

Sustainability Report 2025



The management of bekuplast GmbH from left to right:

Jörg Deglmann (Managing Director)

Stephanie Weggebakker (Partner)

Christian Roelofs (Managing Director and Partner)

Preface

Sustainability has been an important part of bekuplast's corporate philosophy from the very beginning. As specialists in reusable plastic transport packaging, we recognise our responsibility to balance environmental, social and economic aspects and to play an active role in shaping a sustainable future.

The year 2025 was particularly significant for bekuplast: we celebrated our 40th anniversary. This anniversary was not only an opportunity to look back on four decades of successful growth. It was also an opportunity to celebrate our connection to the region and the people behind bekuplast together with our team, their families, customers, business partners and numerous guests at an open day.

Our 2025 Sustainability Report provides an insight into our progress, challenges and actions as we work towards greater sustainability. It highlights our contribution to the transformation of today's economy into a circular economy and shows how we support our customers in implementing sustainability within their organisations through our reusable transport packaging.

Our responsibility does not end with our products – it also extends to the people we work with and the society in which we operate. The commitment and expertise of our team form the foundation of our success and enable us to meet the challenges of a changing world and consistently pursue our sustainability goals.

We are delighted to be part of the solution and invite you to read our sustainability report, learn more about our approach, and work with us to shape the future responsibly


Jörg Deglmann


Stephanie Weggebakker


Christian Roelofs



Contents

1. Company presentation	1
2. Environmental sustainability	
2.1 Ecological sustainability in general	4
2.2 Circular economy	6
2.3 CO ₂ footprint	10
2.4 Ecological sustainability at bekuplast	12
3. Social sustainability	
3.1 Social sustainability in general	22
3.2 Social sustainability at bekuplast	23
4. Economic sustainability	
4.1 Economic sustainability in general	44
4.2 Economic sustainability at bekuplast	45
5. Partners & memberships	50
6. GRI Table of contents	51
7. Contact	



bekuplast – Intelligent reusable solutions for a the future

bekuplast is one of Europe's leading manufacturers of reusable plastic transport packaging. We have been developing, producing and distributing containers, trays and pallets made from new and recycled materials since 1985. The group's headquarters are located in Ringe, Lower Saxony/Germany, near the Dutch border. Our international activities are supported by our subsidiaries in Germany, the Netherlands and Poland.

Our products are used in a wide range of industries. Based on our 40 years of experience, we are able to meet the specific requirements of our customers precisely and reliably. Whether in the food industry, agriculture, horticulture or logistics, we offer optimal solutions for every area of application.

Every day, our dedicated team is committed to the further development and smooth production of our products. Through close customer relationships and our commitment to continuous innovation, we strive to develop even more efficient and environmentally friendly solutions.

We place great importance on sustainability and are actively committed to environmentally conscious practices. Our plastic products are designed to be highly durable and can be reused multiple times. This reduces the need for single-use packaging and helps to reduce waste and environmental impact.



Our
image film





23.3 million
reusable solutions produced



41
injection moulding
machines



130 million
€ turnover



40
years of experience



37,000
tons of material used



Recycling rate of almost
35%



About
50
countries in which
we move logistics

Efficient production at the highest level

At the Ringe site, 332 employees are committed to the quality of our products and the satisfaction of our customers every day. Our group of companies employs a total of around 520 people.

Our locations in Europe:

- 1 bekuplast GmbH, Ringe, Germany (headquarters)
- 2 bekuplast Sp.z.o.o., Łaziska Górne, Poland (production)
- 3 Schiphorst B.V., Deventer, Netherlands (sales office)
- 4 Surplus Systems GmbH, Bonn, Germany (sales office)

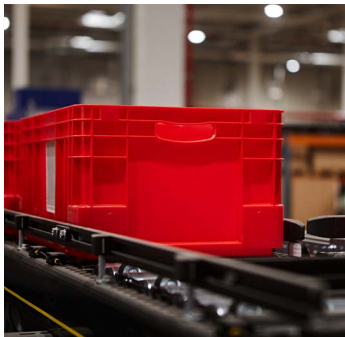


Future Market

Reusable Transport Packaging

With our wide range of reusable plastic transport packaging, we are represented as a manufacturer in almost every industry. Thanks to many years of experience, we have proven ourselves to be a reliable partner and can offer customised solutions for a wide range of requirements. We work closely with our customers to understand their specific needs and develop tailor-made packaging solutions.

