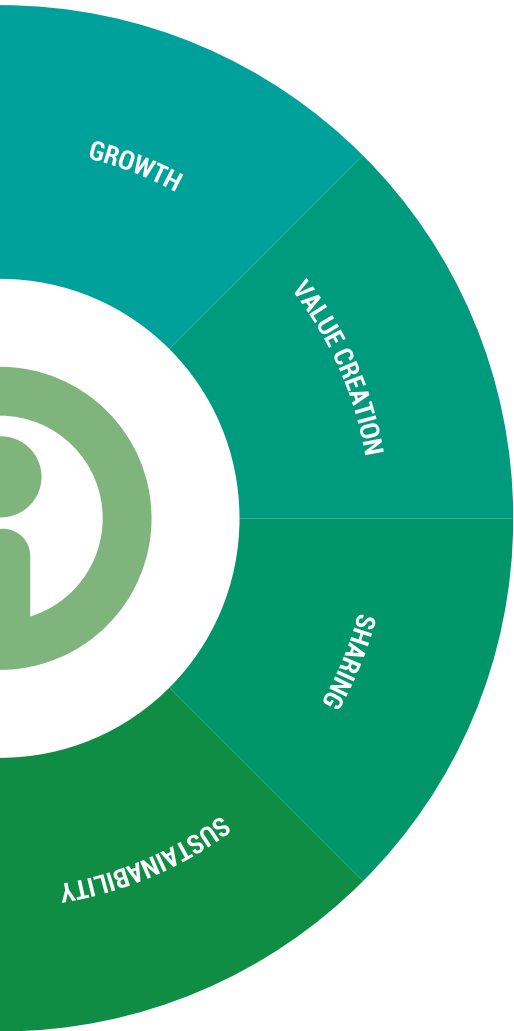
Drafting of the company's new strategic growth plan, **Marble 2.0**

At Intraplás we are passionate about offering the best packaging solutions. This desire to do more and better has been a constant factor throughout the company's history.

The legacy left to us by the company's founder, Alberto Machado Ferreira, awarded the Commander of the Order of Merit by Portugal, has enabled us to become one of the biggest leaders in food packaging solutions today, with a strong focus on the dairy\* segment.

United by the desire to build a better world, we work every day in the pursuit of excellence.

\* Dairy is the term used for the yoghurt and dairy dessert food segment



# Marble 2.0

## **Intraplás' virtuous circle, applied to the 2022 financial year**

For Intraplás, "A new way of life" reflects the change in the company initiated in 2021.

2022 marks the start of this new company strategy, which we will describe in more detail here.

As 2022 is its first year of implementation, we decided to organise this report, which presents the integrated accounts for 2022, into the 4 strategic areas of Marble 2.0.

# 02

## GROWTH

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2.1. OUR COMMITMENT TO LEADING THE WAY FOR FUTURE PACKAGING

2.2. TRENDS AND CHALLENGES

2.3. MARBLE STRATEGY 2.0

2.4. INTRAPLAS WAY

2.5. VALUE CREATION MODEL

2.6. 2022 HIGHLIGHTS

2.7. INVESTING IN THE FUTURE

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## > OUR COMMITMENT TO LEADING THE WAY FOR FUTURE PACKAGING

### Why it is important

Having a strategy that envisages growth in the company's business means we understand what we have to do to create shared value. The growth we have targeted for Intraplás will allow us to fulfil our mission of creating well-being and improving people's lives through our sustainable and innovative packaging solutions, which provide safe and effective food preservation, while reducing food waste.

### How we gave shape to our commitment in 2022:

- We created the virtuous circle with the implementation of the Marble 2.0 strategy, propelling the company towards the future growth we have defined as our ambition
- We started implementing the planned investment plan
- We transformed Intraplás' structure and culture, with the aim of optimising physical and human resources, focusing on sales management
- We invested in new materials for our packaging, which has resulted in an increase in more circular raw materials
- We increased the customer base
- We reduced the geographical concentration, widening the geographical footprint of sales
- We increased the customer base and reduced the level of concentration
- RDI focus on new packaging solutions and new business models



# Trends and Challenges

The primary global economy challenges need to be understood by any company wishing to ensure long-term value creation. We, at Intraplás, follow macro trends very closely, as they influence the business market and, consequently, the risks and opportunities for our business. Understanding the forces of change that will affect our business allows us to anticipate and envisage the future, and to leverage aspects that differentiate us and make us more competitive.

## 1. World population growth

**9,73 Billion**

Population growth forecast for 2050.

This figure implies a considerable increase in food needs and pressure on supply chains. Geopolitical and economic instability during 2022 affected supply chains, leading to stockouts and inflation.

## 2. Increased food production

**70%**

Agricultural production growth by 2050.

This forecast will continue to impact the demand for food packaging solutions that ensure quality and safety.

## 5. Artificial intelligence and digitalisation will influence the business sector, with new business models

**15%**

Online sales of Fast-Moving Consumer Goods grew by more than 15% worldwide in 2021\*\*.

Growing digitalisation will have an impact on the packaging sector, which will have to respond to consumer demands regarding safety, quality, environmental responsibility, customisation and convenience, among others.

## 3. 3. Finite resources dictate the need for greater efficiency and sustainability

**1/3**

A third of all food produced is unused and goes to waste.

Population growth on a planet with limited resources necessitates new, more sustainable production and consumption models. With studies indicating that 1/3 of all food produced is wasted, while millions of people continue to live in food insecurity, the packaging sector could make an important contribution to solving this global challenge.

## 4. Consumers value environmental responsibility

**67%**

Of consumers have tried to make a positive impact on the environment through their everyday actions\*.

Regulation and greater awareness of environmental degradation are factors that explain consumers' growing environmental concern, making it a factor in their purchasing decisions. Consumers will be increasingly demanding greater transparency from brands and products regarding their environmental and social responsibility.





# MARBLE 2.0 Strategy

The Marble 2.0 strategy responds to the macro trends influencing the business sector, in particular the production and consumption patterns impacting the packaging sector. With an implementation time horizon of 2022-2027, it is structured around 4 strategic pillars: growth; value creation; sharing and sustainability.



## GROWTH of our business

### Main avenues of value creation.

Increased sales by expanding the geographical footprint. Penetration and market share growth in high-potential markets;

Creation of new business models, based on existing opportunities in the company's value chain, arising from the commitments made in the European Green Deal;

Diversification of products and services, aligning our portfolio with the principles of circularity and sustainability;

Investment in human resources and technology.



## VALUE for shareholders and customers

### Main levers for creating value for our shareholders and customers.

Continuous improvement of quality and food safety standards in our packaging;

Establishment of technological development partnerships with clients;

New applications and expansion of the range;

Commitment to innovation;

Circularity of materials;

New polymers;

New materials;

New business models;

Operating with greater levels of optimisation.



## SHARING with employees, the community and suppliers

### Creating shared value, with a positive impact on families and the community. Economic stimulus in the supply network.

Investment in a remuneration model, career progression and well-being programmes to support the strategy of attracting and retaining a talent pool suited to the company's growth plan;

Offering employees development opportunities through a training plan;

Constant improvement of the team's skills  
Fostering the creation of a network of suppliers and partners with whom we can develop relationships in the medium term.



## SUSTAINABILITY nos princípios e na nossa gestão, para a construção de uma cadeia de valor mais sustentável

### Striving for continuous improvement, generating: more efficiency; more circularity; more sustainability as regards the company and its products.

Continuous improvement in operational efficiency, with more efficient consumption of resources  
Investment in renewable energy, with energy production for self-consumption;  
Decarbonisation plan, reducing CO2e emissions;  
Reduction and/or elimination of materials with a greater environmental impact;  
Products with a higher percentage of recycled and recyclable raw materials;  
Adapting the governance model for sustainable management;  
Establishing partnerships to maximise positive impacts.

# Intraplas Way

As part of the strategic reflection process that gave rise to Marble 2.0, we defined the profile of the company we wanted to be.

This process, which redefined the new organisational culture, involved all our employees, from management to machine operators, identifying the characteristics of the company we want to be.

The Intraplás Way defines the company we are building, with the aim of making it a “great place to work”.

We believe that every step we are taking in this direction moulds a more vibrant, collaborative and success-oriented culture for a more sustainable future. We are committed to promoting change and having an ever greater impact on the lives of our people.

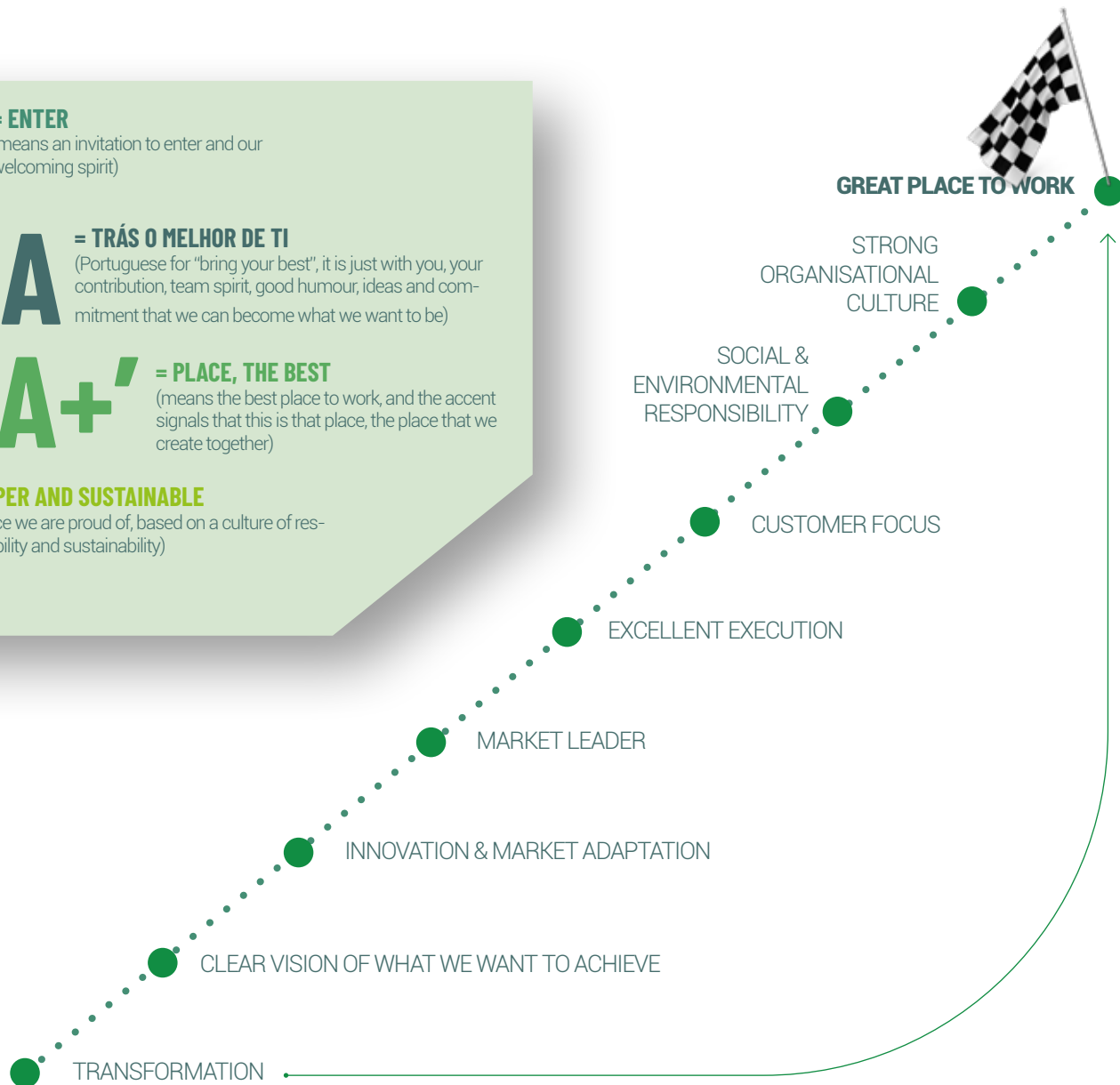
In 2022, we began, based on the conditions created by the shareholders, implementing this plan to transform our corporate culture, which we call the Intraplás Way.

**IN** = ENTER  
(means an invitation to enter and our welcoming spirit)

**TRA** = TRÁS O MELHOR DE TI  
(Portuguese for “bring your best”, it is just with you, your contribution, team spirit, good humour, ideas and commitment that we can become what we want to be)

**PLA+’** = PLACE, THE BEST  
(means the best place to work, and the accent signals that this is that place, the place that we create together)

**S** = SUPER AND SUSTAINABLE  
(a place we are proud of, based on a culture of responsibility and sustainability)



# Value creation model

By implementing our strategic plan, we are promoting the company's growth and ensuring value creation for Intraplás in the long term.

There will also be long-term value creation for the various stakeholders we interact with: customers, shareholders, employees, suppliers and local communities. By achieving our business development objectives, we will also be creating environmental value by aligning our packaging with sustainability principles and developing a new business area in the field of waste treatment and circularity.

## INPUTS

**Natural Capital**  
131.663 GJ

Energy consumption

**Intellectual Capital**

2,4% Employees allocated to research and development.

**Human Capital**

336 Employees

**Production Capital**

Production capacity at the company's two industrial units;

84% suppliers with whom we have established long-term partnerships

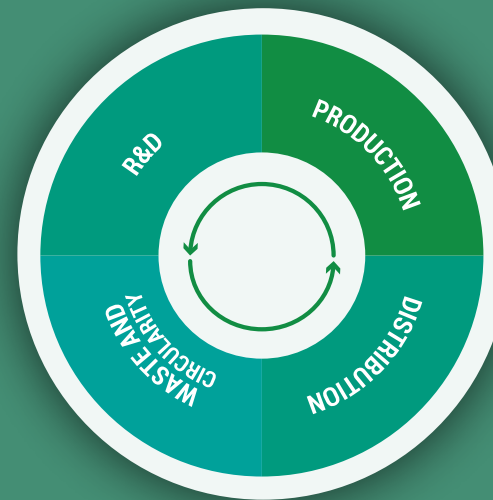
**Social Capital**

3 agreements: higher education institution, research centre and training centre

## BUSINESS MODEL

### OUR WAY OF DOING BUSINESS

We want to strengthen our position as a company that provides sustainable and innovative packaging services, supporting the food industry in meeting its sustainability targets.



### MARBLE STRATEGY 2.0

Strategy to leverage growth, based on global macro and packaging market trends

### VALUES

Our business is run in accordance with our values: Integrity | Collaboration | Flexibility | Proactivity | Results orientation | Fairness

## OUTPUTS

**Financial Capital**  
165 M€

SALES

**Natural Capital**  
95%

waste sent for recycling/recovery 1,495 tonnes of non-hazardous waste recycled on site.

**Intellectual Capital**

+6 new products

16 R&D projects in the pipeline, including:  
1 bio-polymer R&D project  
1 non-fossil polymer R&D project

**Human Capital**

15% Employees progress in their careers  
1,24% turnover  
85% Employee satisfaction rate

**Production Capital**

60,3 mil Tonnes produced

**Social Capital**

8 Internships under the agreements  
41 911 € investment in the community

# 2022 highlights



## GROWTH AND TRANSFORMATION

We continued our growth trajectory and implemented a strategy focused on new products and markets

**60,3 k tonnes**  
produced

**+10% volume**  
in PET production

**6 new services**

**2 new lines**

to produce paper cups for drinks and yoghurts, which will go into production in 2023



## VALUE CREATION

We create value for shareholders and customers

**165 M€**  
Revenues generated from the sale of products and services

**8,4%**  
Growth in tonnes sold



## SHARING VALUE

The company's growth translates into sharing value with our main stakeholders: employees, suppliers and the local community

**60k€** invested in employee benefits

**95%** of employees covered by the new performance evaluation policy 85% (up from 78% in 2021) employee satisfaction rating

**30** trees planted

**5k€** donated to local associations

**34%** long-term suppliers

**41 K€** invested in projects to support the local community



## SUSTAINABILITY

Aligning our business with the principles of sustainability, supporting our clients in meeting their ESG targets

### 2 Self-consumption

Electricity Production Units following the installation of photovoltaic panels, with an estimated annual production of 2.46 MWh

**7.336 ton** of CO2e (Scope 1&2)

**100%** of the circular packaging solutions on offer are ISCC Plus certified

**94%** non-hazardous waste

**95%** of waste sent for recycling or other recovery operations

**100%** of revenues are related to recyclable products

**0 complaints** for breaching the Code of Ethics and Conduct

**0 fines or penalties** for failure to comply with laws or regulations

# Investing in the future

Over the next few years we will continue to focus on implementing the Marble 2.0 strategy, in a series of actions linked to the 4 strategic areas. We are committed to, in addition to the objectives listed below and those covered in each chapter of this report, announcing Intarplás' future goals for the different strategic areas in the next reporting year.



## GROWTH AND TRANSFORMATION

**Diversify products by increasing paper packaging production capacity**

**Increase thermoforming capacity in turnover**

**Diversify markets to attract leads in the United Kingdom and USA**

**Invest in new business models that will leverage our growth**



## VALUE CREATION

**Step up investment in research, development and innovation**

**Invest in technology and systems that are levers for growth**



## SHARING VALUE

**Reinforce our commitment to people, empowering our staff and promoting equity, diversity and inclusion**

**Ensure ongoing business relationships with the suppliers of our company's main raw materials**

**Establish a social responsibility programme with local communities, in line with our strategy, vision, mission and values**



## SUSTAINABILITY

**Reinforce positioning and commitment to sustainability and ESG issues**

**Increase the range of solutions based on recycled polymers, reducing the use of virgin polymers and increasing the circularity of customer waste**

**Manage energy consumption and carbon footprint, contributing to a less carbon-intensive economy**

# 03

## VALUE CREATION

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- 3.1. CREATING VALUE FOR SHAREHOLDERS
  - 3.2. CREATING VALUE FOR CUSTOMERS
- 



## > CREATING VALUE FOR SHAREHOLDERS

### Why it is important

Creating shareholder value is essential to ensure the company's continuity and success over time. And this is a premise that also applies to Intraplás. Creating economic value is crucial for providing the company with the necessary resources to make the investments needed to implement the development strategy, promote growth, attract talent and innovation, and create the necessary reserves for less favourable scenarios and market uncertainties. It is also an attractive factor for retaining talent and for building relationships of trust with suppliers, partners and customers.

### How we fulfilled our commitment to shareholders in 2022:

- We took measures to ensure competitive input prices
- We constantly explored raw materials
- We followed up on the action plan to guarantee supply without disruptions
- We worked continually to optimise resources so that we can generate more efficiency

### In this section:

Focus on the following key aspect of Intraplás' sustainability:

- Economic performance



# Our way of creating value for shareholders

## THE MANAGEMENT PERFORMED TO CREATE VALUE FOR SHAREHOLDERS

Intraplás is owned by the Ferreira Machado family. In 2021, the shareholders delegated management of the company to an independent manager, who is a member of the company's board of directors and the CEO.

It is up to the CEO and his executive team, based on the conditions created and approved by the shareholders, to design and implement Intraplás' business development strategy.

This strategy, approved by management and the shareholders, is the company's driving force and guiding light.

