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WALTHER® FALTBOX

Innovative. Foldable. Sustainable.



Sustainability Report 2025

Content and layout

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Sustainability at the WALTHER Faltbox Group

“Innovative. Foldable. Sustainable.” – our slogan represents the three attributes that define the WALTHER Faltbox Group: innovation, volume reduction and sustainable business practices. We develop and manufacture reusable plastic load carriers for a range of applications. Reducing volume is an important part of our brand identity. It contributes to more efficient transport and storage processes.

Sustainability is closely linked to our business model. Our durable reusable solutions help avoid single-use packaging and conserve resources. At the same time, we continuously optimise our business processes.

With our 2025 Sustainability Report, we are reporting for the first time on the basis of the Basic and Comprehensive Modules of the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME). This enables us to present our material sustainability topics, metrics, targets and measures in a structured and transparent way that will be more comparable going forward.

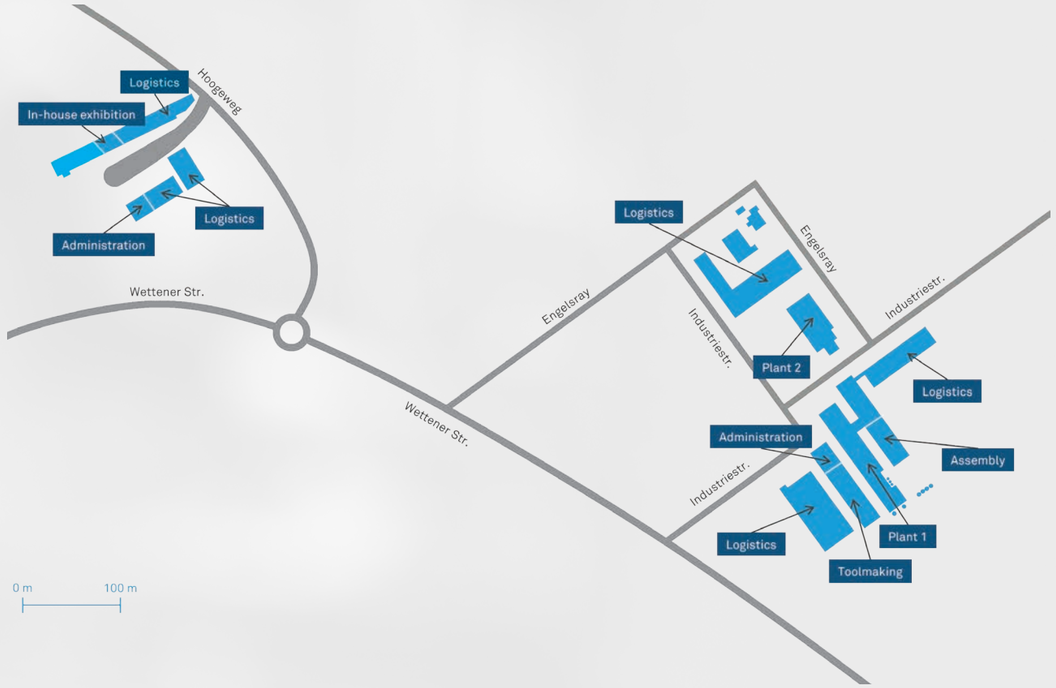
This publication summarises the key content of our full VSME report and presents it in an editorially and visually accessible format. The reporting period covers 1 January to 31 December 2025 and has been prepared on a consolidated basis for WALTHER Holding GmbH and its included subsidiaries:

- WALTHER Faltsysteme GmbH
- Formex Plastik GmbH
- WALTHER Immobilien GmbH
- WALTHER Faltbox Immobilien GmbH

The full report, prepared using the German Sustainability Code (DNK) platform and including all data points and methodological explanations, is available on our website at faltbox.com/sustainability.

About us





Reusable packaging expertise since 1978

For over 45 years, we have been developing and manufacturing reusable load carriers made of plastic. It all began with Europe's first folding box, launched by our founder, Rolf F. Walther. That pioneering spirit has since grown into a group of companies: Formex Plastik GmbH, once our partner in design and manufacture, is now part of the WALTHER Faltbox Group. As a specialist manufacturer, it brings more than 55 years of experience in injection moulding technology.

Together with our 208 employees, we generated revenue of €46.3 million in 2025, with total assets of €34.4 million. The exclusion criteria for the EU Paris-aligned Benchmarks do not apply to the WALTHER Faltbox Group.

What began with a folding box has grown into a broad portfolio of folding and collapsible boxes, large load carriers, plastic pallets, trays, dollies and roll containers. The range is complemented by industrial brushes and technical plastic components.

If you are looking for a proven standard solution, our online shop at boxline.com offers a wide range of reusable load carriers in various sizes and designs, available from stock. For specific packaging requirements, we provide individual project support. Together, we analyse your requirements, develop customised solutions and guide you through the entire process – from the initial idea and prototype through to the finished series product.