Intralogistics



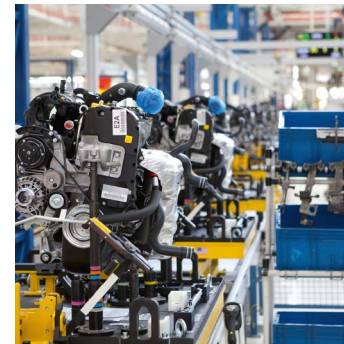
Pooling



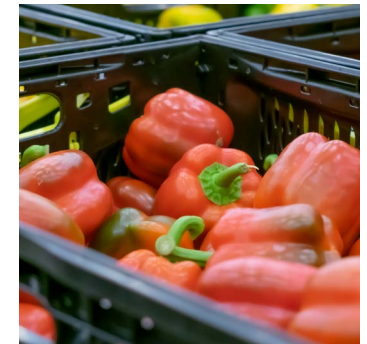
Trade



Automotive



Fruit & Vegetables



Mail & Parcel



Meat & Poultry

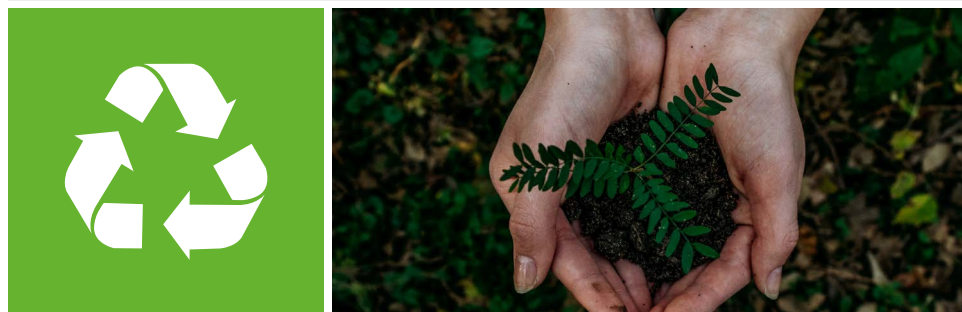


Bread & baked goods



Pharmaceuticals





Ecological sustainability

Conserving natural resources and reducing environmental impact are among the key challenges of our time. At the same time, there is a growing awareness that waste is not merely residual material to be disposed of, but rather valuable raw materials that should be kept within the economic cycle for as long as possible. Against this backdrop, the circular economy is becoming increasingly important. Its aim is to ensure that materials and products remain usable for as long as possible through reuse, recycling and resource-efficient design, and to reduce the consumption of finite resources.

The transition to a circular economy is being driven by new regulatory requirements at European level. The PPWR introduces provisions on the prevention of packaging waste, reuse and the recyclability of packaging. At the same time, the European Union is preparing further measures to promote the circular economy through the planned Circular Economy Act. Among other things, the aim is to boost demand for secondary raw materials, make material cycles more efficient and promote European competitiveness in the field of circular value creation. These developments underscore the growing importance of durable, reusable and recyclable products for the economy of tomorrow.

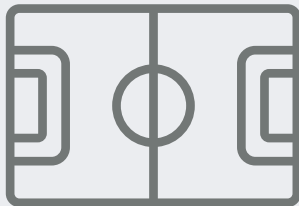
How much is 18 million tonnes of waste?



1,800
Eiffel Towers



12,000,000 Cars



2,570 football pitches
covered with 1 meter
high waste



Equivalent to the weight
of 257,000,000 people

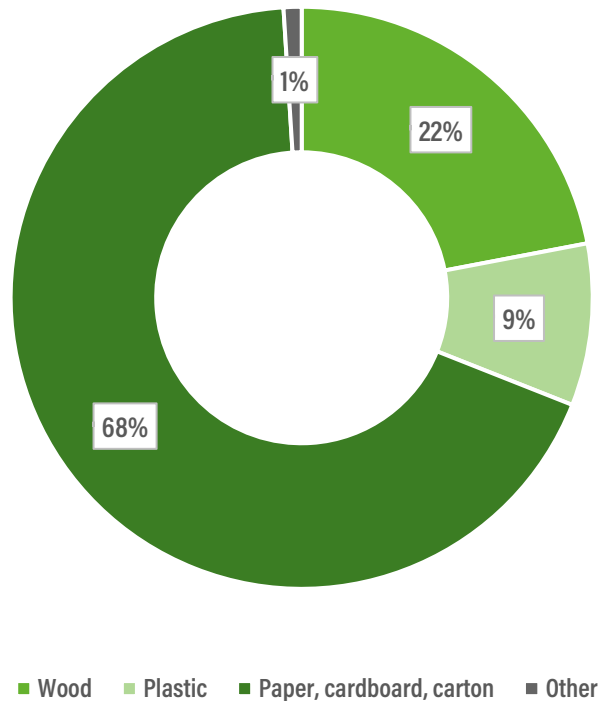
Packaging waste at the heart of the circular economy

The volume of packaging waste in Europe remains high. According to Eurostat, the average per capita generation of packaging waste in the European Union stood at 177.8 kilograms in 2023. Germany significantly exceeded this figure, at 215.2 kilograms per inhabitant, placing it third in a European comparison. In total, around 18 million tonnes of packaging waste were generated in Germany in 2023.

These figures highlight the continuing high level of resource consumption and the challenges involved in managing packaging throughout its entire life cycle. At the same time, they demonstrate the importance of measures to prevent waste, increase reuse and strengthen the circular economy. After all, every piece of packaging avoided and every additional closed material loop contributes to using raw materials more efficiently and reducing environmental impact.

Against this backdrop, durable, reusable and recyclable packaging solutions are becoming increasingly important. They make a significant contribution to closing material loops, reducing the use of primary raw materials and supporting the objectives of a resource-efficient circular economy.