Intraplás has made it one of its commitments to boost growth in a sustainable way and create value for its shareholders.

The Annual Reports and Accounts, as well as financial records and supporting accounting documents, accurately, truthfully and transparently describe and reflect the company's results and the policies adopted.

## COMPETITIVE FACTORS OF PRODUCTION

In view of the inflationary climate generated by the war in Europe and the energy crisis that has emerged, we have implemented measures to ensure that our customers have uninterrupted supplies.

One of the lines of action centred on efficient energy management, as we explain in detail in the chapter of this report dedicated to sustainability. Management was also centred on controlling energy pricing and finding strategies to improve energy efficiency levels. The investment made in photovoltaic panels forms part of this strategy, as detailed in the energy section of this report.



**165M€**  
SALES

**8,4%**

Sales volume growth in 2022 compared to 2021.



In a year marked by a difficult external context, with war, an energy crisis and inflation, Intraplás managed to improve its main financial indicators

We constantly prospected to identify new suppliers of the main raw materials, to ensure competitiveness and mitigate the risk of supply shortages



# Our way of creating value for shareholders

## Focused and efficient management and organisational transformation

We continued the organisational transformation begun in 2021.

We improved the internal management process, as a result of the teams' greater experience and knowledge of our updated organisational and implementation model. Constant monitoring of the indicators defined by the management team allows us to anticipate, control and mitigate risks, as well as maximise opportunities.

The management model, based on the premises of the Marble 2.0 Strategic Plan, is decentralised, with autonomy and well-defined, clear and auditable decision-making processes.

It focuses on results, the anticipation and mitigation of risks, and the implementation of corrective actions in the event of irregularities.

Ongoing monitoring of execution, and the ability to react based on performance, is an important mechanism for ensuring the profitability of the business and an effective decision-making process.

## Sales growth and diversification of markets and products

We maintained our profile as an exporting company, with 88% of sales to international markets.

In 2022 we continued to focus on the strategy of expanding the business into markets with growth potential and diversifying our products.

We recorded higher growth in the thermoforming segment, of 13.4%, and 30.3% for paper cups. In view of the market's increased demand for these products, investments have been made in two production lines. The laminates segment, which accounted for 78% of sales in 2022, grew by 8.3% in terms of quantity.

We continued with our strategy of diversifying materials, intensifying the use of PET polymer in the extruded film. Whenever possible, we use R-polymers (recycled material) in our products.

We invested in two new paper cup lines, which will allow us to offer packaging solutions in this material as early as 2023, namely cups for drinks, yoghurt and ice cream.

88%

Sales to international markets in 2022.

39%

sales to France, our biggest export market in 2022.



We constantly prospected to identify new suppliers of the main raw materials, to ensure competitiveness and mitigate the risk of supply shortages

## > CREATING VALUE FOR CUSTOMERS

### Why it is important

Creating value for customers is Intraplás' top priority. Customers are at the centre of everything we do, and their satisfaction is one of our guiding principles. It is customer satisfaction that makes it possible to establish long-lasting, trusting relationships.

### How we fulfilled our commitment to customers in 2022:

- We continued production that ensures our products are high quality and food safe
- We maintained our certifications in the areas of quality management and food safety, and in other areas that lend credibility and competitiveness to our offer, namely in the area of material sustainability certification
- We made progress in realising opportunities for innovation, with concrete solutions in terms of sustainability
- We implemented optimisation projects that allow us to improve our product and customer service, in line with our desired positioning as a global packaging service provider
- In line with our commitment to offer a wide range of customer services, we provide regulatory support for ISCC Plus\* certification processes, which allows customers to certify the circularity of their products' packaging
- We increased integration and synchronisation with our customers and strategic suppliers through a growing attitude of sharing value, based on a long-term vision, and building relationships of trust, structured on the principle of transparency.

\* The International Sustainability and Carbon Certification (ISCC) PLUS is a certification programme for the circular economy focused on verifying the traceability of recycled materials (e.g. mixed plastic waste).

### In this section:

Focus on the following key aspects of Intraplás' sustainability:

- Quality and Food Safety (includes product and service quality, management system and continuous improvement)
- Business diversification and new markets
- Innovation and technology
- Customer satisfaction



**Our achievements in 2022:**



INNOVATION CUSTOMER DAYS

8



NEW SERVICES

+6



NEW MARKETS

+2

COMPARED TO 2021



PIPELINE PROJECTS

6

**How we will fulfil our commitment to customers in the future:**

- Continuing to invest in innovation as a driver of differentiation and value creation for our customers' packaging
- Creating packaging in line with the principles of efficiency, circularity and sustainability, supporting our customers in meeting their ESG targets in the area of packaging, always guaranteeing high quality and food safety as a basic premise
- We want to increase our BRCGS certification rating from AA to AA+, taking advantage of the fact that 2023 is an unannounced audit year (a necessary requirement to obtain this rating - in scheduled audit years, the maximum possible score is AA)
- Reinforcing our position as a global packaging supplier, a partner with the know-how and technology to support the customer all the way from the packaging concept to its reincorporation into a new production cycle after use, offering a life cycle perspective
- Promoting and instilling a culture of efficiency and productivity, with investment in human capital and technology, which is reflected in the creation of added value for our customers

## Customer management

Customer management is primarily the responsibility of the Business Development and Customer Service teams. Together, they ensure sound business development and customer satisfaction. They are also responsible for defining pricing, a critical aspect of the business, which is handled transparently using their own methodology.

However, the entire organisation places the customer at the forefront of its priorities and even the operational departments are aware of and focused on creating value for customers.

### **Customer support and technical support**

We are here to provide our customers with the best packaging solutions. We want to do this by establishing partnership relationships, which is why the company restructuring included the creation of a department focussed on customer support. This department is responsible for handling complaints, responding to customer requests and supporting the R&D department with new projects.

The technical support we provide is another area of activity that is very important for creating value for customers.

These services allow us to support customers in implementing improvements, generating efficiencies and meeting their sustainability targets as regards the packaging of their products.

### **Quality and food safety**

Our quality, so intrinsically linked to safeguarding food safety and therefore so important in our value chain, is also highly dependant on the Quality and Regulatory department.

This department supports the Industrial department and the entire organisation in maintaining certifications and ensuring continuous improvement, as well as identifying and disseminating food safety and other requirements to be met in packaging production, in addition to future regulatory trends. It also supports a service that helps clients with regulatory aspects within the scope of certification processes, such as ISCC Plus, which helps to add value for customers and for Intraplás in terms of its positioning as a global packaging service provider.

### **Grow with our customers:**

- > with new products
- > in new markets
- > in new locations

We are a company that places the customer at the centre of our decisions.

We support our customers in improving their packaging, helping them to fulfil their objectives as regards quality and food safety, as well as sustainability

# Factors that set us apart

We work every day to create and improve products and new technologies, and offer packaging solutions with a focus on food quality and safety, eco-design and sustainability.

Our packaging solutions protect final food products, ensuring they retain their properties and can be consumed safely. We also respond to the need for more eco-efficient production, and to factors such as convenience, flexibility, circularity and design.

In 2017 we created a development and innovation centre, where a multidisciplinary team with extensive experience is building the future. It is in this centre that we focus daily on improvements and the development of new products and innovative technologies.

## New PET line

We are investing in a new PET line so that we can respond to increased market demand. This new line is more efficient than the previous PET line.

## Our products, services and production process

### Products with guaranteed value. Packaging designed for each client.

- + food safety, preserving nutritional value, colour, aroma and other organoleptic properties
- + functionality and customisation, with attractive packaging design, materials and specific specifications for each customer project
- + consumer convenience, with new technologies that adapt to new consumer habits and profiles

### Expanding the offer with + ecological design and production

- Expanding the range of solutions with PP, PET, bio and circular materials
- Focus on future competitiveness factors: various material options and circularity
- Virgin polymers
- + Recycled polymers
- + Bio-polymers
- + Recyclable materials
- + Post-industrial Waste

### LabTec

Investing in the FFS line allows us to simulate the industrial performance of the film before sending it to the customer, making the necessary adjustments. It allows us to carry out tests with alternative materials and thicknesses that meet the customer's specifications, but with benefits in terms of efficiency, among other factors.

### R&D team

Multidisciplinary team that supports the customer with technical requirements and product specifications. Our innovation and development team collaborates with customers throughout the development process to create a personalised product that meets requirements and specifications.

+ See more information on the environmental impact of our innovation strategy in the chapter on sustainability.



**We create innovative, customised packaging solutions that protect food, people and the planet.**

## Creating the packaging of the future

### How we are contributing to our customers' sustainability, the circular economy and the promotion of eco-design:

#### **Consultancy services provided by a multidisciplinary team that combines experience with knowledge.**

Our multidisciplinary team and development and innovation centre enable us to design innovative solutions and accompany our customers on their journey to greater efficiency and sustainability.

- + efficiency, with a service that allows our customers to produce more, with less raw material consumption
- + circularity, by incorporating recycled and recyclable raw materials into our production cycle
- + sustainability, with the incorporation of more sustainable materials
- + innovation, with a multidisciplinary team that supports the customer from the product ideation stage onwards
- + We think about the right combination of material and decoration

#### **Our production process**

##### **Extensive experience and the right knowledge, combined with production capacity and technology**

- + production capacity
- + efficiency, with controlled raw material consumption and other production factors
- + safety for all employees
- + agreements with scientific partners



In the future we will increasingly fulfil our ambition to reduce virgin polymers and increase the incorporation of recycled polymers.

## QUALITY AND FOOD SAFETY

**Quality and food safety, allied with a culture of continuous improvement, are the cornerstones of our activity and reflected in our Quality Policy.**

+ MORE INFORMATION



### Quality Management System Certification

Our Quality Management System, certified to ISO 9001 since 1994, guarantees stringent and consistent quality control, from the receipt of materials to the delivery of the final product to customers.

### BRCGS Packaging Certification

Our Food Safety System is certified according to the BRC packaging standard, based on the use of good manufacturing practices and the HACCP system. This certification guarantees the highest standards of hygiene and safety in all our products.

These certifications attest to our ability and focus on guaranteeing appropriate production standards, in compliance with the applicable legal and regulatory requirements, observing the appropriate levels of quality, safety and hygiene.

We also have other certifications that support us in providing quality solutions that meet our customers' requirements, such as:

- > MID
- > ISCC Plus
- > Interstate Milk Shippers (US)

### Preparation for PEFC and FSC certification

In order to meet market needs/ trends in the ESG area, in 2022 Intraplás began the process of preparing for PEFC and FSC certification, taking into account the product diversification scheduled for 2023, with the production of paper cups.

### Annual culture plan for food safety

The food safety standards we have established are promoted throughout the organisation, with a firm commitment being made to training and awareness-raising. To this end, a food safety culture plan has been defined and implemented since 2020, being repeated every year and including activities aimed at alerting employees to good practices in this area and the importance of implementing them.

In addition to training, the plan involves various awareness-raising activities, with different paces and methods, including a day dedicated to this topic. It also involves organising a survey and suggestion boxes to collect feedback, ideas and concerns.

The excellent results we achieved in 2022 in our various certifications attest to the quality and excellence of our processes and products:

## ISO 9001

(QUALITY):

No Non-Compliances

## BRCGS Packaging

(FOOD SAFETY):

AA Rating

## MID

No Non-Compliances

## ISCC Plus

(CIRCULARITY):

No Non-Compliances

## Interstate Milk Shippers

(US EXPORTS):

100% Rating

## MAIN INNOVATIONS

Our ambition is to be leaders in packaging solutions, and innovation is one of the levers for achieving this. It is a critical factor in being able to create more value for our customers, differentiating ourselves by doing things differently and better.

We therefore want to reinforce our position as a company that supports our customers' innovation and sustainability, helping them to fulfil their innovation and sustainability objectives.

Thanks to the technical quality of our team and the wealth of experience garnered in packaging production, we offer our customers an intelligence service that accompanies them from the ideation phase onwards in everything related to packaging. We can provide a service whereby we design and test the best packaging in terms of pricing, functionality, materials, safety and circularity, among other important factors.

In this section of the report we present some of the innovation processes and projects we have been focusing on throughout 2022.

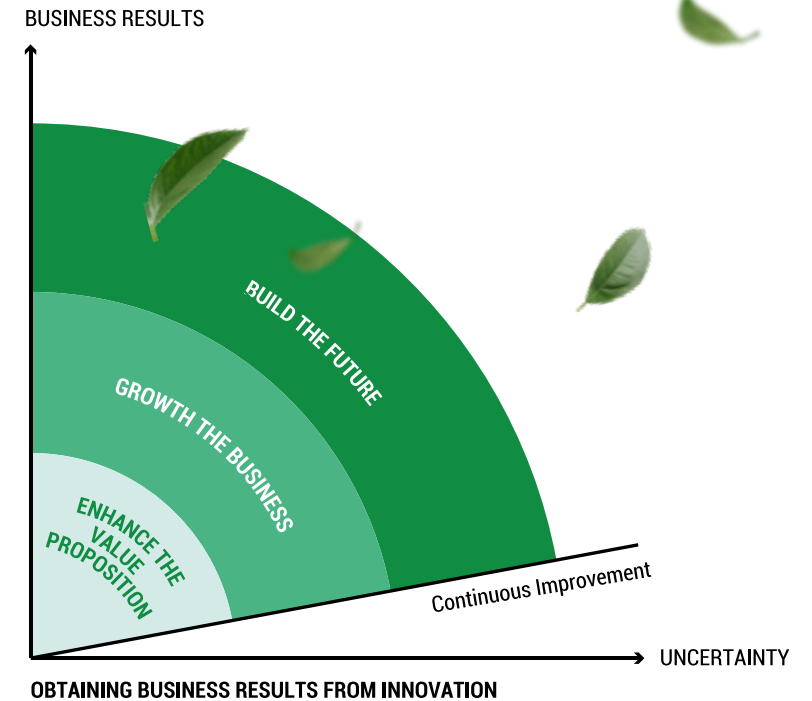
### THE INNOVATION HORIZON AT INTRAPLÁS

We have a strategic plan for innovation, based on a corporate culture that fosters it. How we think about innovation and make it happen:

- We anticipate future scenarios, influencing the present moment with the innovations we create.
- We mitigate short-term risks to embrace new opportunities.
- We create procedures to identify peripheral business models, and develop them internally.

We are able, through systematic processes of continuous improvement, to generate results for the business through innovation:

- **We create new value propositions**, with new services, products and business models.
- **We improve current products and services** by incorporating customer insights and recommendations.
- **We reduce costs** by improving productivity and efficiency ratios



We know that change is constant and that progress is what makes the world move forwards.

At Intraplás, the implementation of our strategic plan for innovation enables us to identify new differentiating factors for our customers in the area of packaging.



## INNOVATION PROJECTS

The innovation projects in which we have been involved in 2022 could have great added value for the customer, with benefits centred around efficient material consumption, extending the range of barrier products, greater recyclability and the use of more sustainable raw materials.

### What added value could innovation projects in the pipeline have in 2022?

#### PROJECT GREEN

Offering a range of recyclable gas (O2) barrier products in PET and PP based products, in line with recyclability recommendations. (Recyclclass/ Petcore).

This initiative was created as part of the innovative "barrier products", which are characterised by having several layers to protect the product from direct contact with oxygen, water and steam, and to prevent oxidation and other damage. This new "barrier product" is a monolayer product, leading to a reduction in the plastic used to produce the packaging.

#### PROJECT HEPHESTO

Offering a range of recyclable PET HT (Hot Fill) products.

#### PROJECT LAVOISIER

Production of yoghurt cups and cups for cold and hot drinks in PET and rPET, as an alternative to PS and PP.

#### rPET DECONTAMINATOR

rPET is of food-related origin (95%). It will make it possible to fulfil the 100% food contact requirement.

#### PROJECT SMART CUP (Tokens)

Smartcup technology solution compared to classic PFC. Supply of tokens that feed the smartcup lines, generating less waste and more gains in production and logistical efficiency; Product in line with Sustainability and Green Deal principles.

#### PROJECT DARWIN

Development of dry-moulded fibre packaging solutions with cost and quality advantages compared to alternative pulp solutions.

#### PCW (Post Consumer Waste)

~~Promoting new, currently non-existent, post-consumption collection and recycling "streams", one for PS-based yoghurt cups and another for PP-based beer cups already used by the end consumer.~~

The aim will be to transform these materials again and incorporate them as raw materials in the production of new yoghurt cups and new beer cups, respectively.

#### EASY BREAK PP

R&D project aimed at adjusting the production characteristics of PP laminate.

The aim is for it to acquire mechanical characteristics similar to those of a PS laminate, mainly in the stiffness-plasticity combination. We aim to obtain with this project a laminate that facilitates pre-cutting in FFS filling line operations, which in turn will allow the consumer to remove it easily (Easy break effect).

With this possibility, we will be able to have yoghurt packs in PP, as is the case with packs made from PS laminate. PP-based laminates have a natural behaviour, intrinsic to the polymer, which is not suited to packaging production while maintaining food safety standards in the pre-cut area, as it is difficult to achieve uniformity.

On the other hand, they have more developed circularity flows than PS. The success of this project will mean PP laminates can be made more functional, while more diverse materials can be used in the production of yoghurt packaging packs, with a higher success rate in terms of packaging recycling, at least in the medium term, while PS packaging circularity flows remain less mature than their PP counterparts.

#### + information

In "5.2. Materials and Circularity" you can find more information about our R&D and innovation projects and their role in exploring more circular and sustainable materials and packaging solutions.

### OUR SELF-INNOVATION STRATEGY FROM CURRENT KNOWLEDGE AND TECHNOLOGY TO THE MOST DISRUPTIVE

Our innovation strategy is a key factor in expanding our range of products and services. In addition to the innovations we already offer, the strategy positions each project we are developing according to its disruption potential, as compared to current knowledge and technology.

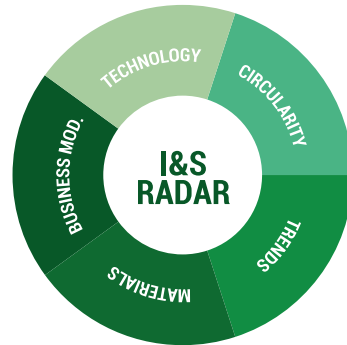


Management decision-making in terms of investment and innovation takes into account macro trends in the food system, such as sustainability, circularity and the elimination of substances that could pose a health risk.

## INNOVATION PROCESS

In addition to the innovation projects described above, innovation involves a number of processes, including the Innovation Customer Day and the Innovation Radar.

We also highlight Efficacité, a service we provide with the aim of increasing productivity and savings on our customers' production lines.