We operate exclusively in the B2B sector, supplying companies across a range of industries, including automotive, electronics, food, hygiene, pharma, retail and automated warehouse technology. Our reusable load carriers are used worldwide, with a focus on the European market.

In this way, we make supply chains more efficient and resource-conserving, helping to replace single-use packaging with durable reusable solutions.

All under one roof

The WALTHER Faltbox Group is based in Kevelaer, North Rhine-Westphalia, Germany close to the Dutch border. The entire value chain is concentrated across two sites in the industrial estate.

As an injection moulding manufacturer, we produce most of our reusable load carriers in-house. Our in-house toolmaking department is run by experienced specialists who are skilled in all the machining processes required to manufacture, repair and modify modern injection moulds. Being located close to production enables us to provide excellent support for the tools in use and respond quickly and flexibly whenever needed – whether we are meeting individual customer requirements, carrying out maintenance or making short-notice adjustments during ongoing operations.

Everything is brought together in one place, ensuring short lines of communication and maximum flexibility.

Strong partnerships

Our commitment to offering our customers a complete solution from a single source would not be possible without a strong network of partners. We work with suppliers of plastic granules, additives and technical components. We favour European partners to support shorter supply chains and sustainable procurement.

For production processes such as thermoforming and extrusion, which complement our core injection moulding business, we work with specialist manufacturing partners.

External toolmakers and machinery manufacturers support us as required. Reliable energy suppliers and grid operators are also essential partners, helping us keep our machines running continuously.



Managing and acting with the future in mind

Sustainability is a key component of our corporate strategy and is anchored in our corporate policy. In our business model, we combine the development and production of durable reusable load carriers made of plastic with a commitment to conserving resources and making logistics processes more efficient. This enables us to support our customers in replacing single-use packaging in transport and storage processes with reusable load carriers.

We also continuously develop our business processes. In doing so, we give equal consideration to environmental, social and economic aspects.

Key areas of focus include increasing energy efficiency, reducing our CO_2e emissions and preventing environmental impacts and wasteful use of resources. Equally important to us are responsible corporate governance, a respectful working environment and long-term, partnership-based business relationships.

Our sustainability management is integrated into our Integrated Management System. A dedicated process standard establishes clear responsibilities and procedures and supports us in continuously improving our sustainability performance.

> *Sustainability is no longer merely a trend, it is a necessity for long-term business success. As Sustainability Manager, I am committed to implementing the WALTHER Faltbox Group's sustainability strategy and to further strengthening sustainability awareness within the company. I have the full support of management.*
>
> – **Doreen Fischer**,
> Sustainability Manager



Our key sustainability topics

Sustainability covers a wide range of topics. To further develop our activities in a targeted manner, we analysed which impacts, risks and opportunities are particularly relevant to our company and our value chain. Based on this, we identified our material sustainability topics. They guide our measures, targets and the continued development of the WALTHER Faltbox Group.

Environment

Climate change
CO_2e emissions | Energy

Pollution
Granulate loss

Circular economy
Raw materials |
Product use | Waste

Social

Employees
Working conditions

Municipality and district
Rights of communities

Customers
Information-related impacts |
Personal safety of customers

Governance

Corporate management
Corporate culture |
Risk management | Strategic corporate management

Contribution to the SDGs



In 2015, the 193 Member States of the United Nations adopted the 17 Sustainable Development Goals (SDGs). They provide the global framework for sustainable development through to 2030 and combine environmental, social and economic goals.

We have prioritised six SDGs to which we can make a particular contribution through our business model, products and company processes. We are continually working to further improve our sustainability performance. In our annual sustainability report, we transparently report on the progress we have already made in this area.

Responsibility with a system

Our Integrated Management System

Back in 1996, WALTHER Faltsysteme GmbH introduced a Quality Management System in accordance with ISO 9001. Today, WALTHER Faltsysteme GmbH is certified to the requirements of three international standards:

- DIN EN ISO 9001 – Quality Management
  for the systematic assurance of our product and process quality
- DIN EN ISO 14001 – Environmental Management
  for the continuous improvement of our environmental performance
- DIN EN ISO 50001 – Energy Management
  for the systematic recording and improvement of our energy efficiency

Formex Plastik GmbH is also certified to DIN EN ISO 9001 and DIN EN ISO 50001 and is working towards certification to DIN EN ISO 14001. Alongside these management systems, our Integrated Management System also covers areas such as occupational health and safety, data protection and compliance. This holistic approach provides an overarching view of our processes. It enables us to better identify interdependencies and continuously refine our workflows.

EcoVadis

We have our sustainability performance assessed by EcoVadis every year. EcoVadis is one of the leading platforms for evaluating companies in the areas of environment, labour and human rights, ethics and sustainable procurement.