Transport packaging in Germany



Reusable systems the key to combating packaging waste

A study conducted by the Nature and Biodiversity Conservation Union (NABU) in 2021 clearly shows that transport packaging accounts for a significant proportion of packaging waste in Germany. Around 30% – equivalent to approximately 5.5 million tonnes per year – is accounted for by this type of packaging. Transport packaging is used to protect and bundle goods along the supply chain. However, they usually remain invisible to end consumers, as they are removed or replaced before sale.

What is particularly problematic is that the majority of this packaging is made from single-use materials. Approximately 68% of transport packaging consists of cardboard, paper or paperboard, followed by wood at 22%. Plastics account for around 9%. After just one use, these materials are thrown away – an inefficient use of valuable resources that not only contributes to the waste problem but also causes additional emissions.

Reusable systems, which are already successfully established in some product groups, offer a sustainable alternative. These systems enable packaging to be used multiple times, thereby significantly reducing both resource consumption and waste.

Key Facts at a Glance

as of July 2026

1. Min. 35% recycled content in packaging without food contact by 2030
 2. Min. 10% recycled content in packaging with food contact by 2030
 3. 40% reusable transport packaging by 2030
 4. 70% reusable transport packaging by 2040
- 

PPWR

A roadmap for the future of packaging

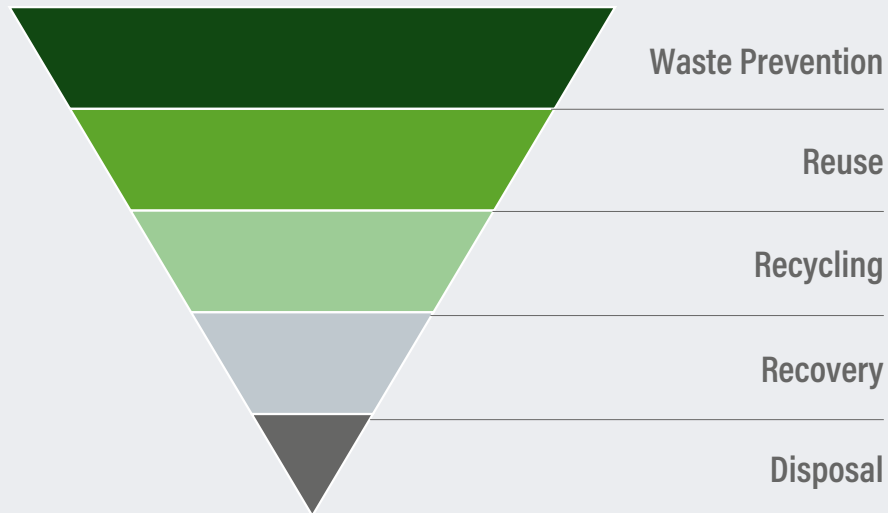
The Packaging and Packaging Waste Regulation (PPWR) is a key component of European packaging policy. Following its entry into force in 2025, the requirements will be phased in from 12 August 2026. The aim is to reduce packaging waste, strengthen the circular economy and use resources more efficiently.

Key provisions include binding requirements on reuse, recyclability and the use of recycled materials. Reusable quotas will be introduced for certain transport packaging, rising to 40% by 2030 and 70% by 2040. In addition, minimum proportions of recycled content will apply to various types of plastic packaging in future. From 2030, plastic packaging not intended for food contact must contain at least 35% recycled material, whilst packaging intended for food contact must contain at least 10%. Packaging must also be recyclable by 2030 and meet the requirements for high-quality material recovery.

Many detailed requirements are currently being further developed at European level. The European Commission is drafting supplementary delegated acts and implementing acts which will, amongst other things, specify assessment methods for recyclability, verification and documentation requirements, as well as further technical requirements. The regulatory framework will therefore continue to evolve in the coming years.

For bekuplast, the PPWR underlines the importance of durable, reusable transport packaging as an integral part of the circular economy. Our packaging solutions are designed for long-term use and can be sent for recycling at the end of their life cycle.

The Waste Hierarchy



The waste hierarchy as the basis of waste management

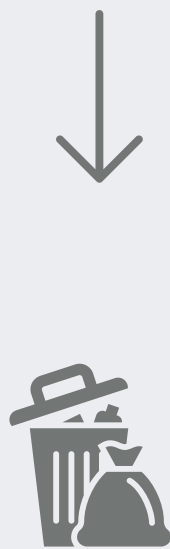
The waste hierarchy is a key instrument of European waste policy. It sets out a ranking for the management of waste and prioritises measures according to their position within the circular economy.

1. **Waste prevention:** Where possible, waste should not be generated in the first place, for example through the use of durable products or the efficient use of materials.
2. **Reuse:** Products and materials are used again without becoming waste.
3. **Recycling:** If products cannot be reused, the materials they contain should be processed and reused as raw materials.
4. **Other recovery:** If recycling is not possible, energy recovery may be carried out, for example.
5. **Disposal:** The final stage comprises processes such as landfill or incineration without energy recovery

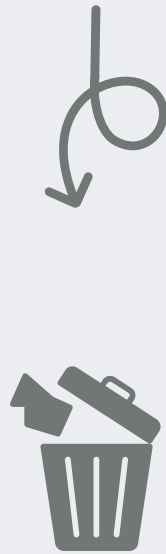
According to figures from the European Union, 67.4% of packaging waste was recycled in 2023.