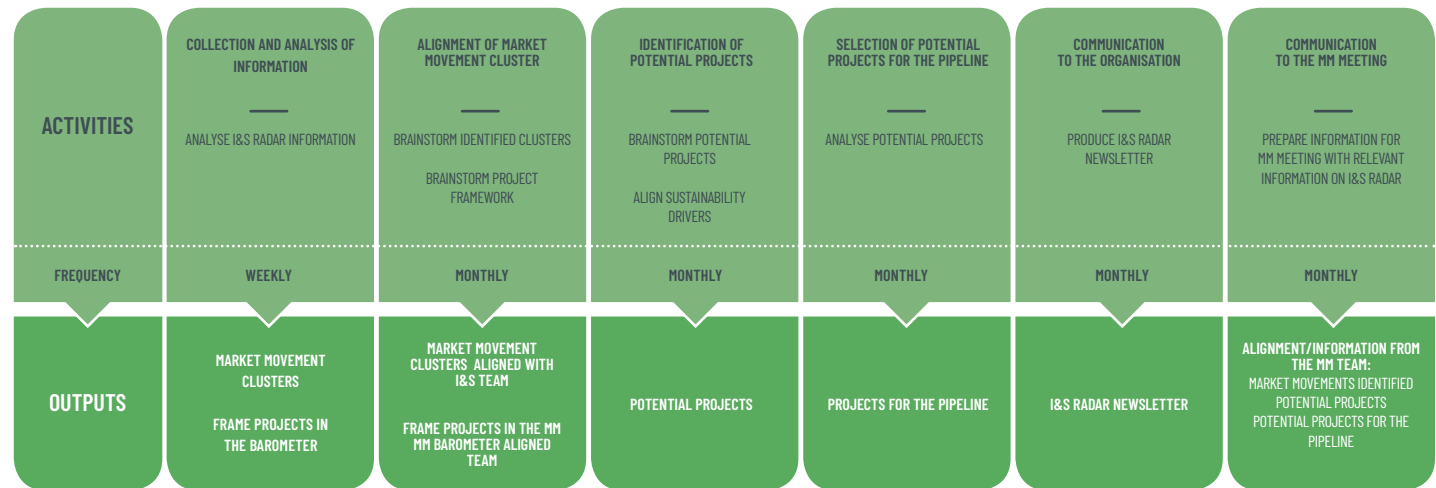


*We are focused on anticipating the main trends in food consumption, offering innovative packaging solutions.*

### ALWAYS WITH THE "RADAR" ON

One of the tools we use as a source for developing potential innovations is the information we gather from the market. We created the "Radar" platform for this purpose. Any day of the year, any employee in the organisation can post information they have come across, or ideas and suggestions for us to implement. Every month, the R&D department organises these ideas by clusters and the degree of urgency of each cluster. To select the ideas with the most traction, R&D decides which potential projects will go into the pipeline, and these are taken to the innovation committee (this committee includes the operations, quality, marketing, innovation, and procurement departments and the CEO). If approved, a project then enters the innovation process. The processing phase involves extensive research that gradually leads to the design of the product and a business case. Then it goes back to the innovation committee, and depending on the project it can then go to the investment committee. If approved, it goes on to be implemented. All the company's employees have been trained in the use of this innovation tool.

Our radar extends to various domains: technology; circularity; materials; business models and global market trends. This information follows a series of stages, as explained in the procedural table.





## INNOVATION CUSTOMER DAY

We value transparency and trust from our customers. We created the Innovation Customer Day, aware that the innovations we are developing in-house could become opportunities for our customers.

The aim of the event is to make our main customers aware of the innovation initiatives taking place at Intraplás and the resulting products and technologies.

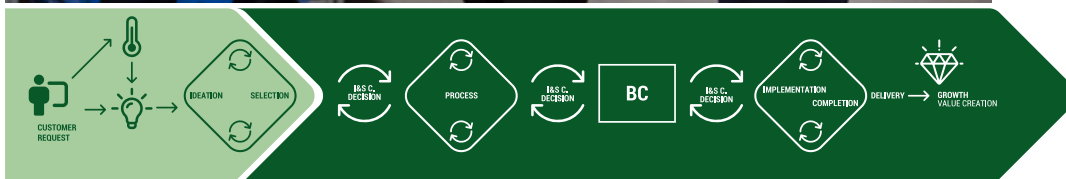
During customers' visits as part of the Innovation Customer Days, they are involved in meetings with teams from different departments, who explain the potential added value of the solutions being created. It is therefore a day of learning about the packaging solutions of the future.

These visits also allow customers to improve their technical knowledge surrounding certain aspects of packaging production, and to explore opportunities for improvement and innovation.

### WHEN THE CUSTOMER ASKS US TO INNOVATE

The innovation process may have an internal origin, but in other cases it may be the result of a customer request. In these cases, we follow a process that begins with ideation and the selection of ideas, and proceeds right through to implementation. The process is closely monitored by the customer, who has a partner innovation team at Intraplás for the packaging area.

The aim of the Innovation Customer Day is to make our main customers aware of the innovation initiatives taking place at Intraplás.



PIPELINE

PORTFOLIO

INNOVATION PROCESS

## CASE STUDY

**Produce more with less waste  
Advantage of the Efficacité service**

**We have set up, based on the strategic pillars of creating and sharing value, a methodology for creating value by optimising our customers' packaging systems.**



We use Efficacité to differentiate ourselves through the cost savings we provide to our customers. Our experience and expertise help them make more efficient use of the laminate. We make things more profitable for our customers, allowing them to produce more with less.

From a service perspective, the Efficacité programme is used to audit the customer's technology so that it can be optimised. This audit is carried out in order to create shared value: the customer gains more productive technology and Intraplás gains an increase in turnover.

We proactively try to ensure that the laminate is well adapted to the customer's situation and that it can be used with maximum efficiency. This service allows us to minimise the "ripple" effect that prevents the customer from using the last few metres of the laminate, which has a significant financial impact.

Intraplás' laminate generates less waste because we can use it from start to finish, creating less industrial waste. Intraplás undertakes a diagnosis to generate a solution that can sometimes imply an investment. In some situations the investment is divided between Intraplás and the customer, with Intraplás compensating in terms of volume of work and time. The programme also includes training for machine operators, providing the team with the necessary knowledge to optimise technology.

### Case Study | Efficacité Programme

#### 1. Initial challenge:

Improved efficiency with a target of €300k by the end of the 2022 financial year.

We proposed an optimisation programme for the customer in their factory, specifically in 2 of their FFS lines, so that we could bring at least the same amount of benefits to the customer.

#### 2. Resolution:

We carried out an audit of the customer's existing technology, and looked at optimisation solutions.

- Audit visits to check the status and malfunctions of 2 of the customer's lines.
- Collection of the customer's current indicators for a baseline and setting/monitoring objectives.
- Regular technical visits to the factory, with systematic technical interventions on the lines to correct anomalies and increase overall efficiency.
- Training programme on the Intraplás testing line, with a view to individual training for employees at the customer's plant according level of responsibility, starting with managers.
- Test and optimisation programmes and Intraplás product programmes on the customer's lines.
- Suggested modifications/improvements to the line
- Systematic monitoring of the operation of the lines following the actions taken.
- Monitoring and evaluation of final results.

#### 3. Creating value: a virtuous circle between the customer, our company, the environment and the end consumer

##### 3.1 Benefits for the customer:

- Increased production efficiency.
- Less waste involving plastic and other packaging components.
- Lower energy consumption.
- Less overtime (Saturdays) worked.
- Better trained operators.
- Fewer occupational accidents and less absenteeism.
- Greater motivation/commitment on the part of line operators.
- Reduced costs for our customer, by optimising customer training, with estimated savings per line of around 12.5%.

##### 3.2 Benefits for Intraplás:

- Creating and sharing value in the Supply Chain
- Maintaining a partnership relationship with the customer.
- Technical knowledge sharing.
- Trust in and recognition of Intraplás know-how.

##### 3.3 Potential benefits for the environment and/or the end consumer:

- Less waste involving plastic and other packaging components, and consequent reduction of the CO2 footprint.
- Less product waste (yoghurt) and consequently a smaller environmental footprint and less food waste. - Potential reduction in the cost of the product for the end consumer.

## OPTIMISATION PROJECTS

### ERP

In 2022, there were highly significant changes at Intraplás, which equipped the company with more sophisticated management systems and tools. One of the projects with a major impact was the implementation of a new ERP.

The Sage X3 ERP was implemented with the aim of providing the company with an up-to-date system with effective data analysis, management and control tools. Intraplás now has an international footprint with a more flexible, modern and international ERP.

By increasing the capacity to monitor data in real time, it allows for various optimisations in areas ranging from the purchase of raw materials to the validation of the pricing that is done for the customer. The use of this system has a direct and major impact on the company's competitiveness and value creation.

### COMMUNICATION PORTALS

Communication in a globalised market is a critical management tool, helping to build relationships of trust with key stakeholders: employees, customers, suppliers and others.

We have developed, with the aim of improving the communication and involvement of the various stakeholders, the "Employee Portal", "Customer Portal" and "Supplier Portal" software. With these tools we aim to improve internal communication, our service to customers and our communication with suppliers. These improvements could in turn boost efficiency in the Quality, Purchasing and Customer Service areas.

WE WERE ABLE, WITH  
THE CREATION OF  
AN OPTIMISATION  
DEPARTMENT, TO  
USE OUR OWN  
METHODOLOGIES TO  
OPTIMISE THE MOST  
CRITICAL MANAGEMENT  
PROCESSES, BOOSTING  
VALUE CREATION

## OPTIMISATION PROJECTS

### SIMPLIFY ELEVATE

**Simplify Elevate is a tool that makes it possible to increase the efficiency of processes within the company by improving flows, maximising specialised teams' time and resolving efficiency problems detected by the programme.**

**It is based on 3 main guidelines (Optimise inventories; Improve flows; Manage specialist time) and 3 supporting guidelines (Simplify Elevate Leverage; Simplify Academy; Systems).**

### 3 MAIN GUIDELINES

#### **Optimise inventories:**

Optimising inventories makes it possible to avoid overstocking and to assess the risks associated with volumes and quantities. When processes involve long lead times, the level of stock is increased to take into account uncertainties and inefficiencies.

This allows any variations to be identified in order to improve the predictability of results, since historical data is used.

#### **Improve flows:**

Improving flows aims to mitigate inefficiencies and complexities detected in processes, customers, suppliers and at organisational and information level.

#### **Manage specialist time:**

Being aware of the value of specialised teams' time, we try to give a special focus to these groups by selecting their activities.

### 3 SUPPORTING GUIDELINES

#### **Simplify Elevate Leverage:**

Simplify Elevate Leverage is a Simplify strategic strand that seeks to foster significant changes and encourage a supportive culture through communication.

#### **Simplify Academy:**

This aspect aims to train specialised groups with an operational efficiency mindset and to disseminate a results-focused culture by rewarding trainers and groups and publicising the best projects.

#### **Sistemas:**

The systems aspect aims to maximise the use of digital resources by eliminating/reducing duplicate inputs.



# 04

## SHARING VALUE

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- 4.1. SHARING VALUE WITH EMPLOYEES
  - 4.2. SHARING VALUE WITH THE COMMUNITY
  - 4.3. SHARING VALUE WITH OUR SUPPLIERS AND PARTNERS
- 

GROWTH

VALUE CREATION

SHARING

SUSTAINABILITY

## > SHARING VALUE WITH EMPLOYEES

### Why it is important

Sharing value with employees is fundamental to our long-term success.

The personal and professional growth of our employees is crucial if we are to implement our strategy of transformation and creating value for all our stakeholders, in an uncertain climate and with challenges such as the rising cost of raw materials, transport and energy.

### How we fulfilled our commitment to employees in 2022:

- We implemented a performance evaluation policy for the first time
- We awarded performance bonuses to employees, distributing positive business results
- We defined career and development plans in line with our strategy
- We continued to develop our employees' skills through the Intraplás Academy
- We continued to pursue various initiatives that promote health, safety and well-being

### Nesta secção:

Foco nos seguintes temas materiais de sustentabilidade da Intraplás:

- Employee training, education and development
- Employee participation, diversity and inclusion
- Employee well-being, health and safety
- Human Rights





**Our achievements in 2022:**



PERFORMANCE  
EVALUATION

95%

OF EMPLOYEES  
COVERED BY THE NEW  
PERFORMANCE EVALUATION POLICY



TRAINING

83,3%

EMPLOYEES TRAINED  
AT THE INTRAPLÁS  
ACADEMY



BENEFITS

60 K€

INVESTED IN EMPLOYEE  
BENEFITS



BONUSES

500 K€

DISTRIBUTED  
BONUS EQUIVALENT TO 1-1.25 MONTHLY  
SALARY FOR EACH EMPLOYEE



EMPLOYEE SATISFACTION  
RATING

85%

(COMPARED TO 78% IN 2021)

**How we will fulfil our commitment to employees in the future:**

- Improve our ability to attract and retain talent, namely by reducing recruitment times, having HR policies that promote fairness and equal opportunities for employees and creating an internal recruitment policy for new positions
- Promote employment opportunities that foster diversity and social inclusion
- Continue developing the Intraplás Academy to promote professional skills
- Continue with actions to improve occupational health and safety conditions

## CUSTOMER MANAGEMENT

Human resources are managed by a team from the People, Transformation and Marketing department.

This team is responsible for the cultural transformation needed to implement the Marble 2.0 strategy and works to ensure that we have the right workforce to produce high quality products and services.

It is this team that defines the strategy, policies and programmes to ensure our employees' professional and personal development, as well as involvement and inclusion.

In the same department we have a team dedicated to occupational health and safety.

## WE INVEST IN OUR TALENT TO GROW TOGETHER

We want to have a talent pool that helps us achieve our vision and mission, with our values as our guide.

There were, in 2022, cultural transformation initiatives based on professional development and employee recognition:

> We implemented the career management system and the performance evaluation policy.

> We also continued the Intraplás Academy, which we launched in 2021.

We are investing in distinguishing ourselves in a competitive labour market through transparency and sharing our results.

Increasing our employees' satisfaction and fostering their professional development through opportunities for growth and recognition are also an investment in attracting new talent.

## WE HAVE CREATED A FOUNDATION FOR MUTUAL GROWTH

We established a **career management system** in 2022 to ensure the talent we need to grow is retained and developed.

Our system defines a transparently communicated career path. The structure and criteria for career development are adjusted to our needs as a company, with levels and sub-levels linked to salary bands.

It includes progression paths at management and technical level through:

> progression (performance evaluation - merit)

> promotion (criteria include organisational needs and individual performance)

> mobility within the same level (criteria include organisational needs and competences)

**This allows each employee to follow more than one career path, broadening their opportunities for development, growth and career progression with us.**



**WE ARE COMMITTED TO OUR EMPLOYEES' DEVELOPMENT**

In 2022, we put in place a new **performance evaluation policy**, across the entire organisation.

This policy has enabled us to clarify what is expected of each employee and to measure, in a fair and objective way, how their performance contributes to our results.

Employees are assessed annually according to a **competency model**:

- > INTRA: conduct and attitudes in line with our culture, mission and objectives
- > functional: ensuring processes are followed, as defined by functional groups
- > technical: technical knowledge required to perform the job
- > managerial: management/leadership functions

We included, for the first time, **performance-related bonuses** to, on the one hand, encourage improved results and conduct in line with our mission and, on the other, to value and recognise the work of employees throughout our organisation.

In a competitive labour market, we are therefore distinguishing ourselves as an employer while encouraging continuous improvement in terms of results.

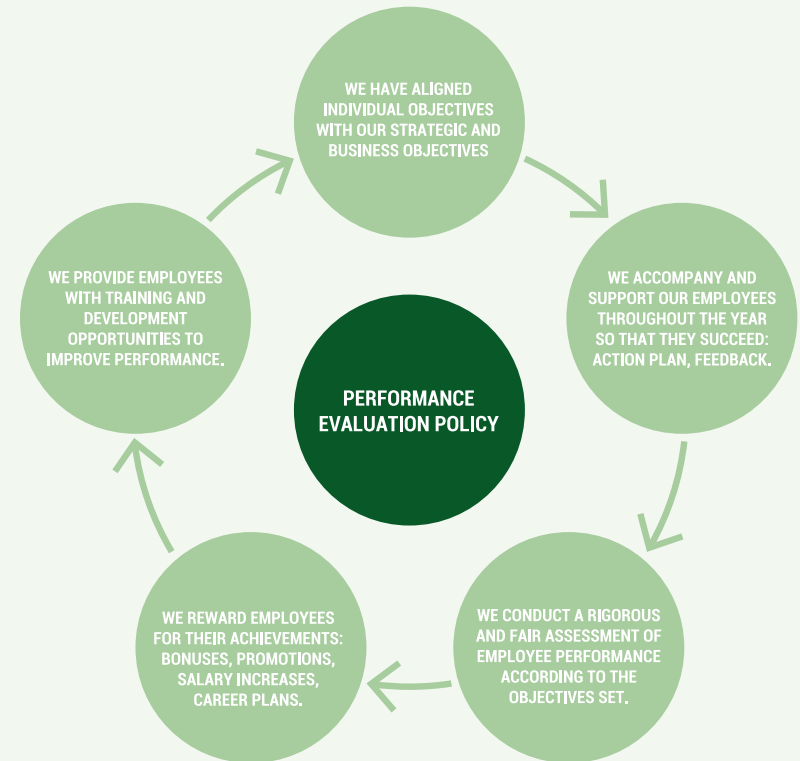
Our bonuses now include:

- > variable bonuses, based on the employee's performance and our results
- > rotation bonuses, for employees who work shifts (e.g. weekends and public holidays)
- > machinery bonuses, to provide an incentive to employees with leadership ability to learn and master the production lines



PARTILHAMOS OS NOSSOS RESULTADOS COM OS NOSSOS COLABORADORES

**HOW WE HAVE ENCOURAGED A CULTURE OF CONTINUOUS IMPROVEMENT IN OUR WORKFORCE**



**95%** of employees covered by the performance evaluation

We reward employees based on their performance and our results:

**20%** individual performance + **35%** unit + **45%** team KPIS

Total bonuses distributed: **500** kEur

**WE CONTINUED THE INTRAPLÁS ACADEMY**

We are increasing our productivity and efficiency through the professional development of our employees.

The **Intraplás Academy** reinforces our strategy of increasing competitiveness through continuous improvement and innovation, rapid adaptation to changes, such as regulatory and technological changes, and enhancing leadership and management skills.

The Academy is also key to retaining talent: employees have the opportunity to learn and grow with us.

The 2022 training courses covered technical, behavioural and management issues and were geared towards employee interests and needs.

Training courses included: team leadership, food hygiene and safety, chemical recycling of plastics, negotiations, purchasing management, stock management, growing as a team, ISO 9001 internal auditors, languages and European packaging regulations.

We are also contributing, with more skilled leadership and management, to a more motivated and supported workforce and a more positive and collaborative working environment.

**WE ATTRACT AND RETAIN TALENT THROUGH REMUNERATION AND RECOGNITION**

We want to attract talent and retain a workforce that is motivated and involved, and therefore productive.

That is why, in 2022, we offered various benefits to recognise the value of our employees' work, in order to distribute value more fairly and to contribute to staff well-being and their quality of life.

**THE BENEFITS WE OFFER OUR EMPLOYEES**

minimum entry wage  
**above the national minimum wage**

**7,63€**

tax-free meal allowance  
paid by means of special card

**22+3** days of holiday

**Health insurance**  
(after one year with the company)

**Provision of curative medicine**  
consultations; analyses, hearing  
and sight tests

**Christmas hamper** for all employees and  
gifts for children up to 12 years old

**Hybrid working**  
for compatible functional areas

**60k€**

invested in employee benefits

**266**

employees received benefits

**INTRAPLÁS ACADEMY**

**39**

training courses offered (26 technical, 10 leadership and 3 linguistic)

**280**

Employees trained at the Intraplás Academy

**We recognise value**

We give a Christmas hamper to all employees and gifts for their children up to the age of 12, as an expression of the Intraplás culture.