In 2025, we improved our percentile ranking from 73 to 91 and were once again awarded the silver medal. This means we are among the top 15% of all companies assessed and among the top 5% in the 'Manufacture of plastic products' sector.

Ökoprofit

In 2024, we took part in the first round of the ÖKOPROFIT® scheme in the district of Kleve and were officially recognised as an ÖKOPROFIT® business in January 2025. "Ökologisches Projekt für integrierte Umwelttechnik" (Ecological Project for Integrated Environmental Technology) is a cooperative project involving local authorities, companies and regional partners. Its aim is to conserve resources through practical environmental measures, reduce operating costs and contribute to climate protection.

Achieve more together

We are convinced that sustainable change is best achieved when many stakeholders work together. Our memberships bring together different forms of commitment: we showcase the strengths and versatile applications of plastic, promote reusable systems in business and society, and jointly advocate for practical European framework conditions. In doing so, we draw on our experience and perspective and actively shape developments.

pro-K: Industrieverband langlebige Kunststoffprodukte und Mehrwegsysteme e. V.

Member since 2001

pro-K brings together and represents the interests of manufacturers of semi-finished products and consumer products made of plastic. Its aim is to highlight the wide range of applications and performance properties of plastic, to actively promote the image of plastic and its products, and to support its members in the marketplace. In addition, pro-K promotes apprenticeships in the plastics processing industry.

SIM: Stiftung Initiative Mehrweg

Member since 2021

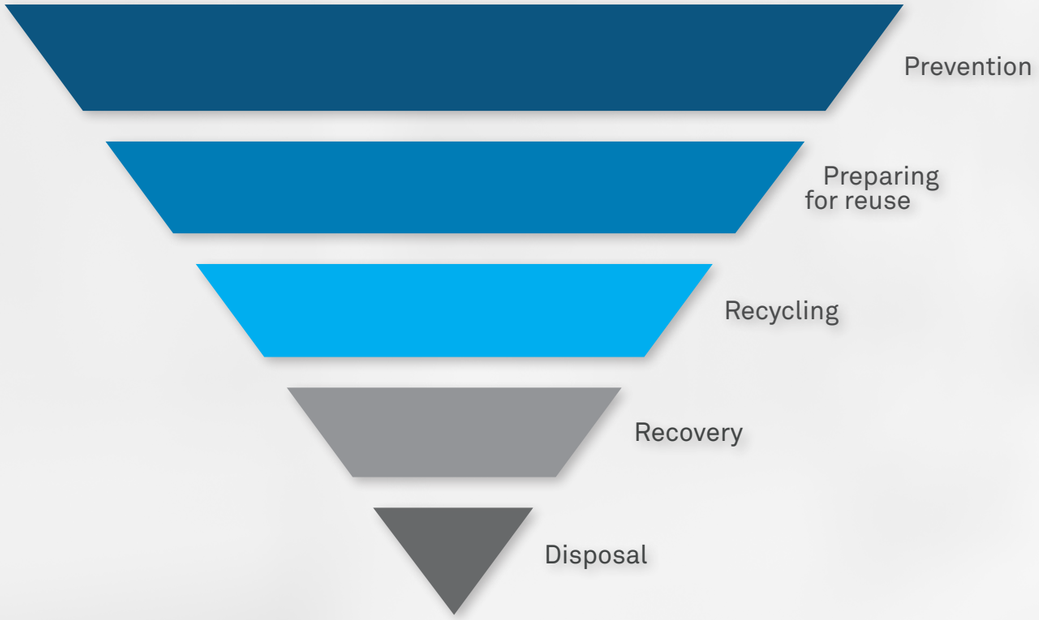
SIM is committed to conserving resources and supporting environmental protection. It seeks to create the necessary conditions to sustainably stabilise or increase the proportion of reusable items across all economic sectors, thereby helping to avoid waste. By focusing on a variety of key issues, it contributes its concerns to the environmental policy dialogue. Dominik Lemken, Managing Director of the WALTHER Faltbox Group, serves voluntarily on the board of SIM.

RCTP: Roundtable for Reusable Containers Trays and Pallets

Member since 2025

The RCTP is a European trade association that advocates for the promotion of reusable transport packaging and for practical legal framework conditions for secondary packaging. A particular focus lies on political developments surrounding the European Packaging and Packaging Waste Regulation (PPWR) and on strengthening resource-efficient circular systems.