The waste hierarchy highlights that recycling is an important component of the circular economy. At the same time, waste prevention and reuse are regarded as priority measures to keep materials in the cycle of use for as long as possible.

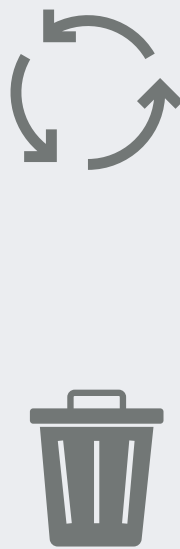
LINEAR ECONOMY



RECYCLING ECONOMY



CIRCULAR ECONOMY



Reusability as a principle of the circular economy

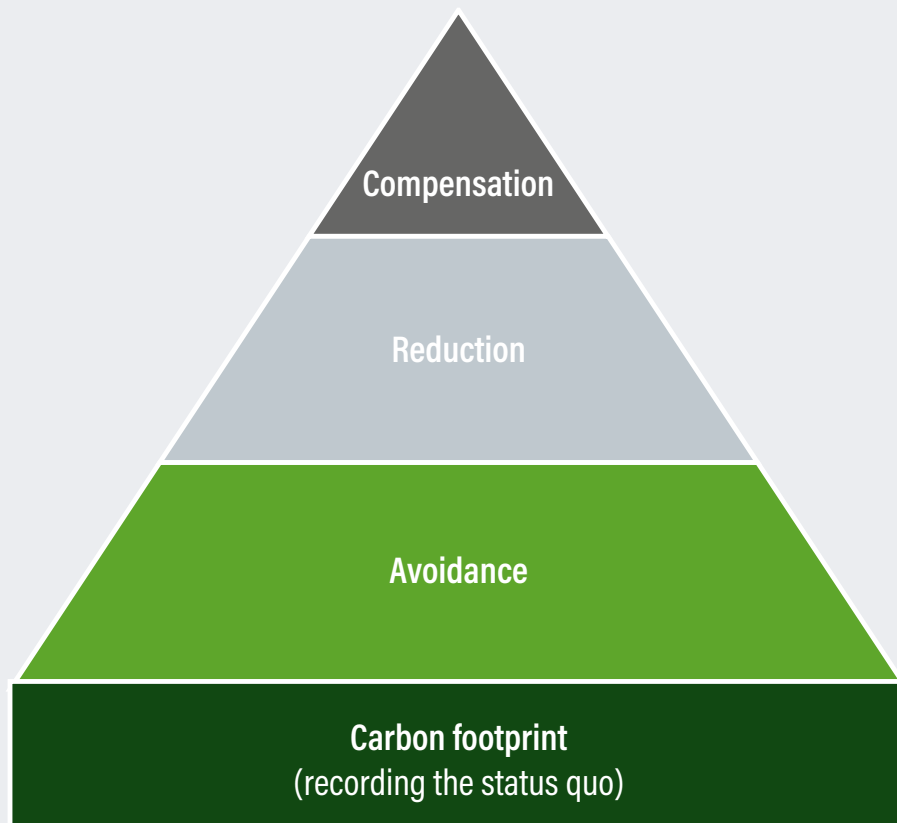
In order to reduce waste volumes and safeguard the future of coming generations, it is essential to transition from the current linear economy to a circular economy.

The circular economy model aims to ensure that existing materials and products remain in circulation for as long as possible through reuse, repair, refurbishment and recycling.

This transformation leads to a slower depletion of natural resources, reduces the destruction of landscapes and habitats, and helps to minimise the loss of biodiversity.

By developing more efficient and sustainable products, energy and resource consumption can be significantly reduced, as approximately 80% of a product's environmental impact is determined during the design phase. Consistent adherence to the precautionary principle enables us to reduce annual greenhouse gas emissions and make a positive contribution to mitigating climate change.

This is where reusable transport systems come into play. Reusable plastic transport packaging helps prevent the mountains of waste generated by single-use packaging in the linear economy. As these products can be reused for several years or even decades and are recyclable at the end of their life cycle, the products and materials remain in the cycle permanently.



Credible climate protection

Limiting global warming and reducing greenhouse gas emissions are among the key challenges of the coming decades. At European level, the European Green Deal sets out the policy framework for the target of reducing net greenhouse gas emissions to zero by 2050.