This gesture expresses our gratitude and appreciation for the work done during the year and reinforces the Christmas spirit of generosity and sharing.

It is with this involvement and closeness that we will be able to promote the well-being of our workforce and contribute to the continuous improvement of our productivity.

## AN ENGAGED AND INCLUSIVE WORKFORCE

**We want to be ever closer to our employees so that together we can develop a responsible and ethical company.**

We endeavour to actively contribute to enhancing employee well-being, loyalty, productivity and performance by becoming closer and more inclusive.

We improved our Code of Ethics and Conduct in 2022 and developed initiatives that reinforce our culture of mutual respect and connecting with our employees, such as social gatherings and our monthly newsletter. We also started hiring more inclusively as regards nationality, age and competences.

### WE RELAUNCHED OUR CODE OF ETHICS AND CONDUCT

We improved our **Code of Ethics and Conduct** based on feedback so that we have a clear and consistent set of conduct rules and principles for all employees.

The Code of Ethics and Conduct promotes a culture of integrity, responsibility and mutual respect inside and outside our organisation. The code is a guide to ethical business practice, with respect for all stakeholders.

Among the many benefits of working in a fair, transparent and ethical manner, in accordance with our values and culture, we would highlight:

- > Being able to find creative solutions to unexpected challenges or complex problems with a workforce that lives our values of integrity, collaboration, flexibility and fairness
- > Growing and cementing our relationship of trust with customers, suppliers and investors

**+ information on the Code of Ethics and Conduct in Responsible Management**

### WE ARE STRENGTHENING THE INTRAPLAS CULTURE

We are strengthening our organisational culture through initiatives that involve and motivate our workforce.

In 2022, for Epiphany, we provided a Port wine tasting accompanied by a handmade "Portuguese king cake". It was a **moment of sharing and socialising** in which we valued our employees and reinforced values such as team spirit, solidarity and cooperation.

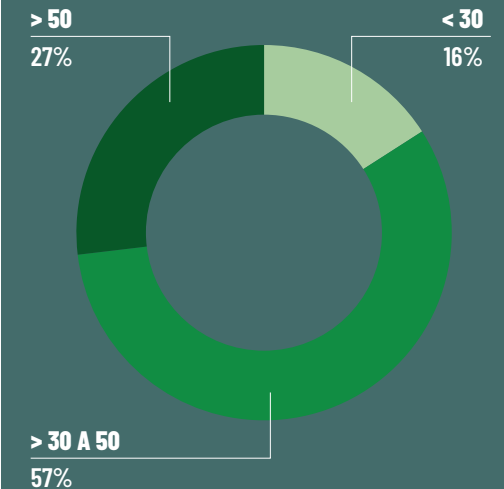
Our **monthly newsletter** is an important tool in building a more collaborative, transparent and productive working environment.

The newsletter contributes to a collaborative and integrated organisational culture by aligning the actions of the different areas of the company so that none of them act in isolation.

This tool also makes it possible to be transparent with the workforce about all changes, new projects, results and targets achieved.

## Our diversity grew in 2022

We opened our doors to new employees of different cultures, competences and ages (+50)



**3** nationalities

This internal communication channel also allows us to stimulate employee involvement and consequently productivity by:

- > sharing content that is relevant to operations in our market
- > sharing our social initiatives
- > recognising the team's work

In 2022 we also designed **a new Onboarding process** that helps new employees integrate into the company culture and understand what is expected of them and how they can develop and progress with us.

The new process will be implemented in 2023 and includes an onboarding programme during the first six weeks.

+ information on how we strengthen the Intraplás culture by sharing value with the community

## INCREASED SAFETY AND WELL-BEING

The safety and well-being of our team is a priority that brings additional benefits to us and our employees.

By improving quality of life and inclusion in the workplace, we drive increased productivity and employee engagement.

We have accident prevention plans and an annual calendar to improve occupational health and safety and employee well-being.

We offered additional benefits to employees in 2022, listened to their opinions on the future of the company and implemented a hybrid working programme.

+ information on benefits and workforce engagement and inclusion in Right talent with the right knowledge and Engaged and included workforce

## WE HELP RECONCILE WORK AND FAMILY LIFE

In 2022 we implemented the **hybrid working** programme for employees whose functions and activities are compatible, as with IT and sales for example. This scheme allows employees to work remotely up to 3 days a week.

This programme gives employees more autonomy to manage their workload and balance their professional and personal responsibilities, while maintaining the collaboration and communication necessary for the company's success.

Another way we support work-family balance is by sharing an **annual calendar** with our employees. The calendar contains working hours and planned time off, so that everyone can plan their personal schedules accordingly.

The calendar allows employees to be more precise about their activities, which increases efficiency and productivity on the one hand, and their satisfaction at being able to better plan their holidays and time off.

It allows us to be more efficient and organised in the management of human resources when it comes to activities and projects throughout the year, as well as a more effective allocation of our financial resources.

In 2022, one of the planned stoppages was to close the factories for a fortnight in August for our employees' holidays. The Rebordões facility did this for the first time. As a result, these workers, like the team at the Lordelo plant, were able to spend their holidays with their families.

# We listened to our employees' vision for our future

Our people and their vision are crucial to implementing and influencing our transformation strategy, Marble 2.0

+ information on Intraplás Way

**1,24%**  
turnover

**85%**  
(compared to 78% in 2021)  
employee satisfaction rating

## WE HAVE MADE INFORMATION EASIER AND MORE ACCESSIBLE

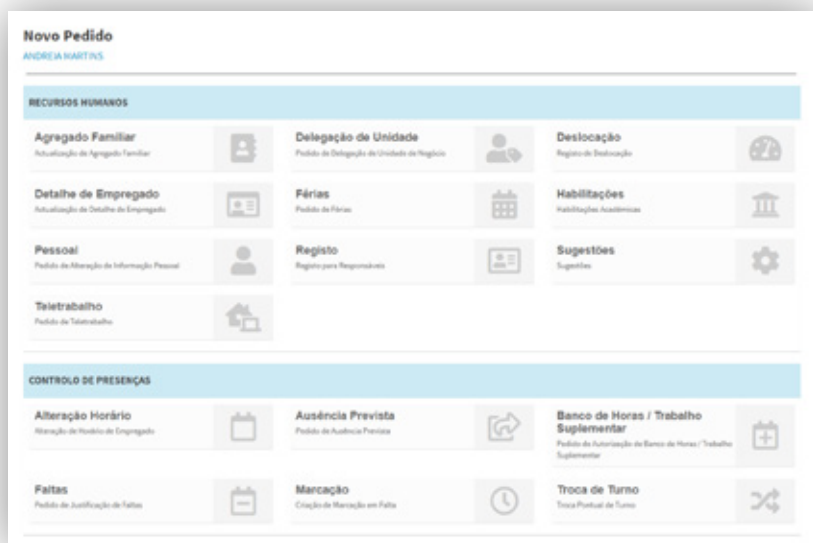
In 2022 we optimised the **Employee Portal** to make HR administrative processes faster and more flexible, guaranteeing employees immediate and easy access to their professional information.

It is through this Portal that employee performance evaluations are conducted.

+ Information on the performance evaluation in the section *We are committed to our employees' development*

We have also published a **travel policy** with clear guidelines and procedures for managing business trips effectively. This policy makes it possible to minimise travel-related costs through better use of resources, while protecting the safety and well-being of travelling employees.

Employee portal - speeding up access to professional information contributes to employee well-being



## > SHARING VALUE WITH THE COMMUNITY

### Why it is important

Sharing value with the community is an expression of our social responsibility, our commitment to the community in which we operate and our contribution to the UN's Sustainable Development Goals (SDGs), specifically SDGs 1 and 2: End Poverty and Hunger

It is also part of our strategy for cultural transformation and attracting and retaining talent. Involvement in initiatives to support sustainability and collective well-being promotes team spirit and a supportive, cohesive and sustainable culture. These are also, at the same time, opportunities for personal growth for our employees.

### How we fulfilled our commitment to the community in 2022:

- Tree planting
- Food collections for the local community
- Donations to social institutions

### In this section:

Focus on the following key aspect of Intraplás' sustainability:

- Community





### Our achievements in 2022:



30

TREES PLANTED



70

EMPLOYEES INVOLVED IN INITIATIVES TO SUPPORT THE LOCAL COMMUNITY



5<sup>K€</sup>

DONATED TO LOCAL ASSOCIATIONS

### How we will fulfil our commitment to the community in the future:

- Greater alignment between community support initiatives and our strategy, vision, mission and values, for example through inclusive recruitment and support for entrepreneurship in the region in projects with a strong environmental sustainability focus
- Establishing a clear and simple process for choosing initiatives and partnerships that use the resources we have available, to maximise the positive impact on regional development and employee experiences
- Promoting employment opportunities that foster diversity and social inclusion
- Determining a percentage of annual profits for projects aimed at improving people's lives
- Defining a process for involving the community in strategic decisions that may impact them



## COMMUNITY SUPPORT INITIATIVES

Community support initiatives are being developed organically through suggestions from shareholders, the CEO and employees.

The People, Transformation & Marketing team is responsible for operationally implementing activities and coordinating relations with external social and environmental institutions.

### We get involved in social and environmental causes

In 2022 we celebrated our anniversary with a volunteer tree-planting event that brought together 70 of our employees.

We wanted to provide a time for socialising and well-being for our employees and thus contribute to developing a culture of collaboration, solidarity and sustainability.

We also involved our workforce in social causes that contribute to improving conditions in our local community, notably with donations of both money and products to various local fire brigades in 2022. One of these donations was made to the Portuguese Search and Rescue Association for the purchase of a service vehicle.

Also, throughout the year, Intraplás donated products to various institutions and groups responsible for organising community festivals.

Intraplás has played an active role in two local associations, for several years, dedicated to improving the well-being of local communities: ASAS and CAID. In addition to financial support, Intraplás has contributed to the development of these associations' programme of initiatives.

+ information on how we support the local community that collaborates with us in the section on the Intraplás Academy

**30**  
trees planted

**70**  
employees involved  
in initiatives to  
support the local  
community

**5k€**  
donated to local  
associations

## > SHARING VALUE WITH OUR SUPPLIERS AND PARTNERS

### Why it is important

The purchases we make from suppliers, for raw materials, equipment or services, implicitly involve sharing value. We share socio-economic value, through the financial flow generated between Intraplás and each of its suppliers by the purchases we make. These purchases are a contribution to the development of the supplier's business and its ability to employ people. On the other hand, as we are a global packaging company that supplies the food sector, our procurement process conveys to our suppliers the requirements that our customers stipulate and/or our quality standards, which, in the case of some of our supplies, have implicit food safety and circularity criteria. These criteria can, for some of our suppliers and partners, provide impetus for improvement in their products/ services, impacting their value creation, but also that of Intraplás.

### How we fulfilled our commitment to suppliers and partners in 2022:

- In 2022 we defined and implemented an annual polymer purchasing policy in order to better safeguard the security of supply
- We continued to implement the operational procedure for selecting and evaluating suppliers, encouraging continuous improvement, and safeguarding quality and food safety standards, as well as objectivity and transparency in our relationships
- We continued to develop innovation projects together with supplier-partners and to define dynamics that allow us to broaden the partnership mindset (supplier day).

### In this section:

Focus on the following key aspect of Intraplás' sustainability:

- Responsible procurement and management of the supply chain



**Our achievements in 2022:**



**How we will fulfil our commitment to our suppliers and partners:**

- Implementation of supplier day, a special day for more planned and structured interaction with Intraplás' strategic suppliers.
- Investment in initiatives to reduce the risk of disruption in the critical supply chain by adapting risk management tools to the assessment and parameterisation of each supplier cluster
- Continuation of the supplier assessment and scoring process. Target for 2023: 95% of polymer suppliers will meet their delivery deadlines and we will assess the feasibility of establishing a supplier recognition system

## MANAGING SUPPLIERS AND SUPPLIES

The Operational Procedure for Categorising and Evaluating Suppliers, the Annual Polymer Purchasing Policy and the Code of Ethics and Conduct are the main instruments that regulate our relations with our suppliers and the supply of the main raw materials used by Intraplás.

The Procurement Department is a key component in this area, and is responsible for prospecting, selecting, categorising and evaluating our suppliers.

This team ensures a set of best practices with criteria for purchasing new materials and supplies that take into account factors such as:

- food quality and compatibility
- competitive supply
- level of service
- specific customer and Intraplás requirements associated with each type of supply, such as ISCC Plus certification in the case of circular polymers (from recycling).

+ See more information on the Code of Ethics and Conduct in "Responsible Management"

## POLYMER PURCHASING POLICY

Maintaining our polymer supply capacity is crucial to the continuity of our business, as this material accounts for around 80% of Intraplás' purchasing costs and almost all raw materials by weight.

The risk of supply shortages greatly increased in 2022, with the sequential effect of the pandemic and the war in Ukraine on global raw material supply chains. To mitigate the increased risk, we defined and implemented an annual polymer purchasing policy.

## SUPPLIER EVALUATION AND ASSESSMENT

Careful selection, communication and dialogue between Intraplás and the supply chain is a key factor in guaranteeing the exacting combination of quality and competitiveness underlying our area of activity, making a decisive contribution to ensuring smooth operations and commitment to our customers, and an increasingly competitive global positioning.

We continued with our supplier prospecting, selection, assessment and evaluation programme in 2022, which the company has had in place for several years.

Supplier evaluation takes into account the risk inherent in each type of supply, with two established risk levels (high and low risk). This is a process we implemented several years ago to monitor supplier performance and encourage continuous improvements in quality and service.

Evaluating suppliers means each one can see its performance and relative position compared to other similar suppliers, fostering transparency in the relationship and serving as a basis for identifying and implementing improvement measures.

Deviations from service levels have an influence on the evaluation and on future transaction and negotiation processes. The service level and delivery date is always established by mutual agreement.

Meanwhile, the annual global assessment places the supplier into four classification levels, with the lower levels resulting in the mandatory submittal of an improvement plan within a predetermined timeframe, while the lowest level results in a mandatory supplier audit and carries a risk of exclusion from the list of approved suppliers.

**96,2%**  
of delivery  
deadlines  
were met

**34%**  
long-term  
suppliers

**60%**  
of suppliers ISO  
9001:2015 certified  
(Quality management system)

## SUPPLIERS ARE POTENTIAL PARTNERS

We see our suppliers as partners, especially strategic ones such as polymer suppliers.

In this sense, we are always on the lookout for opportunities to pursue innovation and development projects in partnership.

+ See information on RDI projects in the area of circularity and sustainable materials in "Materials and Circularity"

It is with a view to identifying opportunities for mutual enhancement and joint innovation that we devised the Supplier Day Programme.

### Supplier Day Programme

The Supplier Day Programme, to be implemented in 2023, is intended to be a special, dedicated moment for more planned and structured interaction with Intraplás' strategic suppliers, to enable the exchange of technical, quality and regulatory information, as well as data on trends and market dynamics, all of which influence the main raw materials and subsidiaries used.

It will make a valuable contribution to consolidating our vision and positioning, with influence on the Procurement, R&D, Innovation and Sustainability, Quality and Regulatory, and Sales departments.





# 05

## SUSTAINABILITY

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- 5.1. ENERGY AND CLIMATE
  - 5.2. MATERIALS AND CIRCULARITY
  - 5.3. RESPONSIBLE MANAGEMENT
-

## > ENERGY AND CLIMATE

### Why it is important

With our production facilities classified as energy-intensive\*, eco-efficient use of energy resources is an economic, environmental and regulatory imperative. In a world where the rate of resource consumption tends to exceed the planet's replacement rate, it is also an ethical imperative. The same is true of greenhouse gas (GHG) emissions, one of the main factors putting pressure on the environment and ecosystems, with a growing potential economic and social impact. It is a complex issue that requires the commitment and action of everyone on multiple fronts. This is the reason why we are committed to energy and climate efficiency. We are committed to energy rationalisation and transition and managing the carbon footprint associated with our operations and products.

\* annual energy consumption of more than 500 toe/year - 21,000 GJ/year

### How we fulfilled our commitment to the climate with efficient energy management in 2022:

- We continued with the Energy Rationalisation Plans (ERPs) in force at our manufacturing facilities.
- We installed photovoltaic panels at our plants, making it possible to reduce their carbon footprint and dependence on fossil fuels from 2023 onwards.
- We joined the Lean&Green initiative to help us achieve our ambition of reducing the carbon footprint associated with the value chain in our logistics and transport operations.
- We continued to develop initiatives to strengthen our portfolio of more sustainable and circular products and solutions, which in turn contribute to a more resource- and carbon-efficient society.

### In this section:

Focus on the following key aspects of Intraplás' sustainability:

- Energy, GHG emissions and climate change
- Operational Eco-efficiency
- Biodiversity and Ecosystems\*\*

\*\* Indirect focus, through the positive impact associated with proper energy and climate management. This issue has been identified as material from the point of view of indirect environmental and social impact, but is not the subject of direct management focus by Intraplás. See more information in "Materials and Circularity".