Circular economy



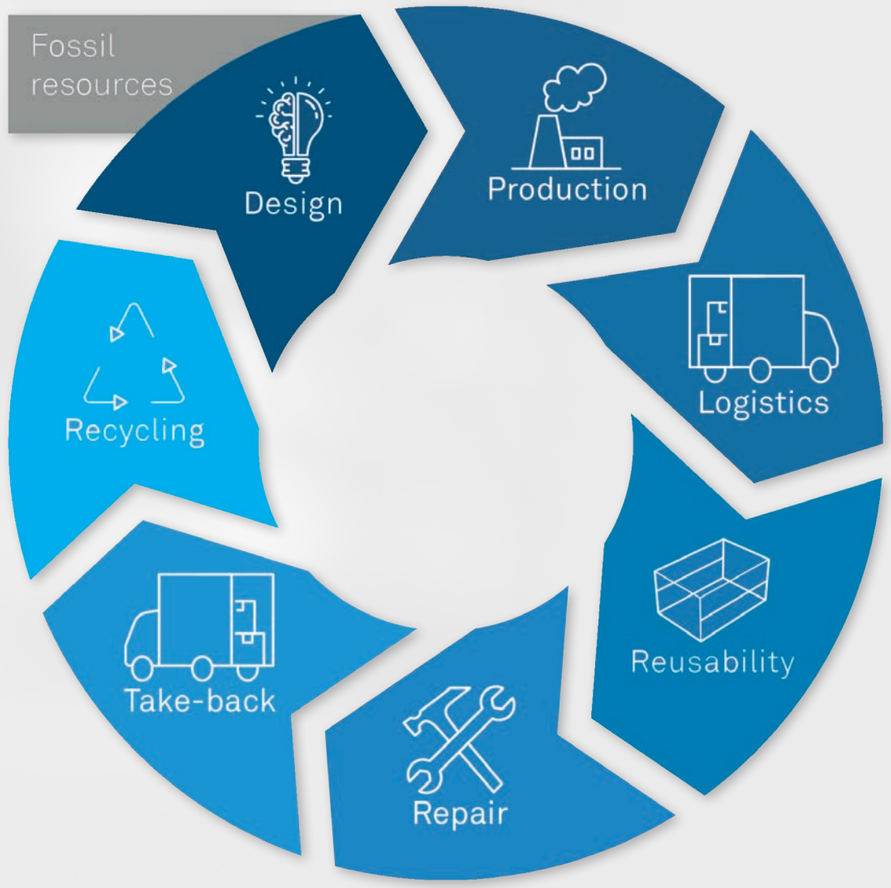
Reusable: circular by design, built to last

Our value creation is based on the principles of the circular economy. Our aim is to keep resources in use for as long as possible, avoid waste and return materials to the production process at the end of their life cycle.

Our top priority is to develop reusable load carriers with the longest possible service life. Thanks to their robust construction, our containers can be used for many years and over numerous rotations, thereby avoiding a considerable amount of single-use packaging waste.

This approach follows the five-stage waste hierarchy set out in the German Circular Economy Act (Section 6 KrWG):

- **Prevention**
  Wherever possible, waste should not arise in the first place. Prevention therefore comes first in the waste hierarchy.
- **Preparing for reuse**
  Products or components that have already become waste should, where feasible, be prepared for reuse through cleaning or repair.
- **Recycling**
  Waste that can no longer be reused should be processed so that the materials it contains can be recovered and used again as raw materials.
- **Recovery**
  If recycling is not possible, waste should be recovered in other ways, for example through energy recovery.
- **Disposal**
  Only when prevention, preparing for reuse, recycling and recovery are not possible should waste be disposed of. In this case, no further material or energy use takes place.



Design
For us, the circular economy begins as early as the product development stage.

Production
We produce energy-efficiently and return start-up and reject parts to the material cycle.

Logistics
The ability to reduce the volume of our products enables optimal utilisation of transport capacity.

Reusability
The robust construction of our products enables a long service life, thereby avoiding waste.

Repair
The modular design allows individual components to be replaced, extending the service life of the products.

Take-back
At the end of the product life cycle, we offer our customers the option of returning the load carriers.

Recycling
Defective products and components are recycled and reused in plastics processing.



Our key materials

As a plastics-processing company, we use large quantities of material. Plastic granulate is the most important raw material for our products. In addition to other storage facilities, we store material in ten large silos on our production site, each 25 metres high. Together, they have a capacity of up to 1,800 tonnes, helping to ensure a reliable supply of material for our production operations.

9,444 t

relevant materials consumed*

Polypropylene (PP)	4,872 t
Plastic recyclate	3,954 t
Metal	205 t
Polyamide (PA)	84 t
Polyoxymethylene (POM)	62 t
Acrylonitrile butadiene styrene (ABS)	60 t
High-density polyethylene (HDPE)	59 t
Masterbatches	41 t
Polyethylene (PE)	34 t
Polyethylene terephthalate (PET)	30 t
Other plastics	29 t
Silicon carbide (SiC)	10 t
Additives	3 t

*The annual mass flow of the relevant materials was determined on the basis of our purchasing and consumption data. Less relevant product groups were excluded, and the corresponding primary material was assigned to each of the remaining articles. The quantities were then aggregated by material type.