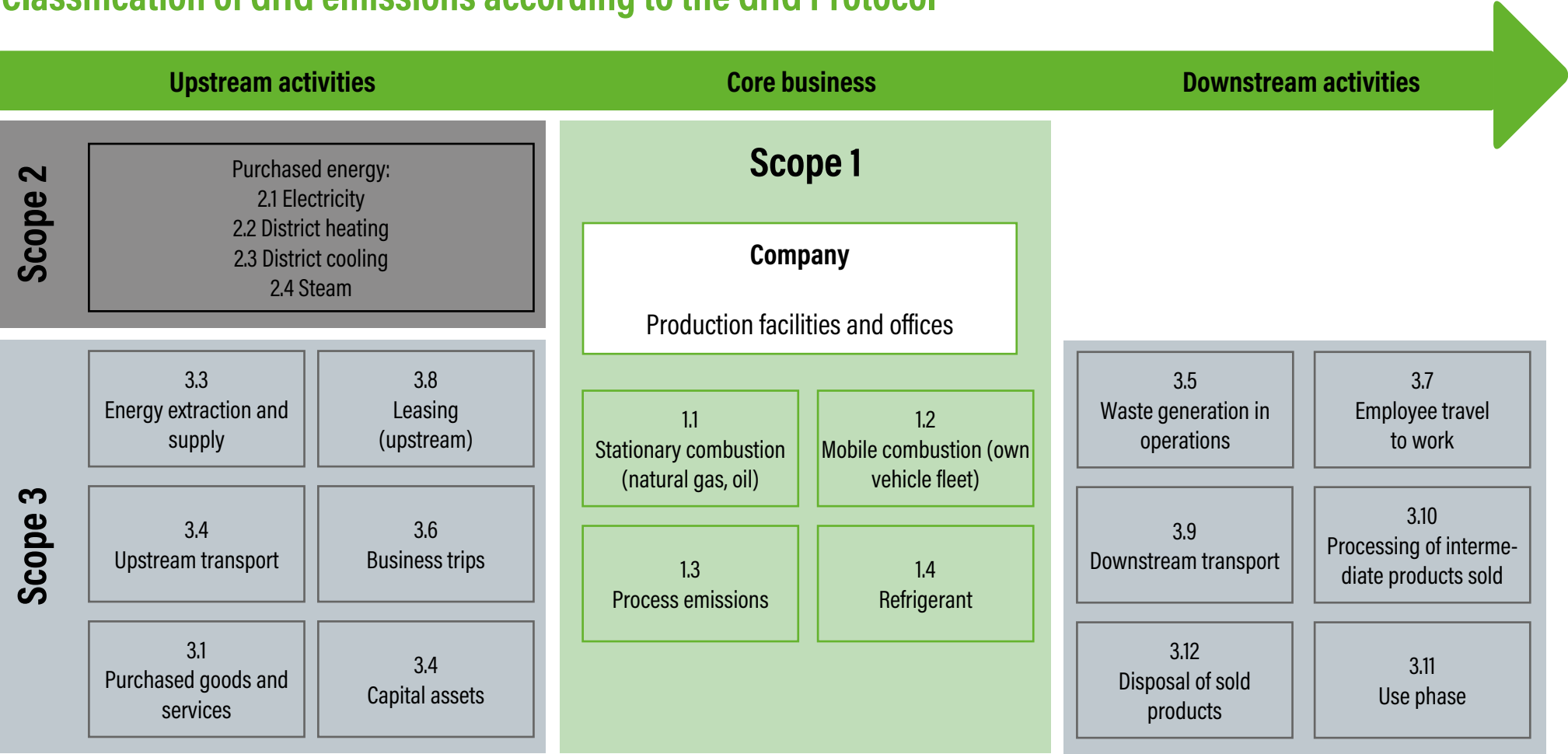
Climate-related requirements are becoming increasingly important for businesses. In addition to legal requirements, the expectations of customers, financial institutions and other stakeholders also play a significant role. The basis for managing climate action lies in the measurement and analysis of greenhouse gas emissions throughout the value chain.

Based on this data, potential for reduction can be identified, measures developed and emission targets set. Emissions targets support the long-term planning of climate measures and provide transparency regarding the intended emissions trajectory.

When reducing greenhouse gas emissions, the initial focus is on prevention and reduction. Offsetting measures may be considered as a supplementary approach to compensate for emissions that remain after economically and technically feasible reduction measures have been implemented.

Measuring, understanding and reducing emissions

Classification of GHG emissions according to the GHG Protocol



The carbon footprint is a key indicator of a company's environmental impact. It measures the amount of greenhouse gas emissions caused directly and indirectly by the company. Reducing these emissions is crucial to limiting climate change and achieving the EU's 1.5-degree target. The Greenhouse Gas Protocol provides a global standard for measuring and managing greenhouse gas emissions for businesses and the public sector. The CCF (Corporate Carbon Footprint) provides companies with an overview of exactly where greenhouse gas emissions arise within their operational processes and value chain and how high these emissions are. Systematically recording the three scopes reveals areas where action is needed, as well as identifying potential savings for the company.



Environmental sustainability



Economic sustainability



Social sustainability

Environmental sustainability at bekuplast

At bekuplast, we consider environmental, social and economic aspects in their entirety. These factors are incorporated into our business decisions, our products and our collaboration with employees, customers and suppliers.