**Our achievements in 2022:**



**131.663 GJ**  
TOTAL ENERGY CONSUMPTION  
(7.833 tep)

**+99%**  
RELATES TO ELECTRICITY\*

\*the rest of energy consumption is fossil fuels



**2,18 GJ/ton.**  
production

ENERGY INTENSITY  
(0.13 TOE/TONNE PRODUCTION)



**36.257 MWh**  
ELECTRICITY CONSUMPTION

**130.524 GJ**  
(7.805 tep)

**601 kWh/ton.**  
production

ELECTRICITY INTENSITY



**100%**  
GRID ELECTRICITY

(standard offer, without specific energy attributes)



**138 ton CO<sub>2</sub>e**

DIRECT GHG EMISSIONS

SCOPE 1

**7.198 ton CO<sub>2</sub>e**

INDIRECT GHG EMISSIONS

SCOPE 2

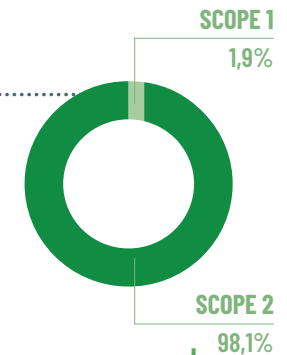
**0,12 ton CO<sub>2</sub>e / ton. production**

INTENSIDADE EMISSÕES GEE

SCOPE 1&2 (MARKET BASED)

BREAKDOWN OF GHG EMISSIONS

BETWEEN SCOPE 1 AND SCOPE 2



<b>SCOPE 1</b>	<b>138 ton CO<sub>2</sub>e</b>
FUELS**	78,4 ton CO <sub>2</sub> e
REFRIGERANT GAS LEAKS	60,1 ton CO <sub>2</sub> e
<b>SCOPE 2</b>	<b>7.198 ton CO<sub>2</sub>e</b>
ELECTRICITY (MARKET BASED)	7.198 ton CO <sub>2</sub> e
ELECTRICITY (LOCATION BASED)	8.484 ton CO <sub>2</sub> e
<b>SCOPES 1+2 (MARKET BASED)</b>	<b>7.336,1 ton CO<sub>2</sub>e</b>

\*\* Diesel, petrol and gas (propane-based mixture) consumed by own fleet (service vehicles or vehicles assigned to certain employees), emergency generators and forklift trucks

Carbon  Footprint

## How we will fulfil our commitment to energy and climate efficiency in the future:

- We will continue to follow up on the ERPs in force at our plants, with an estimated 6% reduction in specific energy consumption per production unit and per € GVA of the business in 2026 compared to the baseline year of 2018.
- Normal production will begin in 2023 with the photovoltaic panels installed in 2022, with an estimated annual production of 2.46 MWh and avoided greenhouse gas (GHG) emissions of more than 100 tonnes CO<sub>2</sub>e.
- We will also explore and negotiate the establishment of a long-term renewable energy purchase agreement (PPA - Power Purchase Agreement).
- After joining the Lean & Green initiative in 2022, we will begin to control scope 3 GHG emissions associated with logistics and transport activities and have set ourselves the goal of reducing these emissions by 20% by 2028, compared to the base year of 2023.
- The Intraplás Vehicle Policy is set to be reviewed in 2023. Although this policy is not highly significant from the point of view of its associated carbon footprint\*, as part of this review we plan to develop a fleet electrification policy, as a mark of Intraplás' global alignment with a roadmap for decarbonising the economy.
- Furthermore, 2023 marks the year in which we start calculating our corporate carbon footprint, beginning to account for scope 1&2 emissions, with an impact on 2022. This will be followed by the definition of a more comprehensive accounting strategy for scope 3 emissions in addition to those mentioned above.
- Our contribution to the efficient management of energy resources (as well as resources in general) and to a less carbon-intensive society will be influenced above all by our commitment to the progressive circularity of our products and services (an aspect explored elsewhere in this Report).

\* This policy is not related to the transport of goods, but rather with service vehicles or vehicles used by employees.

## ENERGY AND CLIMATE MANAGEMENT

**We work to ensure an increasingly efficient use of resources and to reduce the environmental impact resulting from our direct activity throughout the value chain.**

This is reflected in our Quality Policy, which also includes the policy we have established for environmentally responsible action and in other relevant areas of Intraplás' activity.

+ QUALITY POLICY



Energy management and, through it, carbon footprint management, is an important part of implementing this policy.

We take action on three main levels:

- 1) Our production facilities
- 2) Logistics/transport
- 3) Our commitment to clear and consistent conduct for all employees.

## ENERGY AND CLIMATE IN OUR PRODUCTION UNITS

Our facilities are covered by the Intensive Energy Consumption Management System (SGCIE). We therefore carry out regular energy audits and implement the energy efficiency measures recommended in the Energy Rationalisation Plans (ERPs) for each facility. Measures to be adopted and results to be achieved are identified and reflected in these plans, based on the results of the audits. The implementation of the plans and the respective results are regularly monitored by an independent entity within the scope of the SGCIE.

Energy optimisation in the facilities and production process is managed by the Industrial Department. This department includes production facility management, equipment and infrastructure management, and operational excellence. This department receives regular support from a consultant specialising in energy.

### Energy Rationalisation Plans

The ERPs in force at Intraplás cover the period 2019-2026. Some of the measures provided for in those plans in 2022 have already been finalised and fall within the parameters initially expected. The remaining measures should be finalised by 2026. The following were worthy of special mention in 2022:

> Installation of photovoltaic panels: Installation and test operation of two self-consumption production units (SCPU) using photovoltaic panels. One SCPU per production facility, with production on an effective basis staggered to the beginning of 2023.

> Installation of meters for the electricity consumption remote monitoring system, which will allow regular control and recording of consumption, allowing more optimised management. The systems, one for each factory, will be complemented by the installation of data collection and storage software, scheduled for 2023.



**99% electrical energy**

The energy consumed in our facilities consists almost exclusively of electricity



**2 SCPU installed at our factories**

Renewable energy production units based on photovoltaic panels installed in 2022 and effective from 2023

## ENERGY AND CLIMATE IN LOGISTICS/TRANSPORT OF PRODUCTS TO CUSTOMERS

Optimising the energy performance and emissions associated with the logistics and transport process is one of the key action areas for fulfilling our commitment to contribute to a less carbon-intensive society.

2022 is, accordingly, a milestone for Intraplás with its adherence to the Lean & Green initiative. Intraplás' products are transported to customers by subcontractors. Transport management is the responsibility of Intraplás' Supply Chain Management (SCM) department, which is responsible for the centralised coordination of the entire customer relationship chain. SCM is responsible for optimising the entire freight transport process, as part of its remit. It ensures that loads and routes are combined in cases where customers do not require a full lorry. When this is not feasible, the size of the vehicle is adjusted. It also seeks to optimise transport by collecting or returning materials from customers, as is the case with laminated film spools.

The majority of transportation has been carried out in Euro VI lorries, although a sustainable mobility policy has not yet been established.

### Participation in the Lean & Green initiative

The aim of participating in this initiative is to assess the carbon footprint associated with transporting products to customers, as well as to outline and implement an action plan aimed at reducing the associated GHG emissions.

Intraplás has set itself the target of reducing 20% of its emissions in this area by 2028, compared to the base year of 2023.

This will impact, given Intraplás' transport activities, in the indirect scope 3 GHG emissions.

## ENERGY AND CLIMATE IN THE AREA OF OUR OFFERING

All our actions in favour of more circular and sustainable solutions, products and services lead to a reduction in our ecological footprint, reducing the use of virgin raw materials and all the associated consumption. It therefore leads to a more efficient society in terms of managing energy resources and resources in general, and a lower overall balance of pollutant emissions, such as GHG emissions.

Climate change is an unprecedented emergency and Intraplás has also played an active role in all the legislative and regulatory aspects.

+ See more information about our solutions and initiatives promoting circularity and sustainability in our offer in "Materials and Circularity" and "Creating Value for Customers".



## What is the Lean & Green initiative?

The Lean & Green Programme, which in Portugal is managed by GS1, is Europe's largest collaboration and certification platform, particularly aimed at reducing CO2 emissions associated with the supply chain, encouraging companies to achieve a higher level of sustainability within the scope of logistics and transport operations.

+ VISIT THE LEAN & GREEN WEBSITE





**A NEW PLASTICS ECONOMY**

This is the Ellen MacArthur Foundation's vision, which involves promoting a circular economy for plastics, in which plastics never become waste, and to which Intraplás is committed through the Portuguese Pact for Plastics and its Mission and Vision.

**Why it is important**

Did you know that plastic is largely responsible for the quality of life we enjoy today, which was unthinkable before it became widespread? Plastic is light, cheap, versatile and safe for multiple uses. Despite its many advantages, the linear way in which society has used it has contributed to environmental degradation and pollution. To continue enjoying the benefits of plastics, we need to change the way we consume them and use them in a more rational, responsible and sustainable manner. We need to abandon the linear consumption model and adopt a circular economy logic for this to happen. This will ensure that materials remain in the economy so that their value can be maximised and that they are not lost into the environment.

At Intraplás we are making multiple efforts to contribute to the new plastics economy. We are also diversifying our offer, looking at other alternative materials to plastic. More important than what we already do today in terms of production is what we have been developing and what we are preparing to do in the future. We have been developing, in partnership with our suppliers and the scientific and technological community, new solutions so that we can offer sustainable options, based on circular material flows. It is all about being prepared to meet the changing needs of our customers and the challenges faced by society as a whole.

**How we promoted a more circular and sustainable supply and value chain in 2022:**

- We offered various sustainable options in our portfolio
- We continued with various projects to develop sustainable materials and solutions, involving the development of alternative polymers, based on recycled and bio-based material, involving product eco-design and/or life cycle analysis
- We started collecting, in conjunction with one of our customers, FFS laminate waste, which is then processed and reintroduced, at certain rates pre-agreed with the customer, into the production of new laminate sheets - post-industrial waste
- We incorporated part of the waste we generate into our own process, producing new product at certain rates pre-agreed with customers
- We continued to monitor the amount of waste generated in order to reduce it by optimising our production
- We continued working alongside the relevant associations to develop a legal framework and circularity loops that involve various players within society
- We took part in seminars on circularity, sharing our journey in the area of sustainable packaging solutions and seeking to inspire other players and share knowledge

**In this section:**

Focus on the following key aspects of Intraplás' sustainability:

- Circular Economy
- Ecodesign and Life Cycle Management
- Sustainable Materials
- Waste Management
- Biodiversity and Ecosystems\*

\*Indirect focus, through the positive impact associated with lowering the direct use of virgin mineral resources and consequently reducing the carbon footprint. This issue has been identified as material from the point of view of indirect environmental and social impact, but is not the subject of direct management focus by Intraplás. We recognise, however, that even if we optimise our offer of increasingly sustainable packaging and guarantee a higher rate of circularity in the packaging cycle, particularly in the plastics cycle, there will always be less positive impacts arising from its use. One such effect is marine plastic pollution. In this regard, as a way of broadening our approach to sustainability, we intend to identify one or more objectives that address this issue, preferably with community support. This could involve supporting initiatives that ensure a collection and reprocessing system for this type of waste, with the proceeds going towards boosting the local economy.



**Our achievements in 2022:**

**Circularity and sustainability of materials and products**

**115 ton**

**RECYCLED POLYMERS INCORPORATED INTO PRODUCTION**

(0.2% by mass in relation to production; includes r polymers of fossil origin: rPP, rPS and rPET and of bio-circular origin: rPP and rPS)

**74 ton**

**RENEWABLE POLYMERS INCORPORATED INTO PRODUCTION**

(0.1% by mass in relation to production, includes polymers of bio-circular origin)

**45 ton**

**OF PIW INCORPORATED INTO PRODUCTION**

(0.1% by mass in relation to production corresponds to the incorporation of granulate resulting from the recycling of customers' FFS waste)

**160 ton**

**RECYCLED CONTENT USED IN PRODUCTION TAKING INTO ACCOUNT PIW**

(0.3% by mass in relation to production - also takes into account the total recycled and renewable content, since it considers bio-circular polymers and no other biomaterials were incorporated into production)

**43% & 100%**

**REINCORPORATION RATE FOR WASTE GENERATED IN PRODUCTION**

(reincorporation back into the internal production cycle compared to the total amount of waste generated in FFS production and thermoforming production, respectively. The latter involves an on-line loop)

**2,7%**

**CIRCULAR MATERIAL INCORPORATED INTO PRODUCTION**

Takes into account, in addition to recycled content, the reincorporation of internal waste from the off-line loop.

Considering on-line loop waste as well, it is estimated that around 15% of circular material is incorporated into production.

**1.063.501€**

**REVENUE FROM REUSABLE PRODUCTS**

**100%**

**OF REVENUE RELATED TO RECYCLABLE PRODUCTS**

**Circularity and make-up of waste generated**

**481 ton**

**WASTE GENERATED**

**94%**

**NON-HAZARDOUS WASTE (6% HAZARDOUS)**

**95%**

**WASTE SENT FOR RECYCLING**



**How we promoted a more circular and sustainable supply and value chain going forward:**

- > We will continue to develop Research, Development and Innovation projects in partnership with various players, including those we currently have in the pipeline and new initiatives aimed at increasing the sustainability options in our portfolio of materials and packaging solutions
- > We will continue to create the necessary conditions for extending the PIW reincorporation initiative to other customers
- > We will continue to control the amount of waste generated and optimise our production in order to reduce it, as well as continuing to incorporate part of this waste into the production of new products
- > We will continue to develop, alongside the relevant associations, a legal framework and circularity loops involving various stakeholders
- > We will continue to offer our customers sustainable packaging solutions that reduce the value chain's carbon footprint, as well as raise awareness about how to opt for this type of solution.

## MATERIAL MANAGEMENT AND CIRCULARITY

**Our approach in this area involves acting on several, often interconnected, fronts:**

- > Research, Development and Innovation projects, which in turn involve tools such as Ecodesign and Life Cycle Analysis.
- > Participation in consortia/initiatives to promote circularity involving various relevant players, seeking to develop or promote flows ranging from the end consumer to the reincorporation of recycled materials into production
- > Collection and reincorporation of plastic waste from our laminate film customers (FFS) - Post-Industrial Waste\*
- > Use of internal plastic waste
- > Purchase of recycled polymers (including from biowaste)
- > Diversification of supply, including alternative materials to plastic

\* in 2022 this only applied one customer, but there is a prospect of future expansion

Increasing circularity solutions and the use of sustainable materials requires the broad involvement of all Intraplás' departments, in close collaboration with the entire value chain.

The R&D, Innovation and Sustainability department, without forgetting other relevant departments, is an essential part of this process, which often involves developing joint projects with various stakeholders (polymer suppliers, scientific and technological organisations, customers).

It is responsible for ensuring that Intraplás is involved in the process, and for applying for funds to support development and innovation. The Procurement department is also important in managing the relationship with these supplier-partners.

The Quality & Regulatory department is also increasingly key to defining the company's plastics strategy, due to the growing impact of legislation on the use of plastics in packaging.

Its role also involves supporting and working with the R&D, Innovation and Sustainability team, in everything relating to technical specifications that need to be safeguarded.

## CIRCULAR MATERIALS AVAILABLE IN THE PORTFOLIO

**The effective use of portfolio solutions depends on customer demand and requirements. However, we are able to provide solutions with exacting customers in mind.**

Our portfolio currently includes the following packaging solutions incorporating recycled materials:

- > Of non-biological origin (polymers based on plastic waste of petrochemical origin, from the post-consumer cycle)
  - > Chemical rPS (from chemical recycling)
  - > Mechanical PIW rPS
  - > Chemical rPP
  - > Mechanical rPET (from mechanical recycling)
- > Of biological origin (polymers based on biological waste from agriculture or waste from the food industry, such as used cooking oil, which is processed to obtain monomers):
  - > Bio-circular rPP
  - > Bio-circular rPS

**At Intraplás we are increasingly committed to sustainability and the circularity of our products in order to promote carbon neutrality in the value chain, investing significantly in ecological design and the incorporation of recycled or bio-based polymers. Finding ways to reduce our environmental impact has been, and will continue to be, a priority for us.**

**But our customers are key when it comes to the sustainability of our production mix, as it is they who set the requirements for the products they buy from us, and decide whether they can contain circular and sustainable components, and in what amount.**

### ISCC Plus certification for our circular polymers

Intraplás is ISCC Plus (International Sustainability and Carbon Certification) certified for all types of circular polymers, including bio-circular polymers, thus demonstrating to customers their circular origin and their contribution to a lower carbon economy.

+ See more information about this certification in Creating value for customers

### INCORPORATION OF INTERNAL WASTE INTO PRODUCTION

Reducing the waste generated along the production line is a priority for Intraplás. This gave rise to the measure of incorporating internal waste into production.

This is an internal initiative aimed at ensuring prudent, efficient and rational use of raw materials and promoting circular economy principles.

Internal waste is incorporated in a controlled manner on the production line, ensuring that there is no contamination or loss of product performance/quality.

In this way, Intraplás is moving towards increasing its percentage of recyclable and recycled products.

### PARTICIPATION IN CONSORTIA AND INITIATIVES PROMOTING CIRCULARITY

We are involved with major consortia for the advancement of sustainable solutions in the packaging industry:

#### SCS (Styrenics Circular Solutions)

We are members of SCS, a joint industry initiative involved in the various styrene plastic value chains (including the PS we use in our packaging), which is responsible for accelerating the recycling of this range of plastics, using innovative technologies and solutions driven by partners creating methodologies to develop mechanical recycling processes.

[+ VISIT THE SCS WEBSITE](#)

We are involved, in this regard, in an initiative related to Post-Consumer Mechanical rPS (post-consumer involves recycling waste from end consumers).

This initiative is divided into three groups:

**1. Mechanical rPS for food contact:** there are currently two submissions being evaluated by EFSA for decontamination technologies already being used in PET recycling (NGR and Gneuss technology).

**2. ABA layers:** the aim is to develop a solution for incorporating non-food-grade rPS through an ABA structure.

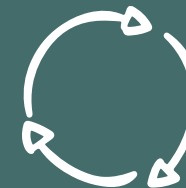
**3. circular design:** the aim is to establish a closed loop yoghurt cup through mechanical recycling, based on the recommendations for PET bottles.

#### NEXTLOOPP (Closing the loop on food grade PP)

We are members of this multi-stakeholder consortium that aims to create recycled circular rPP from post-consumer packaging waste, through mechanical recycling, and the development of thermoformed, single-layer, translucent packaging with 50% rPP integration, for food applications.

This initiative requires the establishment of a value chain model for collecting, sorting and reprocessing PP for food applications, as well as the definition of an effective decontamination process for rPP grades suitable for food contact.

[+ VISIT THE NEXTLOOPP WEBSITE](#)



### We are involved with major consortia for the advancement of circular solutions in the packaging industry:

> **SCS**  
(Styrenics Circular Solutions)

> **NEXTLOOPP**  
(Closing the loop on food grade PP)

> **PPP**  
(Portuguese Plastics Pact) and **Smart Waste Portugal**

> We are also linked to other organisations and initiatives in this field, such as the **Circular Plastics Alliance**, under the auspices of the European Commission, and **Sociedade Ponto Verde**



**PPP (Portuguese Plastics Pact) and Smart Waste Portugal**

We are part of the Portuguese Plastics Pact, a collaborative platform that brings together the different players in the Portuguese plastic value chain. The aim is to achieve a series of ambitious targets by 2025, stimulating dialogue, partnerships and collaboration between members in order to develop innovative solutions that will speed up the transition to a circular economy for plastics in Portugal. The PPP is led by Smart Waste Portugal, of which we are also a member, and whose mission is to promote intelligent waste management based on the principle of circularity.

**Better plastic**

We are participating in this project, which involves a wide range of organisations and is scientifically coordinated by PIEP (Polymer Engineering Innovation Centre at the University of Minho), in the field of mechanical recycling of post-consumer waste.

The aim of the project is to develop PP food packaging incorporating at least 20% post-consumer recycled material (rPP).

+ VISIT THE PIEP WEBSITE



**New certified renewable cup made from 100% circular rPP**

In 2022, Intraplás and Borealis developed and launched a sustainable cup made from 100% ISCC PLUS, a certified renewable raw material. This certification attests that it is a food packaging format with a substantially reduced carbon footprint and that the polymers used in its production come entirely from waste that can be traced back to its point of origin.



**Collaboration in traceability testing of circular polymers**

We are collaborating with Sabic and other partners of this supplier on a pilot project to investigate the possibilities of blockchain technology in supporting the end-to-end digital traceability of circular raw materials. Tracing the journey of raw materials through the complex value chain is currently a difficult task. The aim of the test is to demonstrate the feasibility of using an IT platform based on this technology, achieving a faster and more reliable solution than other traditional processes, minimising associated costs and reducing the administrative efforts associated with the materials certification process.