“Zero Pellet Loss” initiative

Plastic granules are a valuable raw material and belong in the production process, not in the environment. By taking part in the pro-K “Zero Pellet Loss” initiative, we commit to preventing losses of plastic granules and colour masterbatch in our operational processes. In doing so, we reduce both raw material losses and the potential release of plastic particles into the environment.

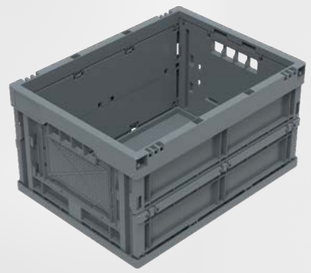
As part of the initiative, we focus on three key measures:

- technical and organisational precautions
- raising employee awareness
- regular review of effectiveness

Sustainability in every box

GREENLINE

Our boxes from the GREENLINE product range contain a particularly high proportion of recycled material. We source this recycled material, amongst other things, from the recycling of defective or end-of-life boxes. Because our products have a long service life, several years may pass before they need to be recycled. With proper handling, GREENLINE containers, like all our folding boxes, can complete approximately 200 rotations. The recycled material can also be used for two to three further product life cycles after the recycling process.





Unique Boxes

Our Unique Boxes reflect our commitment to avoiding waste. When the colour is changed, the first shots from our injection moulding machines inevitably produce colour streaks, which vary in intensity. Apart from the colour, they meet 100% of our WALTHER quality standard. Rather than sending these products to the recycling process unused, we give them a long service life, which helps save resources and reduce CO_2e emissions.

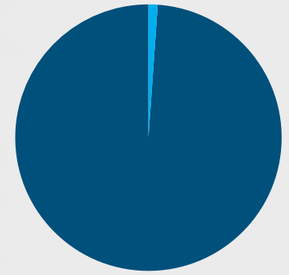
Waste generation and recovery

Despite making material use as efficient as possible, waste cannot be avoided completely in our operational processes.

Our aim is to keep waste volumes as low as possible, collect recyclable materials separately and send suitable waste for recovery. Non-recoverable waste is disposed of professionally.

We generated 362 t of waste in 2025.

A total of 69.81 t of waste was sent for recycling or reuse. The remaining waste was thermally recovered or sent to landfill.



Hazardous waste

Non-hazardous waste

Hard plastic	118 t
Commercial/residual waste	102 t
Wood	44 t
Construction & demolition waste	37 t
Paper & cardboard	23 t
Plastic film	18 t
Metal	13 t
Biodegradable waste	4 t
Hazardous waste	4 t



Our Energy Management: efficiency at its core

As part of our Energy Management System, certified to DIN EN ISO 50001, we systematically record and assess our energy consumption. This enables us to identify opportunities for energy savings and gradually increase the share of renewable energy sources.

In 2025, 46.2% of our total energy consumption came from renewable sources.

Electricity

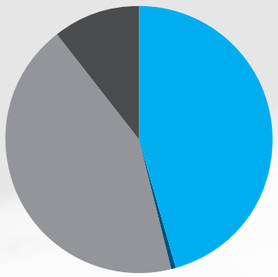
Electricity is the most important energy source for our production. That is why we rely on modern, energy-efficient injection moulding machines. In addition to electricity from the general supplier energy mix, we deliberately purchase electricity from 100% renewable sources and use photovoltaic electricity that we generate ourselves.

Gas

We use natural gas primarily for heating. In the reporting year, we purchased a certified gas product for which the calculated direct and upstream greenhouse gas emissions were offset through the funding of climate protection projects.

Fuels

Our company car fleet consists predominantly of hybrid and fully electric vehicles. This reduces our use of conventional fuels. In 2025, we funded climate protection projects equivalent to the calculated CO_2e emissions associated with almost all of our remaining fuel consumption.



Electricity from 100% renewable sources	3,093 MWh
Self-generated photovoltaic electricity	36 MWh
Electricity from supplier's electricity mix*	2,928 MWh
Non-renewable fuels	714 MWh

*We conservatively classify electricity from our supplier's electricity mix as non-renewable, as we do not specifically procure the renewable share it contains.