One of our key focuses is the development and production of customised reusable transport packaging. As these can be used repeatedly, they help to reduce the use of single-use packaging. Furthermore, wherever technically and product-specifically feasible, we use recycled materials. Ever since the company was founded in 1985, we have been developing products for reusable applications that meet today's requirements for reusability and recyclability.

The health and safety of our employees is a top priority. Regular trainings, safety briefings and site inspections help us to identify risks at an early stage and prevent accidents. In addition, we invest in safe workplaces, ergonomic working conditions and measures to promote health.

Furthermore, we are committed to vocational training. Through our apprenticeship programme, we enable young people to enter various professional fields and support them in their professional and personal development.

To remain competitive, we continuously invest in modern technologies, efficient production processes and the further development of our products. In doing so, we focus on long-term partnerships and regional value creation. In this way, we lay the foundations for stable corporate development and long-term employment prospects.

Transformation path to achieve our sustainability goals by 2030

	2023	2024	2025	2026	2027	2028	2029	2030
Reduction	Refrigeration machine 	2 new machines per year* 	2 new machines per year* 	2 new machines per year* 	2 new machines per year* 	2 new machines per year* 	2 new machines per year* 	All injection moulding machines average less than 0.50 kWh/kg
Procurement vs. in-house production	Photovoltaic system on roofs 	Photovoltaic systems on fence structures 	Monitor legal framework conditions and invest earlier if necessary 					100% renewable energy
Green electricity strategy		Power Purchase Agreements (PPA) Constant review of economic viability and market requirements 						Green electricity from in-house generation
Residual compensation		Establishment of a network of climate protection projects, 2 to 3 projects per year (marketing)	Regional climate projects	As soon as economically reasonable, residual compensation via certificates 				Residual compensation via climate protection projects
Other measures	Appointment of a Sustainability Officer, EcoVadis certification		ECOZERT-Creditreform, major sustainability report	ESG reporting	ESG reporting 			

*Replacement of up to two machines per year until 2030 is planned on average, taking into account economic aspects and an electricity price of 0.25 euro/kWh.

Transformation path to achieve our sustainability goals by 2030

Our goal is to implement fully sustainable operating processes by 2030. This path is accompanied by clearly defined milestones and strategic measures.

Machine replacement

By 2030, we plan to replace up to two machines per year on average. Economic aspects are taken into account, as are energy costs, which we calculate at €0.25/kWh. This process will be implemented gradually to ensure continuous efficiency improvements.

Expansion of photovoltaic systems

The photovoltaic system, which was expanded in 2023 to have a capacity of 2.235 megawatts, will be further expanded with photovoltaic facades. This expansion is expected to significantly increase energy production from solar power and is an important step towards independence from external power sources.

Integration of wind energy plants

By 2030 at the latest, we plan to cover our energy demand additionally through our own wind energy plants. The realisation of this project depends heavily on the legal framework. Ideally, this measure can be implemented before 2030 in order to accelerate the energy transition.

Switch to 100% renewable energies

Our goal is to cover 100% of our total energy needs from renewable sources by 2030. This includes both the use of self-generated green electricity from PV systems and wind power, as well as the implementation of energy storage solutions to ensure a stable energy supply.

Implementation of sustainability in the bekuplast group of companies

Another decisive milestone is the complete integration of sustainability goals into all areas of the bekuplast group of companies. This encompasses production processes as well as corporate strategy and the daily activities of employees. Sustainability is becoming a central component of our corporate culture.

Conclusion

By consistently implementing these milestones, we will achieve our sustainability goals and make a significant contribution to environmental protection. The strategic measures will not only bring us economic benefits, but also strengthen our pioneering role in the industry. We are confident that these steps will enable us to achieve a completely sustainable and environmentally friendly energy supply by 2030.