+ See more information on projects to develop more circular and sustainable materials and solutions in Creating value for customers

**We also work with suppliers, customers and innovation organisations/ projects such as PIEP, Borealis and Yoplait to develop the sustainable solutions we sell.**

## POST INDUSTRIAL WASTE (PIW)

The Post-Industrial Waste initiative began in 2022 and came about at the request of a customer, whose aim was to use our FFS laminate film to promote circularity in the packaging waste (free from organic contamination) generated by their yoghurt cup production lines. After a waste recovery process involving mechanical recycling, the plastic obtained is reincorporated into our laminate film production for the same customer, in percentages pre-established with them, and is thus transformed into new FFS laminate film and then into new packaging at their facilities. This creates a controlled and closed recycling circuit. This process involves a partnership between Intraplás, the customer and a recycler, with the definition of materials to be processed, mapping of good practices in the sorting of materials, identification of the recycling process and PIW collection process partners, definition and approval of the process for reincorporating the recycle and identification of reference documentation for issuing the necessary declarations.



## PRODUCT LIFE CYCLE ANALYSIS

In 2022 we started a project in partnership with PIEP, currently still ongoing, to analyse the product life cycle. The aim of the project is to assess the ecological footprint of the reusable beer cups that form part of our product portfolio and compare their performance against injected cups made from rPP polymers, recycled from PP-based beer cup waste collected from events and food courts (e.g. food courts in shopping centres) - post-consumer waste recycling stream, which we plan to integrate with a view to increasing the use of recycled materials in our products in the future (PCW project, see more information on this project in "Creating value for customers").

## DIVERSIFICATION OF MATERIALS

In view of current market trends, we endeavour to diversify the materials used to produce our packaging.

### Paper cup production

In 2022, we launched the plan to implement paper cup production, with a view to actually starting production in 2023.

The process began with the definition of the cup models to be produced.

### Churchill Project

Project to develop paper cup models for production by Intraplás, along with the respective technical specifications. Models were developed for the following uses and solutions:

> Coffee cups for vending machines:

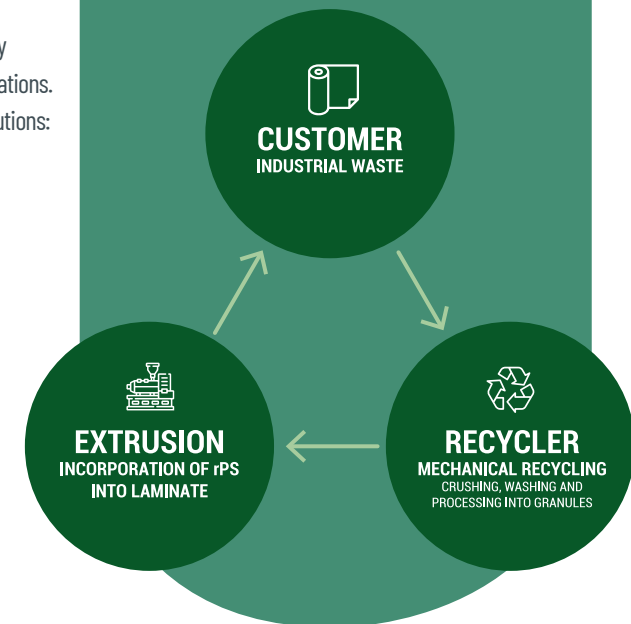
- with PE film
- water dispersion treated fibre

> Tea cups:

- with PE film
- water dispersion treated fibre
- Yoghurt cups, with PE film

## Post-Industrial Waste, a new trend we are keen to expand

Our strategy includes extending this initiative to all customers, making it possible to reincorporate plastic waste into new packaging.



Cups made from fibre-based water dispersion treated paper are an alternative that is easier to recycle than PE film packaging.

### Preparation for PEFC and FSC certification

At the same time, given the prospect of producing paper cups, and in order to certify to the market the use of paper made from wood fibres and sustainable production processes, in 2022 we also began the process of preparing for PEFC and FSC certification.

### R&D project to create packaging based on biomaterials

In 2022 we started a Research and Development project in partnership with the University of Minho, which aims to create yoghurt packaging based on a virgin material of biological origin (non-fossil, non-recycled and non-polymer).

The challenge is to find a material available on the market and establish the necessary protocol and methods until it is eventually put into production. The first stage was to define the criteria to be met by the material and select the best supplier-material pairing.

This involved choosing a material with suitable extrusion and thermoforming characteristics, suitable for food contact and ultimately biodegradable and/or compostable, being preferably compatible with home composting.

This project will continue and will be further developed through future RDI projects.

## MANAGING OUR WASTE

Our contribution to the circular economy also involves our direct waste. Firstly, by using some of the waste we generate in our own production process, we are minimising the total amount of waste we generate.

The management of waste that cannot be recycled on-site complies with the applicable legislation, and almost all of the waste we generate is sent for recycling/recovery.

We generated 481 tonnes of waste in 2022, 95% of which was sent for recycling. The remaining 5% was sent for treatment and disposal. The majority of waste is non-hazardous (94% in 2022, and is mostly made up of plastic - packaging scraps and waste, followed by paper/cardboard). The remaining amounts, which are clearly small, include waste from minor maintenance, such as metal shavings and filings, used oils, contaminated absorbent material, etc.).

In addition to the tonnage mentioned above is the waste generation classed as household waste, which is an indistinct amount. This is estimated to represent an additional amount equivalent to around 10% of the quantity mentioned. However, as it is within the legally established limits, the collection and final disposal of this portion of waste is handled by the municipal services where our facilities are located. These organisations, as is common in this type of process, do not provide information on the quantities collected and the final destination of this waste, unlike private waste management operators.



**We focused in 2022 on diversifying our packaging materials, with a particular emphasis on preparing for paper cup production.**

**95%**

of waste generated in 2022 sent for recycling

**94%**

of waste generated in 2022 was non-hazardous

## > RESPONSIBLE MANAGEMENT

### Why it is important

Intraplás is a company driven by a passion to improve every day, with the aim of offering the best packaging solutions. Improving as an organisation and in terms of our offer requires acting responsibly towards all stakeholders and investing in solutions that contribute to the environmental and social challenges facing the market and society at large. The climate emergency, the overexploitation of resources, the fight against corruption and the impact it can have on equal opportunities and access to wealth, are just some of these challenges.

Our culture of responsibility and sharing value, and the importance we attach to it, is reflected in three of our main corporate values: integrity, fairness and collaboration. The importance of contributing to a more circular and sustainable society is recognised in our Mission and Vision. We are therefore developing a way to refine our approach and our management processes, in order to provide an increasingly systematic and effective response to our value proposition.

### How we shaped our commitment to a culture of integrity, sustainability and shared prosperity in 2022:

- We reinforced our commitment to sustainability and ESG (Environmental; Social; Governance) performance, through the new Marble 2.0 strategy and the decision to start reporting externally on our performance in this area from 2023.
- We continued to adapt our management structure and processes to the major transformation that began in 2021, and to the new challenges we have set ourselves, reflected in the aforementioned strategy, where contribution to SDGs is of growing importance.
- We drew up the Code of Ethics and Conduct, which is now in force (since the beginning of 2023). This is an updated version to keep up with internal and external changes, and to make it more effective as an instrument for governing relationships with stakeholders.
- We created the Code of Ethics and Conduct Ombudsmen and an associated whistleblowing hotline, which came into force at the same time as the new version of the Code.
- We maintained our certifications for quality and food safety, as well as packaging sustainability.
- We began the process of systematising our environmental and occupational health and safety management system with a view to implementing the ISO 14001 and ISO 45001 standards and ensuring continuous improvement.

### In this section:

Focus on the following key aspects of Intraplás' sustainability:

- Governance (structure and mechanisms)
- Legal and regulatory compliance
- Ethics and Anti-Corruption
- Procurement and Responsible Supply Chain Management
- Human Rights



**Our achievements in 2022:**

**Ethics and Compliance**



**CORRUPTION**

**0**

NO CASES OF CORRUPTION WERE REPORTED



**DISCRIMINATION**

**0**

NO CASES OF DISCRIMINATION WERE REPORTED



**ETHICS AND CONDUCT**

**0**

THERE WERE NO REPORTS OF POTENTIAL DEVIATIONS FROM THE CODE OF ETHICS AND CONDUCT



**NON-COMPLIANCE**

**0**

FINES OR PENALTIES FOR NON-COMPLIANCE WITH LAWS OR REGULATIONS

**ESG Recognition**



**ECOVADIS SILVER MEDAL 2022**

**60**<sub>/100</sub>

WITH AN OVERALL SCORE OF 60 OUT OF 100, WE WERE IN THE 82ND PERCENTILE OF ALL THE COMPANIES EVALUATED (this means that our ESG performance places us in the top 18% of companies rated on the platform in the year under review)

**Diversity in Senior Management**

**40%**  
WOMEN

ON THE BOARD OF DIRECTORS

**37,5%**  
WOMEN

(INCLUDES THE EXECUTIVE TEAM OF THE BOARD OF DIRECTORS AND THE MANAGEMENT AREAS)

**38,5%**  
WOMEN

ON THE MANAGEMENT TEAM

**How we will shape our commitment to a responsible culture and management moving forwards:**

- We will continue to pursue the Marble 2.0 strategy and develop our corporate approach and governance model for sustainability and ESG performance. We want to further systematise our commitment to sustainability, SDGs and our ambitions in this area. To this end, we will establish sustainability objectives and targets, which we expect to present in the integrated report for 2023.
- We will assess the possibility of subscribing to the Global Compact principles and joining this initiative, given the opportunity it provides to strengthen our internal commitment to issues such as respect for fundamental human and labour rights and the fight against corruption. We will also evaluate the possibility of expanding our participation in ESG ratings, in addition to EcoVadis (the rating in which we currently participate), as a way of evaluating and demonstrating the evolution of our performance in this area.
- We will maintain our certifications\* for quality and food safety, as well as packaging sustainability, and, where applicable, improve our classification in these areas.
- We will continue to implement the ISO 14001 and ISO 45001 standards, with certification estimated for 2024.

\* The exception to this is the ISO 9001 quality management system certification, the renewal of which is no longer an objective due to the overlap of added value with other certifications we hold, which are more product-focused and more valued by the market, while the focus on continuous improvement remains safeguarded through these other certifications and the organisational culture.

## RESPONSIBLE MANAGEMENT\*

The Code of Ethics and Conduct and the Quality Policy are the main instruments that establish our principles of responsible management.

These policies/codes interact with the Marble 2.0 strategy and set out our ambition, where contributing to a more sustainable society is one of the main priorities, and dynamic and responsible management are the fundamental foundations.

With sustainability and ESG performance taking centre stage in the Marble 2.0 strategy, we highlight the decision taken in 2022 to develop, from 2023 onwards, a roadmap for establishing a more systematic corporate approach to this whole issue.

+ see more information in "2 Growing Our Business"

The process, which has already begun, aims to lead to greater maturity when it comes to the corporate governance process in these matters.

\* Given the major transformation of Intraplás' management over the last two years, the governance structure and bases presented in this section reflect what is currently in place. Whenever relevant, the time context is mentioned to aid the reader's comprehension.

## CULTURE OF COMPLIANCE, STANDARDS OF CONDUCT AND MANAGEMENT POLICIES

### Code of Ethics and Conduct

The current Code of Ethics and Conduct in force at Intraplás was created in 2022, and reflects a version that is more adapted to Intraplás' current culture and ambitions, as well as to developments in the external environment, namely legal developments associated with whistleblowing processes and whistleblower protection.

It is the instrument that frames and develops the ethical principles associated with our values and the positioning we want to have in the relationship with our stakeholders. The values and principles it contains govern our activity and guide employees in their relations with customers, suppliers and other stakeholders. It is also applicable to third parties contracted by or acting on behalf of Intraplás, in the event that we may be held responsible for their actions.

The Code resulted from a participatory process, which involved gathering recommendations from the company's various departments. Like all the company's formal policies and Codes, it was approved by the Chief Executive Officer (CEO) and ratified by the Executive Committee.

The Code is accessible to all stakeholders via our website.

+ INTRAPLÁS CODE OF ETHICS AND CONDUCT



## Our ambition

**OUR AMBITION IS TO SEE OUR ORGANISATION GROW AND PROSPER!**

Grow so that we can both share and improve the lives of our employees, the community in which we operate and our customers. Growth is essential to create more jobs, generate more wealth, and thereby enable more investment, develop more people and reach more customers in more countries. But this ambition will only be possible if there is sustained and sustainable growth, based on achieving our values and a clear commitment to innovation.

**OUR AMBITION IS ALSO TO LEAD THE TRANSFORMATION TO A CIRCULAR SOCIETY, IN WHICH WE CARE FOR THE ENVIRONMENT, FIGHT CLIMATE CHANGE AND HELP OUR COMMUNITY THRIVE.**

That is why we are transitioning to a carbon neutral and circular economy, using renewable energy, focusing on waste management, ensuring our products are more recyclable or reusable and minimising our environmental footprint throughout the value chain.

**SUSTAINABILITY IS, FOR INTRAPLÁS, A WAY OF LIFE.**

It is also publicised through Intraplás' social networks and often at presentations or meetings with customers and suppliers.

It is also available on our intranet's employee portal. The code covers issues such as: the principle of legal and regulatory compliance; conflict of interest; fair competition; anti-corruption; transparency in relations with stakeholders, among many others.

It also covers the issues of quality, environment, hygiene, safety at work and food safety, which are fundamental dimensions of Intraplás' responsible conduct.

### Code of Ethics and Conduct Ombudsmen

The Code of Ethics and Conduct Ombudsmen were created as part of this version of the Code and are tasked with overseeing its application, namely by independently and impartially monitoring the whistleblowing line set up for this purpose.

Any queries regarding the interpretation or application of this Code should be directed to the Ombudsmen.

This role is performed by two Directors who are not directly involved in the day-to-day management of the business, and a more complete description of their duties in this context can be found in the respective Code.

### Channel for whistleblowing (reporting improprieties)

With the creation of the new Code of Ethics and Conduct, a new channel was also created for reporting any potential improprieties (whistleblowing) with regard to the established ethics and conduct principles. This channel is a direct email link to the Ombudsmen, which has been more widely disseminated and made accessible to all stakeholders (employees, shareholders, suppliers or others). However, whistleblowers can also use other means, such as sending a letter.

The email channel is listed in the Code of Ethics and Conduct, as are the rights of whistleblowers and the rules to follow in the event of a complaint.

Before this channel and the ombudsman system came into force, complaints could be made to the Human Resources team. In 2022, no complaints were registered.

### Quality Policy

Our quality policy also includes Intraplás' focus on social responsibility, the environment, occupational health and safety, and food safety. This policy includes guidelines relating to various aspects, such as respect for fundamental human and labour rights, legal compliance, rational use of resources, and many others. This policy is also available on our website.

+ QUALITY POLICY



**provedores@intraplas.pt**

**WHISTLEBLOWING CHANNEL**  
created alongside the new Code of Ethics and Conduct and available to all stakeholders

**0**  
**reports**  
registered in 2022



### Other management policies

We also have some political instruments that establish principles and rules to be observed in more specific aspects, namely:

- Performance Evaluation Policy
- Polymer Purchasing Policy
- Travel Policy
- General Data Protection Regulation (GDPR)
- Vehicle Policy

+ see more information on performance evaluation in "Sharing Value with Employees"

These policies also contribute to the sustainability and responsible management of Intraplás' business, whether or not that is their primary focus.

The travel policy, for example, although more focused on establishing rules in this area, includes principles closely linked to the safety and integrity of travelling employees, as well as the security of data and computer systems.

This latter aspect is further reinforced by Intraplás' GDPR. The polymers policy, for example, is important for safeguarding security of supply and business continuity, one of the areas of increased risk following the cumulative effect of the pandemic and the war in Ukraine. In conjunction with other company instruments, it also helps to safeguard quality and food safety issues.

### Compliance culture

The code of conduct and the quality policy define the principles of compliance and the fight against corruption. The legal department is also key when it comes to fostering a corporate compliance culture.

It helps to identify the legal precepts relevant to each context, disseminate them within the organisation, and translate them into internal instruments. These can be policies or codes, such as those mentioned above, but they can also be contractual or procedural instruments, as relevant.

From a strictly product point of view, which is relevant to quality and food safety, this role is performed by the Quality and Regulatory department.

The Finance Department also plays an important role from a risk perspective, by analysing and monitoring potential risk areas, such as corruption or conflicts of interest.



**0**  
**Fines or penalties**  
 for failure to comply with laws or regulations in 2022

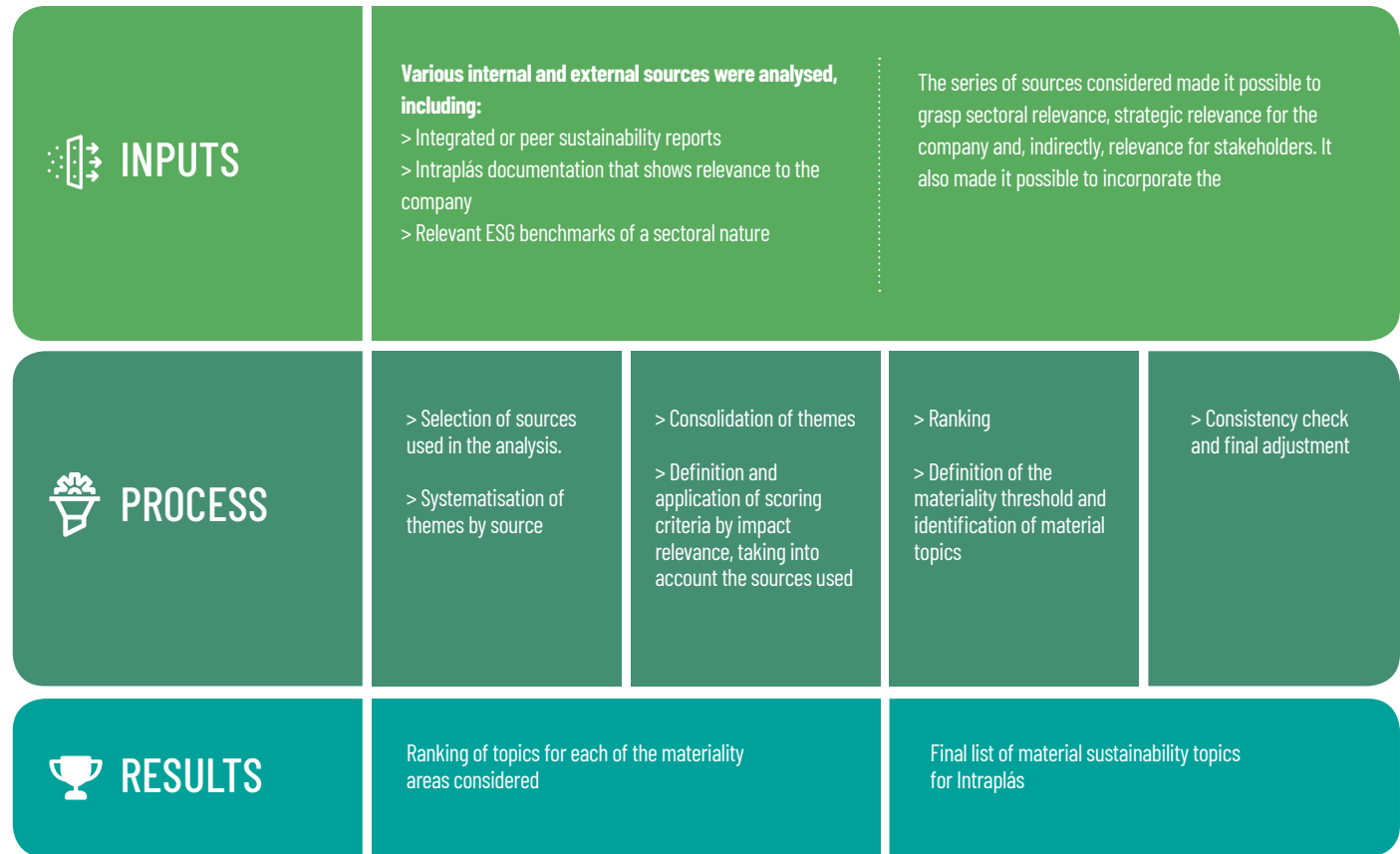


## MATERIAL SUSTAINABILITY ISSUES

Sustainability is an issue that intersects with multiple aspects of the business and the organisation, so it is important to identify which topics should be the main focus of management and of external accountability to the various stakeholders. Intraplás carried out, to this end, a sustainability materiality analysis in the first quarter of 2023.