Circular water use

Water withdrawal

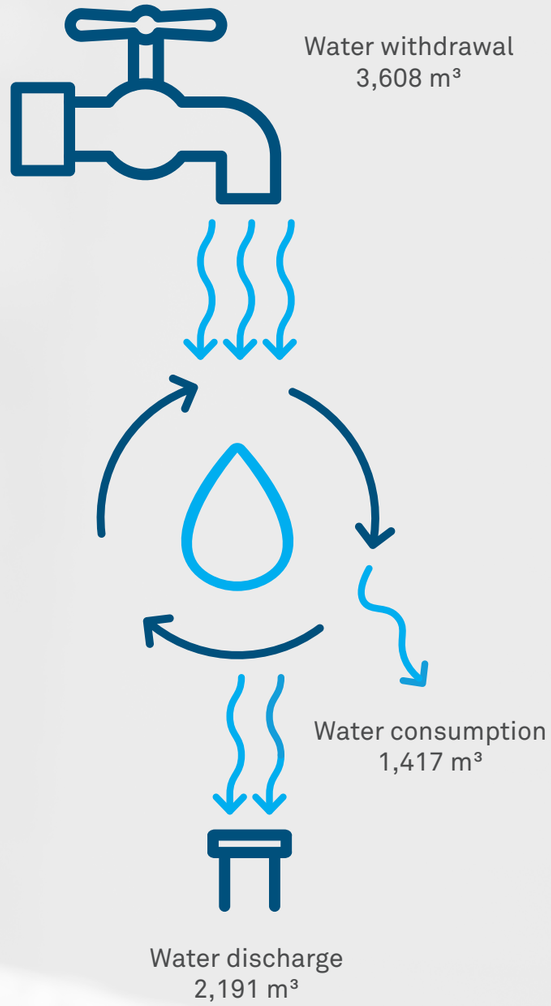
Water is a valuable resource that is increasingly under pressure in many regions. Although our water consumption is not among the material sustainability topics of our company, we take our responsibility for using this resource seriously.

We abstract water exclusively at our sites in Kevelaer. An analysis using the Aqueduct Water Risk Atlas of the World Resources Institute shows a low to medium water risk for the region. Our sites are therefore not located in areas of high water stress. Nevertheless, we monitor our water consumption and use water as efficiently as possible.

Water consumption and discharge

Water is used in our production primarily to cool the injection moulding tools. This supports stable production conditions and consistent product quality.

The cooling water is regularly treated, conducted through closed and evaporation-based circulation systems, and reused several times. In evaporative cooling systems, part of the water is inevitably lost as a result of the process. Further losses may occur during maintenance, changeover and cleaning work. We make up these losses with fresh water.



Corporate Carbon Footprint

Climate protection is very important to us. We therefore carry out an annual CO_2e assessment for the entire WALTHER Faltbox Group in order to identify our environmental impacts and derive optimisation measures.

For 2025, we determined a market-based Corporate Carbon Footprint of 32,243.86 t CO_2e.

While, in the previous year, only selected Scope 3 categories were included in addition to Scope 1 and Scope 2, in 2025 we included all Scope 3 categories in the assessment for the first time. This was in line with our objective for this assessment and will remain the case in future.

In 2025, the greenhouse gas intensity from Scope 1, Scope 2 (market-based) and Scope 3 was around 696 kg CO_2e per €1,000 in revenue.



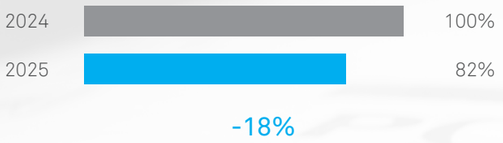


Scope 1	149.38 t CO_2e	
Scope 2 (market-based)*	1,553.88 t CO_2e	*(location-based): 2,088.78 t CO_2e
Scope 3	30,540.60 t CO_2e	

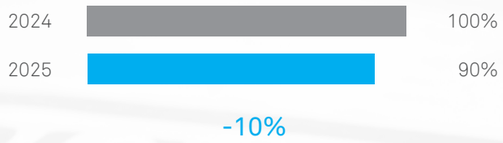
Change compared with 2024

Compared with the previous year, we were able to reduce our Scope 1 and Scope 2 emissions. Due to the expanded data set, Scope 3 emissions will only be comparable from the next reporting year onwards.

Scope 1



Scope 2 (market-based)





Our path until 2030

Scope 1	Scope 2 (market-based)	Scope 3
-10% by 2030	-46% by 2030	-6% by 2030
max. 163.20 t CO_2e (base year: 2024)	max. 930.00 t CO_2e (base year: 2024)	max. 28,708.16 t CO_2e (base year: 2025)

As with our reusable load carriers, we focus primarily on avoidance and reduction when it comes to climate protection. We have therefore defined specific targets for all three emission scopes.

A formal climate transition plan is not yet in place. When redefining our climate targets beyond 2030, we will assess whether and in what form such a plan should be introduced.

Scope 1

In Scope 1, we are working to further reduce gas consumption. One current measure is the installation of an additional high-speed door, which will reduce heat losses in the production area.

Scope 2

In Scope 2, the gradual replacement of existing injection moulding machines with newer, more energy-efficient equipment is one of our key measures for reducing electricity consumption. We are also continuing to increase our procurement of electricity from renewable sources.