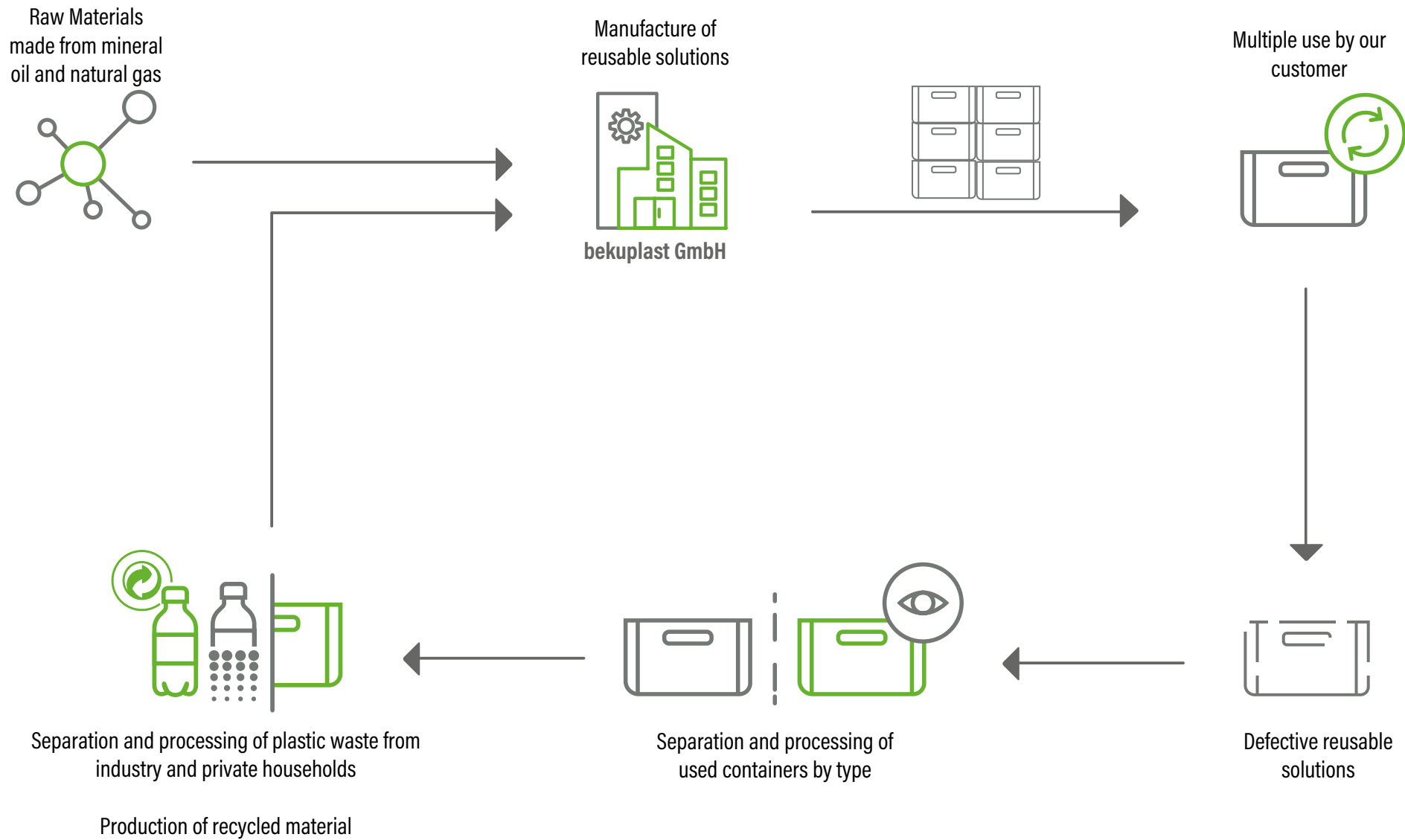


Our milestones on the path to climate neutrality

bekuplast has been implementing climate-neutral measures for many years. In recent years, we have implemented further measures in addition to replacing two machines each year:

- 2010
 - Installation of a photovoltaic system
- 2012
 - Introduction of an energy management team
 - Heat recovery from production for the administration building (Gas consumption only on non-production days)
- 2015
 - Implementation of peak load management
- 2017
 - LED conversion
- 2019
 - Energy optimisation of cooling system
- 2017
 - Introduction of BQC as a qualified recycling material
- 2021
 - Replacement of existing compressed air infrastructure through the use of regulated compressors
- 2022
 - Increase in silo capacity by approx. 130%
- 2023
 - Replacement of remaining light sources (100% LED in use)
 - Defined process for carbon-neutral products
 - Expansion of the photovoltaic system
- 2024
 - Purchase of an oil separator
 - Construction of a car park with electric charging stations
 - Installation of a photovoltaic system on fencing
- 2025
 - Purchase of more energy-efficient injection moulding machines
 - Tree-planting campaign

Value chain/circular economy at bekuplast





Systematic recycling

Sustainable material cycles at bekuplast

We place great importance on working with local suppliers. Through our close partnerships with regional businesses, we not only strengthen the local economy but also reduce transport distances and the associated emissions.

Our products are mainly made from the plastics HDPE, PP and EOS. In 2025, we processed a total of 37,000 tonnes of plastic. The responsible use of recycled materials is a key component of our sustainability strategy. Our aim is to conserve resources, reduce emissions and, at the same time, ensure the highest product quality. A key element of this is our bekuplast Quality Compound (BQC) – a high-quality material made from carefully selected recycled materials, which is comparable to virgin material in terms of stability, durability and functionality.

One example of the successful use of BQC is our baseline Eco series, which is manufactured entirely from high-quality recycled material and is 100% recyclable.

In addition, our product portfolio includes items certified with the Blue Angel eco-label – proof of particularly resource-efficient and environmentally friendly plastic products. In 2025, we achieved a recycled material content of almost 35%. In doing so, we are increasingly focusing on closed-loop material cycles, particularly for products that come into contact with food. In this way, we ensure that recycled materials can also be used in sensitive applications – without compromising on safety and hygiene.