The methodology followed in this analysis was aligned with the concept of double materiality advocated in the European Union's Corporate Sustainability Reporting Directive (CSRD).

A sustainability issue should be considered material, according to this concept, if it has an actual or potential significant positive or negative financial impact on the business or a significant impact on the environment and/or society.



The results of this analysis were taken into account when defining the content of this Integrated Report, which incorporates Intraplás' first external sustainability and ESG performance reporting exercise.

The definition of the corporate sustainability and ESG performance programme will also take these results into account. In fact, this analysis and this report are the first steps in the roadmap for systematising Intraplás' sustainability governance, reflecting the decision taken in 2022 regarding all the dynamics underlying the Marble 2.0 strategy and the importance of this issue in that strategy.

	 Financial Impact	 Environmental and Social Impact
1. Innovation and Technology (including sustainable solutions for customers, digitalisation and process optimisation)	✓	✓
2. Operational Eco-Efficiency	✓	
3. Ecodesign and Life Cycle Management	✓	
4. Employee Training, Education and Development	✓	✓
5. Energy, GHG Emissions and Climate Change	✓	✓
6. Circular Economy	✓	✓
7. Talent Management	✓	
8. Sustainable Materials	✓	
9. Governance (structure and mechanisms)	✓	
10. Waste Management	✓	✓
11. Economic Performance	✓	✓
12. Ethics and Anti-Corruption	✓	✓
13. Employee Participation, Diversity and Inclusion	✓	✓
14. Community	✓	✓
15. Business Diversification and New Markets	✓	✓
16. Quality and Food Safety (includes product and service quality, management system and continuous improvement)		✓
17. Customer Satisfaction		✓
18. Employee Well-being, Health and Safety		✓
19. Legal and Regulatory Compliance		✓
20. Procurement and Responsible Supply Chain Management		✓
21. Biodiversity and Ecosystems		✓
22. Human Rights		✓

## MANAGEMENT TEAM

**We have a diverse management team with the dynamism and skills needed to implement our strategy.**

The Management Team is headed by the executive members of the Board of Directors, Anabela Ferreira and Jorge Ferreira, two Executive Directors, and Duarte Faria, CEO (Chief Executive Officer).

Anabela and Jorge Ferreira, who are both also shareholders (they belong to the family that owns the company, the Ferreira Machado family, and are the children of its founder), hired the CEO and delegated executive management of the business to him, while actively participating in overseeing the company's development and strategic decisions.

The CEO, who has been with the company since the first quarter of 2021, was hired for his international experience, particularly in executive management, including experience in the agri-food sector (food value chain).

+ Come and find us on LinkedIn - Find out more about the CEO and the entire management team by clicking on each photo



**Anabela Ferreira**  
EXECUTIVE DIRECTOR



**Jorge Ferreira**  
EXECUTIVE DIRECTOR



**Duarte Faria**  
CEO



**Marisa Alves**  
PROCUREMENT DIRECTOR



**Florinda Fonseca**  
FINANCE DIRECTOR



**Bruno Araújo**  
HUMAN RESOURCES AND LEGAL DIRECTOR



**Nuno Lima**  
SUPPLY CHAIN MANAGEMENT DIRECTOR



**Arménio Leite**  
CUSTOMER SUPPORT AND TECHNOLOGY DIRECTOR



**Pedro Pinto**  
IT DEVELOPMENT AND SYSTEMS DIRECTOR



**Raquel Pinto**  
MARKETING AND BUSINESS SUPPORT DIRECTOR



**Luís Reis**  
SALES AND BUSINESS DIRECTOR



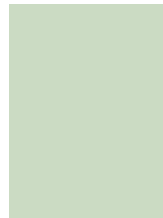
**Patrícia Brás**  
QUALITY AND REGULATORY DIRECTOR



**Filipe Pimenta**  
INDUSTRIAL DIRECTOR



**Miguel Paiva**  
INFRASTRUCTURE DIRECTOR



**Jobson Pires**  
OPTIMISATION AND PROJECTS DIRECTOR



**Susana Gonçalves**  
DIRECTOR OF R&D, INNOVATION AND SUSTAINABILITY

**An Experienced Team that combines Intraplás' family spirit with the executive management experience of the CEO, who in turn relies on the experience and skills of the rest of the management team.**

**37,5%**  
**Women**

**A diverse Management Team**  
(Includes the executive team of the Board Of Directors and the Management areas)

**38,5%**  
**Women**  
on the Management Team

## HOW WE ARE ORGANISED

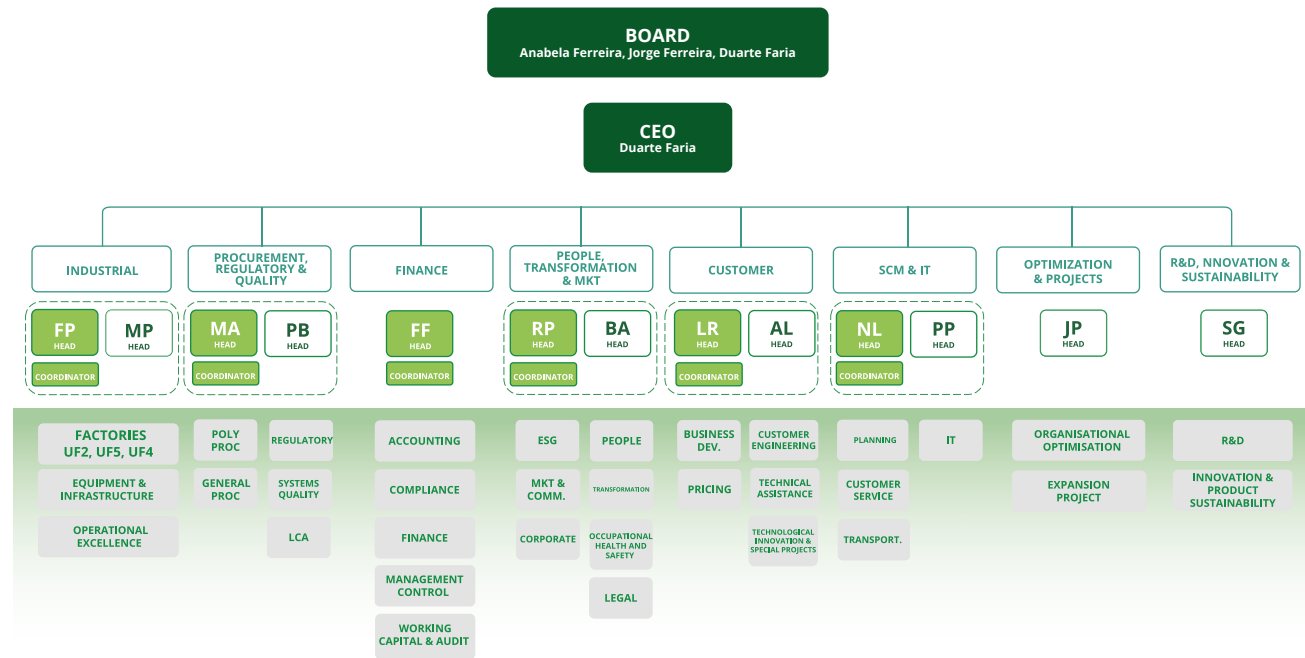
The CEO, together with the Board of Directors, is responsible for defining the strategy and, with the support of the Management Team, for monitoring its implementation and day-to-day management.

The organisational model in place is designed to provide the optimal balance between organisational flexibility and agility, as well as cooperation and sharing. The management/portfolio areas and the areas of responsibility under the remit of each Director are shown in the organisational chart.

Some of the directors take on the role of coordinators, making it possible to simplify and streamline coordination with the CEO.

There are essentially the following types of board meetings:

- > **Executive Board Meetings**, twice a month to monitor the company's progress and make decisions.
- > **Coordination Meetings**, weekly: between the CEO and the Directors who assume coordination functions. These are the main meetings for analysing, coordinating and making decisions.
- > **Management Meetings**, each month: between the CEO and all the Directors, to share results, relevant matters and action plans, by means of presentations by each department.



Quantified annual objectives are set for the various departments, in line with the strategy outlined, whose KPIs form part of a management control scorecard that is regularly monitored at these meetings, including indicators such as energy intensity, % waste, among others, which influence the annual profit distribution bonus.

The Board of Directors approves the Organisation's strategy, policies and relevant codes and, via its executive members, meets twice a month (Executive Board Meetings). At these meetings, the CEO brings the other members up to date on management results (analysing Performance Reports - Management Control), and the main issues relevant to Management are discussed, as are proposals for processes and initiatives, so that they can be approved.

**Supervision**

The Board of Directors also includes two non-executive directors who are members of the Ferreira family, namely the company's founder, Commander Alberto Machado Ferreira, and his wife, Maria Rosalina Ferreira de Freitas. Together with the rest of the Board, they take part in the Supervisory Board meeting where the company's annual accounts are approved.

The Supervisory Board meets quarterly and comprises the Financial Director, in her capacity as Certified Accountant, and the Board of Directors, who are represented by the executive team at other meetings.

**Our Committees** →

We also have a number of committees to support the management team in specific areas:

**COMMITTEES**

**STRATEGY COMMITTEE**

(Quarterly, since the fourth quarter of 2022)

Led by the Board of Directors, with the participation of people from outside the company from various areas of activity.

Its aim is to share and provide input on the company's strategy.

**INVESTMENT COMMITTEE**

(No set frequency, just whenever there are investments that justify it)

Led by the proposing departments with participation from Management

Its purpose is investment decision-making.

**INNOVATION COMMITTEE**

(Each Quarter)

Led by the Innovation department, with broad participation from almost all departments.

Focus on and sharing of updates on ongoing projects; presentation of some projects from the Innovation Radar so that agreement can be reached on whether to progress them to the Innovation pipeline and thus begin a more in-depth study with a view to ascertaining their feasibility.

**POLYMER COMMITTEE**

(Monthly)

Led by the Procurement Director, with the participation of the Finance and Administration Director.

Its aim is to present market trends and make polymer purchasing decisions.

## CORPORATE SUSTAINABILITY GOVERNANCE/ ESG MANAGEMENT

The issue of sustainability is an area of growing focus at Intraplás, and has assumed particular relevance within the company since 2021, following the Marble 1.0 strategy, especially in the area of innovation and product development. We have established a strong partnership interaction with our value chain and scientific and technological partners, in order to meet the challenges.

The importance of this issue has been further reinforced with the entry into force of the Marble 2.0 strategy in 2022, making it a priority. The focus on product sustainability was maintained and reinforced, but above all there was recognition of the need for holistic action, covering all ESG aspects, as well as the need to develop a systematic approach to governance and the monitoring of corporate performance in this area, including the identification of objectives and external communication.

+ See more information on the Marble 2.0 strategy in “2. Growing Our Business”

## MARBLE 2.0 AND SUSTAINABLE DEVELOPMENT GOALS

As part of the Marble 2.0 strategy, Intraplás is committed to making the following SDGs a priority:



### CLEAN AND AFFORDABLE ENERGY

Implementing measures to achieve the goals of reducing energy consumption and carbon emissions, as set out in the energy rationalisation plans



### INDUSTRY, INNOVATION AND INFRASTRUCTURE

Modernising and upgrading operations and infrastructure, providing efficient resources, with clean and environmentally safe industrial processes, and with teams focused on innovation and technological development, capable of offering sustainable solutions to our customers.



### CLIMATE ACTION

Reducing industrial waste, promoting the transition of the vehicle fleet to electric and developing solutions that promote the reduction, recycling and reuse of materials and waste.



### LIFE BELOW WATER

Actively working to develop packaging solutions that make it possible to Reduce/Recycle/Reuse.



### ENDING POVERTY

We support and work with local organisations and create initiatives for local development



### ZERO HUNGER

We promote food waste reduction and create packaging solutions that extend shelf life



### QUALITY EDUCATION

We create professional opportunities for people and promote internships with local universities, as well as inclusion.



### DECENT WORK AND ECONOMIC GROWTH

We promote ethical business practices, safe working conditions, a career progression system and work-life balance

**Detail of the “Sustainability” strategic pillar in Marble 2.0**

The following focuses and spheres of action have been defined for each of the ESG aspects, as part of this priority action area:

ENVIRONMENT	SOCIAL	GOVERNANCE
<p><b>FOCUS</b></p>	<p><b>FOCUS</b></p>	<p><b>FOCUS</b></p>
<p><b>Climate Change</b> <b>Natural Resources</b></p>	<p><b>Diversity and Inclusion</b> <b>Security</b> <b>Human Rights</b> <b>Community Impact</b></p>	<p><b>Corporate Structure</b> <b>Ethics</b> <b>Risk Management</b></p>
<p><b>ACTIONS</b></p>	<p><b>ACTIONS</b></p>	<p><b>ACTIONS</b></p>
<ul style="list-style-type: none"> <li>Promote Carbon Neutrality at Intraplás</li> <li>Implement the energy transition to green energies</li> <li>CleanTech</li> <li>Promote PIW (Post-Industrial Waste) recycling circuits</li> <li>Promote ongoing recycling circuits</li> <li>Integrate Green Raw Materials</li> <li>Eco-design</li> <li>Implement the environmental management system and ISO14001 certification</li> <li>Life Cycle Analysis (general production)</li> <li>Support actions to clean up rivers and oceans (plastics)</li> <li>PCW (Post-Consumer Waste) and Recycling Unit Project</li> </ul>	<ul style="list-style-type: none"> <li>HR policies that promote fairness and equal opportunities for employees</li> <li>Focus on the academic and professional development of local communities – Intraplás Academy</li> <li>Promote employment opportunities that foster diversity and social inclusion (ongoing)</li> <li>Implement the occupational health and safety management system and ISO 45001 certification</li> <li>Support local entrepreneurship involving projects with a strong environmental sustainability focus</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholder involvement in strategic decisions</li> <li>Review of the Code of Ethics and Conduct</li> <li>Allocate a percentage of annual profits to research projects aimed at improving the lives of citizens</li> <li>Create a Risk Management Policy</li> </ul>
<p style="text-align: right;">ACTION STATUS (end of 2022)</p> <p style="text-align: right;">Completed In progress To be started</p>		
<p style="text-align: center;"><b>DEFINE OUR SUSTAINABILITY</b></p>		
<p style="text-align: center;"><b>OBJECTIVES SUSTAINABILITY REPORT</b></p>		

Of the set of actions/action areas defined, some have already been implemented, such as the code of conduct review, while others are in progress, such as eco-design, and some have yet to start, as is the case with the risk management policy.

The intention is also to refine this plan, detailing the roadmap for some of the lines of action and systematising an overview of the specific objectives to be achieved.

**ESG management from a functional perspective**

From a functional point of view, Management is responsible for: People Transformation and Marketing and, more specifically, the Marketing and Business Support Director is responsible for coordinating a corporate vision and approach to sustainability/ESG. In this regard, refining and coordinating the above-mentioned sustainability plan/programme falls within her area of competence, and she is also responsible for keeping the CEO informed of the plan's developments and results and ensuring the necessary coordination with the various Intraplás departments that are crucial to implementing certain aspects of the plan.

Any formal policy or tool issued or integrated into the plan is approved by the CEO and communicated to the executive members of the Board of Directors for their input, feedback or approval, as applicable.

Several other departments are involved in implementing aspects of the plan and managing initiatives that influence Intraplás' ESG performance, namely:

- > Industrial, including infrastructure, and SCM in the field of energy and carbon footprint management in the areas of factories and transport, and in waste management and its reintegration as raw material;
- > R&D, Innovation and Sustainability, in the field of innovation for product sustainability;
- > The People and Transformation Area, for issues related to human resources management and occupational health and safety, among others.

**APPROACH TO STAKEHOLDERS**

We involve a number of stakeholders because of their importance (influence and/or dependence) to the success and substance of Intraplás' mission.

We are at the centre of the value chain, connected to suppliers and customers, all acting in collaboration.

**SUPPLIERS**



**CUSTOMERS**

We are a family business, with an intrinsic connection to the founding family and owners of the company



**SHAREHOLDERS**

We are an enabling link that connects employees and the community and allows for their joint development.

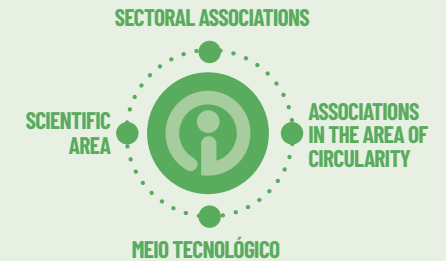
**EMPLOYEES**



**COMMUNITY**

**INNOVATION AND SUSTAINABILITY ECOSYSTEM**

We are an agent of innovation, focused on current challenges, with partnerships in the search for environmentally effective





PURPOSE AND APPROACH

**CUSTOMERS**

**Trust and collaboration with a focus on the solution**

Our purpose is to respond to our customers' needs with excellence and professionalism, ensuring superior levels of quality and food safety in the products we deliver, and fostering a relationship that generates trust. Our priority is also to support our customers in meeting their innovation and sustainability objectives, developing solutions tailored to their needs, in close collaboration and through our Commercial, Innovation & Sustainability and Technical and Regulatory Support activities.

+ See information on customer relations under "Creating Value for Customers".

**SUPPLIERS**

**Compliance and co-operation for the development of sustainable and competitiveness-enhancing materials**

Suppliers are essential to maintaining the high standards of product quality and service that we have established. Their capacity for innovation and willingness to develop innovative solutions in partnership to meet customers' challenges is also crucial. These various dimensions are reflected in the selection and evaluation criteria we have established. The selection and evaluation process plays an important role in the supplier relationship, governing relations and acting as a source of transparency, while also encouraging compliance and improvement.

+ See information on customer relations under "Creating Value in the Value Chain" and "Materials and Circularity".