Scope 3

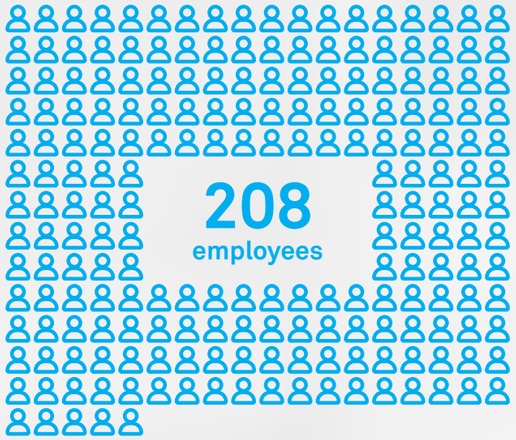
The largest share of our Corporate Carbon Footprint is attributable to Scope 3. In 2025, production and packaging materials accounted for a total of 83.32% of our emissions, making them our most important area for further reductions.

We are therefore focusing in particular on:

- a higher proportion of recycled content
- less scrap and fewer material losses
- material-efficient product designs

At the same time, stability, durability and reusability must be maintained at all times. As these approaches are already firmly embedded in our day-to-day work, the additional reduction potential that can be realised in the short term is limited. Our Scope 3 target has therefore been deliberately set at a realistic level.

Our workforce in figures



We value our employees as our most important resource. Good reusable transport solutions need creative minds and people who are willing to challenge the status quo. To support this, we foster a working environment characterised by mutual respect, tolerance and appreciation.

For us, this also means valuing diversity. Gender, background, religion, age and sexual orientation play no part in our decisions. What matters instead is a person's qualifications, skills and performance. This applies to recruitment, as well as to a person's role within the company and their pay.

The following key figures show the composition of our workforce in the 2025 reporting year and the conditions that applied to employment, remuneration and development.

Gender distribution

Total workforce:

66 women | 142 men
Female-to-male ratio: 0.46

Management level:

Female-to-male ratio: 0.11

Executive management:

Female-to-male ratio: 0.00

Employment contracts

By contract type:

183 permanent | 25 temporary

By country:

207 in Germany | 1 in France

Remuneration

Unadjusted gender pay gap:
12.89%

Collective bargaining coverage:
5.8%

Training

Female employees:
4.31 hours per year on average

Male employees:
6.27 hours per year on average

Training

The personal and professional development of our employees is important to us. We therefore support external training and regularly offer in-house courses.

Since December 2024, all employees have had access to the WALTHERcampus, a digital learning platform. It provides a central access point for internal knowledge and learning resources. It includes videos, information pages and presentations on our products and processes, ERP and IT, sustainability, and artificial intelligence.

Occupational health and safety

We are committed to providing modern, safe workplaces and preventing occupational accidents. In 2025, three reportable workplace accidents were recorded. This equates to 2.05 workplace accidents per 100 full-time employees per year. There were no fatalities resulting from work-related injuries or illnesses.

We also support our employees in staying healthy and active in their everyday lives. Our benefits include bike leasing, membership at a local gym and driver safety courses.

Remuneration

For us, good employment conditions also include fair and gender-neutral remuneration. As a company based in Germany, we ensure that all employees receive at least the applicable minimum wage. In addition, remuneration should appropriately reflect the qualifications, experience and responsibilities of our employees.

In 2025, we developed a new remuneration structure for our production employees, which has been in effect since January 2026. It provides a clearer and more transparent basis for remuneration.

Well positioned for the future

In the reporting year, we changed our shift model in production from continuous operation to a classic three-shift system. As a result, production is no longer operated almost continuously but is regularly shut down at weekends. At the same time, we streamlined our organisational structure and defined responsibilities more clearly.

These changes also affected the employee turnover rate, which stood at 20.47% in 2025. The aim of these adjustments was to make processes more efficient and future-proof the company in the long term.

Initiative to promote diversity

In September 2024, we signed the Diversity Charter. By doing so, we are also sending a visible signal externally of our commitment to promoting diversity within the company. The Charter is an initiative to encourage diversity in companies and institutions and makes our commitment to an open and appreciative working environment visible to the public.

We do not view signing it as a one-off measure, but rather as a catalyst for consciously incorporating different perspectives and experiences into our day-to-day work and for further strengthening diversity in the way we work together.

charta der **vielfalt**
Für Diversity in der Arbeitswelt
UNTERZEICHNET

Industry-wide Code of Conduct

We respect human rights, act fairly and take responsibility – within our company, in our industry and in our cooperation with our business partners. In May 2021, we signed up to the Code of Conduct of the German Association of Plastics Converters (GKV).

As a voluntary, industry-wide code, it provides companies in the plastics processing industry with a common framework for lawful, ethical and socially responsible conduct. Among other things, it focuses on respect for human rights, the prevention of corruption, fair competition and responsible business relationships.

Own Code of Conduct

In addition to the GKV Code of Conduct, we published our own Code of Conduct in April 2025. It sets out our expectations for the WALTHER Faltbox Group and applies to all employees as well as to our suppliers and business partners.

It therefore establishes a binding framework for our day-to-day conduct and cooperation with our partners. Responsibility for its implementation lies with the management.

A responsible approach includes taking reports of potential violations seriously. They can be submitted confidentially and, if desired, anonymously via our whistleblower portal. Internally, employees may also confidentially turn to other designated contact persons.

In 2025, no human rights incidents were identified among our employees. Nor are we aware of any such incidents along the value chain, in affected communities or among consumers.

- Human rights and protection against exploitation
- Fair working conditions and health and safety at work
- Integrity and Compliance
- Data protection and information security
- Responsible procurement
- Diversity and equal opportunities
- Freedom of association and employee representation
- Fair competition
- Environmental and climate protection
- Whistleblower protection

VSME-topics at a glance

To help you find your way around, the following overview lists the pages on which the individual VSME topics can be found in this publication.

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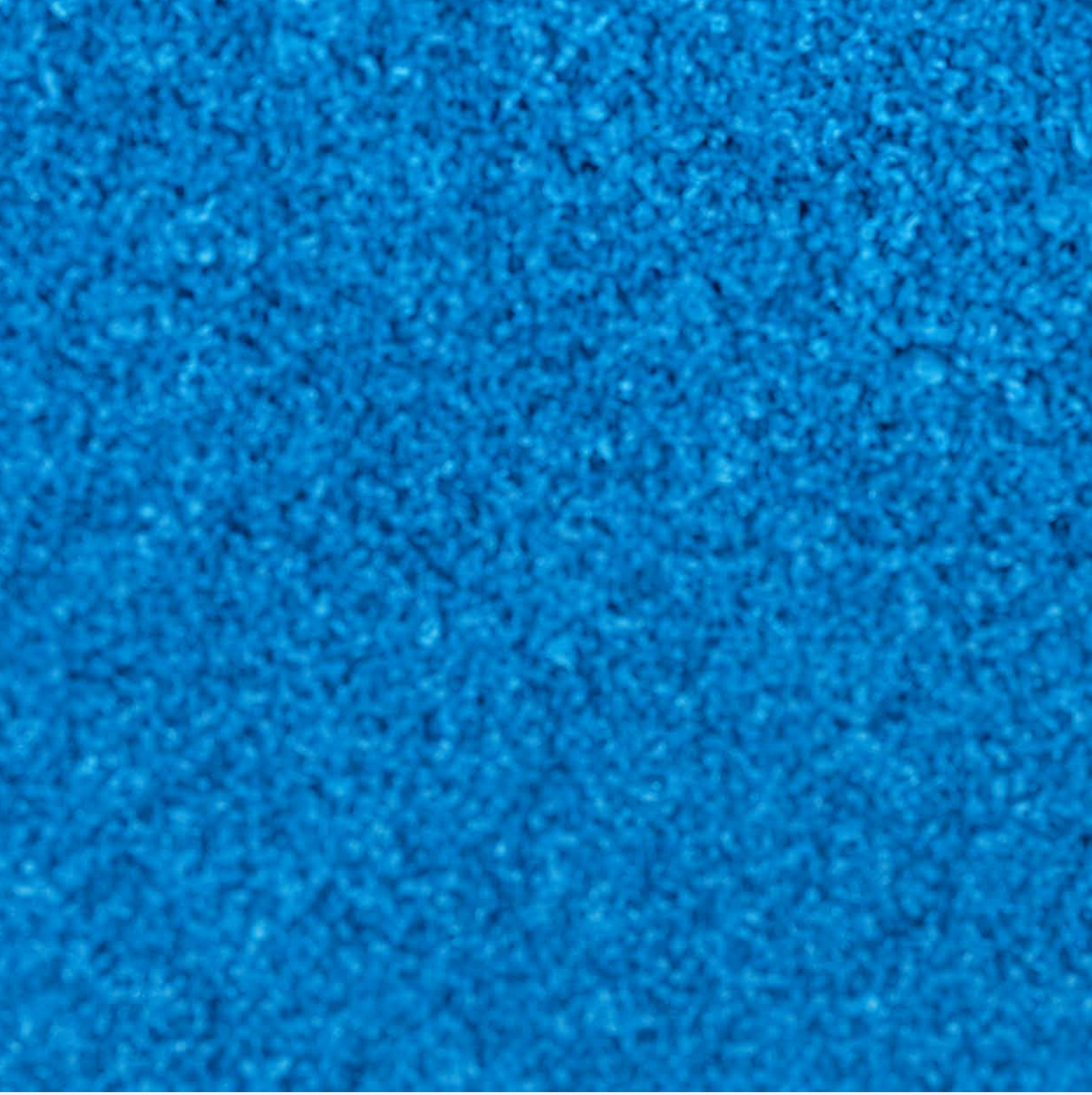
Governance metrics

B11:	Convictions and fines for corruption and bribery	/



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