**EMPLOYEES**

**Believing in the future, growing together**

We engage with our employees with the aim of motivating them towards a common purpose: believing in the future and growing together. That is why we strive to provide the best working conditions for our employees, giving them the ability to develop their skills and fulfil themselves professionally. We seek to develop a culture of relationships based on the company's values, which foster, among other things, team spirit and co-creation, based on participation, information sharing and dialogue.

+ See information on employee relations under "Creating Value for Employees".

**SHAREHOLDERS**

**Alignment and transparent, accurate information**

We engage with our shareholders with the aim of ensuring an alignment of values and development outlooks, reporting on management results and on the growth and value creation achieved, all with the utmost transparency and rigour.

+ See information on shareholder relations under "Creating Value for Shareholders" and "Responsible Management" > "Management Team"

## COMMUNITY

### Fostering local development

Our relationship with and contribution to the community is based first and foremost on the job opportunities we create and the conditions we provide for our employees. Our connection to the community reflects the company's family roots and is something that is actively fostered through our support for and involvement with local support institutions and initiatives. We want to be increasingly involved in initiatives that promote local economic development and respect for the environment.

+ See information on community relations under "Creating Value for the Community"

## INNOVATION AND SUSTAINABILITY ECOSYSTEM

### Developing innovative, sustainable solutions that boost competitiveness

We have established protocols for developing innovative projects in partnership, and we work in cooperation with associations to boost the packaging circularity ecosystem.

These dynamics, which involve scientific and technological partners and associations/initiatives that promote circularity, are crucial to our competitiveness and that of the packaging sector as a whole.

+ See more information about associations/initiatives that promote circularity in "Materials and Circularity"

## MEMBERSHIPS

### In addition to the above-mentioned associations/initiatives in the field of circularity we are involved with, we are also members of:

Supplier Ethical Data Exchange (SEDEX), an international community that promotes the evaluation and improvement of ethical and socially responsible business practices in the global supply chain.

The Portuguese Plastics Industry Association (APIP)

European Plastics Converters (EuPC)

+ See information about the associations/initiatives/consortia we are involved with in "Materials and Circularity"

# 06

## TECHNICAL DOSSIER

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6.1. TABLE OF INDICATORS

6.2. GRI CONTENT INDEX

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## > TABLE OF INDICATORS FROM THE 1ST INTRAPLÁS INTEGRATED REPORT

Indicator	Unit	2022 Value
<b>Indicators of economic performance and description of Intraplás' activity</b>		
<b>Economic developments</b>		
Sales (euros)	M€	165.36
Growth in tonnes sold	%	8.4
<b>Customer relations, new services and markets</b>		
Visits (innovation customer days)	No.	8
New services	No.	6
New markets	No.	2
Export countries	No.	+ 30
<b>Customer satisfaction and market recognition</b>		
Customer retention (customer retention percentage from 2021 to 2022, for customers who have an individual weighting of 5% or more in Intraplás' total sales in 2022)	%	100
Reconhecimento ESG - EVOVADIS 2022	0-100	60,0
<b>R&amp;D</b>		
Projetos de R&D em pipeline	N.º	16
Projeto de R&D em pipeline: bio-polímeros	N.º	1
Projeto de R&D em pipeline: polímero não fóssil	N.º	1
<b>Produção</b>		
Produção total	milhares ton	60,3
Variação do volume de produção em PET	%	+ 10%
Produção por gama: copos termoformados	%	13
Produção por gama: laminados	%	87
Produção por polímero: PET e PP	%	26
Produção por polímero: PS	%	74
<b>Social performance indicators and sharing value with employees, the community and suppliers</b>		
<b>Training</b>		
Academy training (aggregate total)	No.	39
Training by area: Technical	No.	26
Training by area: Leadership	No.	10
Training by area: Languages	No.	3
Employees who took part in training (aggregate total)	No.	280
Employees who took part in training activities by professional category: MGMT.	No.	0
Employees who took part in training activities by professional category: Directors	No.	12
Employees who took part in training activities by professional category: Middle Mgmt.	No.	45
Employees who took part in training activities by professional category: Operators	No.	223
Average hours of training by employee	No. of hours	5
Average hours of training - Women	No. of hours	12
Average hours of training - Men	No. of hours	3
Average hours of training by professional category: MGMT. - Women	No. of hours	0
Average hours of training by professional category: MGMT. - Men	No. of hours	0
Average hours of training by professional category: Directors - Women	No. of hours	13

Indicator	Unit	2022 Value
Average hours of training by professional category: Directors - Women	No. of hours	13
Average hours of training by professional category: Directors - Men	No. of hours	11
Average hours of training by professional category: Middle Mgmt. - Women	No. of hours	14
Average hours of training by professional category: Middle Mgmt. - Men	No. of hours	8
Employees covered by the performance evaluation	%	95
Employees who progressed in their careers	%	15
Employees dedicated to research and development	%	2.4
Employees trained at the Intraplás Academy	%	83.3
<b>Diversity</b>		
Employees	No.	336
Women	%	20
Men	%	80
Employees by age group: 30 to 50 years	%	57
Employees by age group: >50 years	%	27
Number of nationalities	No.	3
<b>Career progression</b>		
Progression by gender: women	%	4
Progression by gender: men	%	11
<b>Employee benefits</b>		
Total amount of employee benefits	thousands €	60
Food allowance	€	7.63
Employees who received benefits	No.	266
Consultations, analyses and tests requested by employees	No.	274
Holiday days, per employee	No.	22+3
Turnover	%	1.24
Employee satisfaction rating	%	85
Bonuses: thousands of € distributed	thousands €	500
<b>Occupational health and safety</b>		
Workplace accidents	No.	16
Absenteeism	%	5,06
<b>Support initiatives and actions to promote community development</b>		
Amount of ASAS and CAID donations	€	5000
Trees planted	No.	30
Employees involved in initiatives to support the local community	No.	70
Agreements signed with higher education institutions, research centres and training centres	N.º	3,0
Traineeships under the agreements	N.º	8,0
<b>Performance indicators and environmental sustainability</b>		
<b>Energy</b>		
Total energy consumed	GJ	131663
Percentage of electricity from the grid in relation to total electricity consumed	%	100
Electricity consumption	GJ	130524

Indicator	Unit	2022 Value
<b>Energy intensity</b>		
Energy intensity	GJ/Tonne produced	2.18
Electricity intensity	KWh/Ton produced	601
GHG emissions intensity: scope 1 and 2	tonn.CO2e/Ton prod.	0.12
<b>Emissions - scope 1</b>		
Fuel	tonnes CO2e	138
Refrigerant gas leaks	tonnes CO2e	78.4
Emissions - scope 2 (Market based)	tonnes CO2e	60.1
Emissions - scope 2 (Location based)	tonnes CO2e	7,198
	tonnes CO2e	8 484
<b>Raw materials</b>		
<b>Recycled and renewable raw materials</b>		
Raw material with recycled content: considering (a)+(b)	% (by mass in relation to prod.)	0,2
Raw material with recycled content: considering (a)+(b)+(c)	% (by mass in relation to prod.)	0,3
R Polymers incorporated into production (a)	ton	41,7
Bio-circular polymers incorporated into production (b)	ton	73,5
Post-industrial waste integrated into production as RM (c)	ton	45
Raw material with renewable content relates to portion (b)	% (by mass in relation to prod.)	0,1
Revenue from reusable products	k€	1063,5
Revenue related to recyclable products	% (by mass in relation to prod.)	100
Reincorporation rate of waste generated in production (not on-line)	%	43
Reincorporation rate for waste generated in production (on-line)	%	100
Rate of circular material incorporated into production: Considers (a)+(b)+(c) and the reincorporation of generated waste (not on-line) into production.	% (by mass in relation to prod.)	2,7
<b>Waste management: Waste generated</b>		
Total waste generated	ton	481,3
Total hazardous waste	ton	28,5
Total non-hazardous waste	ton	452,8
Hazardous waste rate	%	6
Non-hazardous waste rate	%	94
<b>Waste management: Waste by destination</b>		
<b>Total waste diverted from final elimination/disposal</b>		
<b>Hazardous waste</b>		
Total hazardous waste diverted from final elimination/disposal	ton	4,4
Hazardous waste sent for recycling	ton	4,4
Hazardous waste prepared for reuse	ton	0
Hazardous waste sent for other recovery/reuse processes	ton	0
<b>Non-hazardous waste</b>		
Total non-hazardous waste that does not go for final elimination/disposal	ton	452,8
Non-hazardous waste sent for recycling	ton	452,8

Indicator	Unit	2022 Value
Non-hazardous waste prepared for reuse	ton	0
Non-hazardous waste sent for other recovery/reuse processes	ton	0
<b>Total waste sent final elimination/disposal</b>		
	ton	24,1
<b>Hazardous waste</b>		
Total hazardous waste sent for final elimination/disposal	ton	24,1
Hazardous waste sent to landfill	ton	0
Hazardous waste sent for incineration	ton	0
Hazardous waste sent for incineration with energy recovery	ton	0
Hazardous waste sent for other final elimination/disposal processes	ton	24,1
<b>Non-hazardous waste</b>		
Total de resíduos não perigosos enviados para eliminação/deposição final	ton	0
Non-hazardous waste sent to landfill	ton	0
Non-hazardous waste sent for incineration	ton	0
Non-hazardous waste sent for incineration with energy recovery	ton	0
Non-hazardous waste sent for other final elimination/disposal processes	ton	0
Amount of waste sent for recycling/reuse	%	95
<b>Certified suppliers</b>		
ISO 9001:2015	%	60,0
FSC/PEFC	%	2,0
MID	%	0,0
BRC	%	8,0
SCC Plusc	%	6,0
<b>Other supplier indicators</b>		
Suppliers evaluated	%	23,0
Long-term suppliers	%	34,0
Delivery deadlines met	%	96,2
<b>Responsible governance indicators</b>		
<b>Corruption</b>		
Corruption cases reported	N.º	0,0
Confirmed cases of corruption	N.º	0,0
Corruption cases that have led to a disciplinary procedure or dismissal of an employee for a confirmed corruption incident	N.º	0,0
Cases of corruption that have led to a breach of contract with a supplier, due to a confirmed corruption incident	N.º	0,0
<b>Non-compliance</b>		
Regulatory non-compliance	N.º	0,0
Amount of fines paid for regulatory non-compliance	€	0,0
Complaints due to non-compliance of the Code Ethics and Conduct	N.º	0,0
<b>Diversity in Senior Management</b>		
Women in the entire executive team of the Board of Directors and management areas	%	37,5
Women on the Board of Directors	%	40,0
Women in the Management Team	%	38,5

## > GRI CONTENT INDEX

**Declaration of use** Intraplás, S.A. has reported sustainability information in line with the GRI Standards for the period from 1 January to 31 December 2022.

**VVersion used** GRI1: Foundation 2021

**GRI Applicable Sector Standards** N.A. at the date of publication of this Report

Note: Any relevant omission of disclosure requirements will be indicated in the table, in the column "Location in the report / Direct Response"

### GR12: GENERAL DISCLOSURES 2021

#### 1. Organisation and Reporting Practices

- 2.1 Organisation Profile
- 2.2 Entities included in the organisation's sustainability report
- 2.3 Reporting period, frequency and contact
- 2.4 Restatements
- 2.5 External review

#### Location in the Report / Direct Response

Intraplás has its head office at Rua da Indústria, nº 68, 4795-207 Rebordões - Portugal. It operates in Portugal. This report covers Intraplás' sustainability information, encompassing the company's entire operations and the activities of its two industrial units. Annual reporting cycle. Contact for queries, suggestions or clarifications :[esg@intraplas.pt](mailto:esg@intraplas.pt)

#### 2. Activities and Employees

- 2.6 Activities, value chain and other business relationships
- 2.7 Employees
- 2.8 Workers with no employment ties to the organisation

Information available on pages 8 to 11  
We have a total of 336 employees  
The company uses temporary employment agencies to meet labour needs for certain shifts. Some of these workers end up working for the company.

#### 3. Governance

- 2.9 Governance structure and composition
- 2.12 Role of the highest governance body in overseeing impact management
- 2.13 Delegation responsible for impact management
- 2.14 Role of the highest governance body in the sustainability report
- 2.15 Conflicts of interest
- 2.16 Reporting critical concerns

Information available on pages 76 to 78  
Information available on page 81  
Information available on page 81  
Sustainability information is published in the integrated report, which is approved by Intraplás' CEO and ratified by the other executive directors.  
Information available on pages 72 and 73  
Communications from external or internal stakeholders are first scrutinised by the functional area responsible for the communication channel used. Concerns are first looked at by the first-line managers and then shared in a meeting with the CEO.

#### 4. Strategy, Policies and Practices

- 2.22 Declaration on sustainable development strategy
- 2.23 Policy Commitments
- 2.24 Incorporating commitments
- 2.25 Processes to remedy negative impacts
- 2.26 Mechanisms for obtaining clarification or advice and reporting concerns or alleged improprieties
- 2.27 Compliance with laws and regulations
- 2.28 Associations to which the organisation belongs

Information available on page 5  
Information available on pages 71 to 73  
Information available on pages 77 to 81  
Information available on pages 71 to 73  
Information available on pages 71 and 72; Information on reporting and the role of the ombudsmen is available on page 10 of the organisation's code of conduct, which can be found at <https://www.intraplas-packaging.com/wp-content/uploads/2023/04/Codigo-de-Etica-e-Conducta-Intrapolis.pdf>

Information available on pages 70 and 73

#### 5. Approach to Stakeholders

- 2.29 Approach to stakeholder involvement
- 2.30 Collective bargaining agreements

Information available on pages 81 to 83  
100% of employees are covered by the collective labour agreement

Innovation and Technology		Location/Direct response	SASB indicators
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 26, 27, 30, 32 a 36	-
KPI	Impact of innovation projects	Information available on page 27	-
Economic Performance		Location/Direct response	SASB indicators
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 23 to 25	-
KPI	Sales	Information available on page 24	-
Business diversification and new markets		Location/Direct response	SASB indicators
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 26 to 29	-
Employee Well-being, Health and Safety		Location/Direct response	SASB indicators
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 40, 41, 46	-
GRI 401: Employment 2016	401-1 New hires and turnover	Information available on page 46	-
Employee Training, Education and Development		Location/Direct response	SASB indicators
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 40, 41, 46	-
GRI 404: Training and Capacity Building 2016	404-2 Programmes to update workers' skills	Information available on page 44	-
Talent Management		Location/Direct response	SASB indicators
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 40 to 47	-
GRI 404: Training and Capacity Building 2016	404-3 Percentage of employees receiving regular career performance reviews	Information available on page 41	-
Employee Participation, Diversity and Inclusion		Location/Direct response	SASB indicators
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 40 to 47 and 69	-
GRI 405: Diversity and Equal opportunities 2016	405-1 Diversity of governing bodies and employees	Information available on pages 45 and 69	-
GRI 406: Anti-discrimination 2016	406-1 Incidents of discrimination and corrective measures taken	Information available on page 69	-
Community		Location/Direct response	SASB indicators
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 48 to 50	-
GRI 413: Local Community 2016	413-1 Local community activities, impacts and programmes	Information available on pages 49 and 50	-
Procurement and Responsible Supply Chain Management		Location/Direct response	SASB indicators
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 51 to 54	-
KPI	Certified suppliers	Information available on page 52	-

Energy, GHG Emissions and Climate Change		Location/Direct Response	SASB Indicators
GRI3: Material Topics 2021	3-3 Material topic management	Information available on pages 57 to 61	-
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Information available on page 58	RT-CP-130a1 (1)
		Information available on page 58 Methodology note Direct emissions of scope 1 Greenhouse Gases (GHG) were calculated according to the methodology set out in the GHG Protocol Corporate Accounting and Reporting Standard- Revised Edition (2004). It includes all direct sources applicable to Intraplás, in particular the leakage of refrigerant gases associated with the facilities' air conditioning systems and the burning of fuels: diesel, petrol and gas (propane-based mixture), as consumed by the company's own fleet (service vehicles or vehicles assigned to certain employees), emergency generators and forklift trucks.	RT_CP-110a1 (1)
	305-1 Direct GHG emissions (Scope 1)	Emissions are presented in CO <sub>2</sub> e, considering all the GHGs applicable to each source and their global warming potential, as published in the Intergovernmental Panel on Climate Change Fourth Assessment Report, the version considered in the source of emission factors we used: Defra (UK Government): ghg-conversion-factors-2022-full-set. With regard to the conversion factors that proved necessary, sources provided by APA (Portuguese Environment Agency) and APETRO (Portuguese Association of Oil Companies) were favoured.	
GRI 305: Emissions 2016		Information available on page 58 Methodology note Indirect Scope 2 GHG emissions associated with electricity consumption at Intraplás were calculated in line with the methodology set out in the GHG Protocol Corporate Accounting and Reporting Standard - Revised Edition (2004) and GHG Protocol Scope 2 Guidance, including the two presentation approaches proposed therein: Market Based and Location Based. In the case of the market-based perspective, the emission factor for 2022 provided by the energy supplier of the electricity purchased by Intraplás (Iberdrola) was taken into account. In the case of the location-based perspective, a 5-year integrative emission factor was considered - 5-year moving average, provided by APA in the APA report - Electricity Emission Factor Report 2023 Portugal, the most recent similar report published by this organisation.	-
	305-2 305-2 Indirect GHG emissions (Scope 2)		
Operational Eco-Efficiency		Localização/Resposta direta	SASB indicators
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 56 to 60	-
GRI 302: Energy 2016	302-3 Energy intensity	Information available on page 57	-
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Information available on page 57	-
Waste Management		Location/Direct response	SASB indicators
GRI3: Tópicos Materiais 2021	3-3 Material topic management	Information available on pages 61 to 67	-
	306-3 Waste generated	Information available on pages 62, 67, 85	-
	306-4 Waste diverted from final elimination/disposal	Information available on pages 62, 85	-
GRI 306: Resíduos 2020	306-5 Waste sent for final elimination/disposal	Information available on pages 62, 85	-



Ecodesign and Life Cycle Management, Circular Economy and Sustainable Materials		Location/Direct response	SASB indicators
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 61 to 67	
KPI	Recycled and renewable raw materials	Information available on page 62	RT-CP-410a1
KPI	Revenue from reusable and recyclable products	Information available on page 62	RT-CP-401a2
KPI	Reincorporation rate for waste generated in production	Information available on page 62	-
KPI	Rate of circular material incorporated into production	Information available on page 62	-
Ethics and Anti-Corruption		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 68 to 72	
GRI 205: Anti-corruption 2016	205-3 Confirmed cases of corruption and actions taken	Information available on page 70	
Customer Satisfaction		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 23 to 29	
KPI	Customer retention	Information in the KPIs table on page 85	
Quality and Food Safety		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 26 to 31	
KPI	Incidents with an impact on health and safety	There were no incidents in 2022 of products produced having an impact on health and safety	
Governance		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 67- 80	
GRI	2.9 Governance structure and composition	Information available on pages 75 to 80	
Human Rights		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 68-72	
Legal compliance		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on pages 68 to 72	
GRI	2.27 Legal and regulatory compliance	Information available on page 69	
Biodiversity		Location/Direct response	
GRI3: Material Topics 2021	3-3 Management of material topic	Information available on page 61	
KPI	No. of consortia in which we invest and which contribute to minimising the impact on biodiversity	Information available on pages 64 to 66	



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