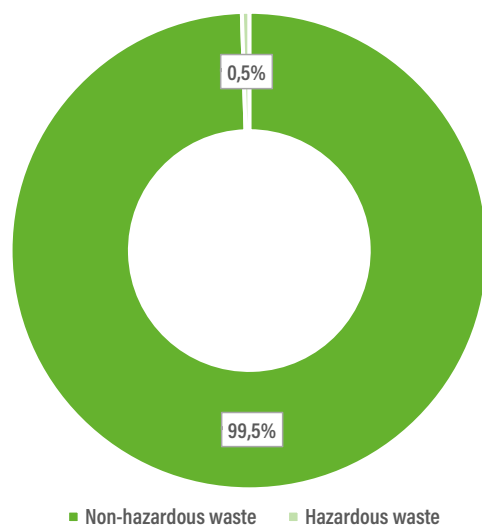
With innovative material solutions such as BQC, the targeted use of recycled materials and the development of closed-loop systems, we are making an active contribution to the circular economy – and setting new standards for sustainable plastics processing within the industry.



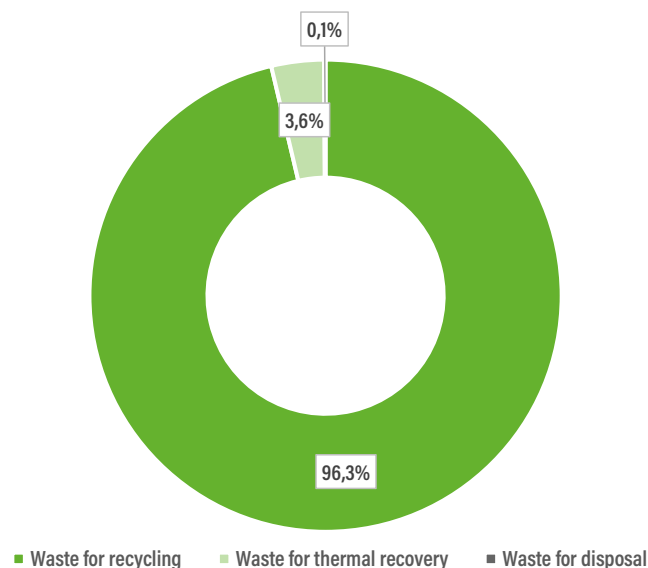
www.blauer-engel.de/uz30a



Composition of waste 2025



Waste management 2025



Waste generation, waste separation and recycling at bekuplast in 2025

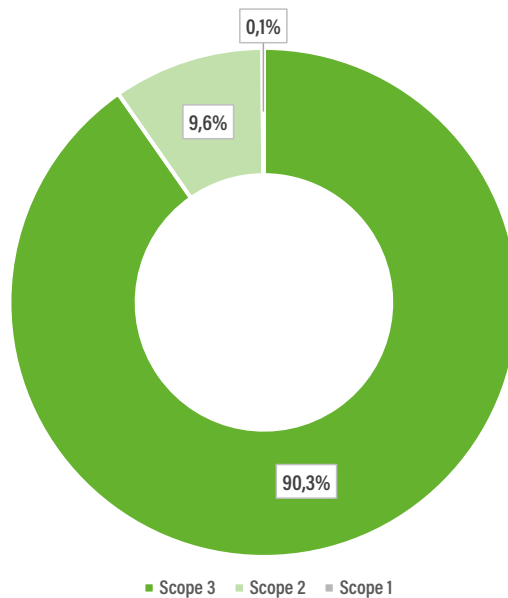
The systematic collection, separation and recycling of waste is an essential part of our environmental management. In 2025, the total volume of waste generated at bekuplast amounted to 2,417 tonnes. This figure also includes scrap generated during the production process. Of the total volume, 2,405.91 tonnes consisted of non-hazardous waste and 11.26 tonnes of hazardous waste.

Thanks to the systematic separation of the various waste fractions, the vast majority of the materials generated could be sent for recycling. In total, 2,327 tonnes – or 96.3% of the total waste generated – were recycled and returned to the material cycle as secondary raw materials. A further 89 tonnes were thermally recycled. Only 2.2 tonnes of the total waste generated had to be disposed of.

Overall, 99.9% of the waste generated was thus sent for recycling. These results demonstrate the effectiveness of our established waste separation processes and support the aim of keeping materials in the economic cycle for as long as possible and reducing the demand for primary raw materials.

In the coming year, bekuplast will continue to work towards further reducing waste volumes and maintaining the recycling rate at a high level.

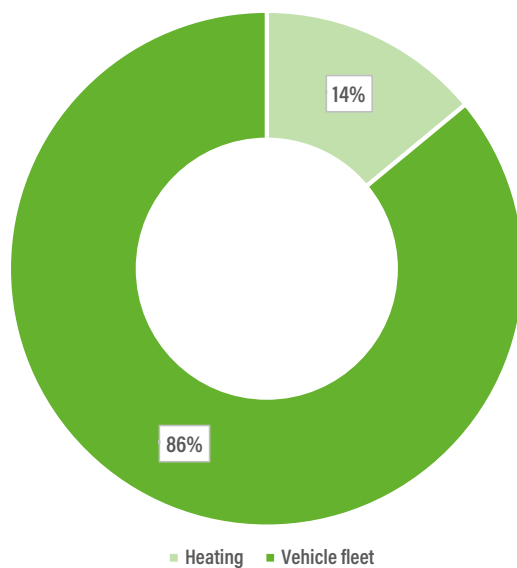
Carbon footprint



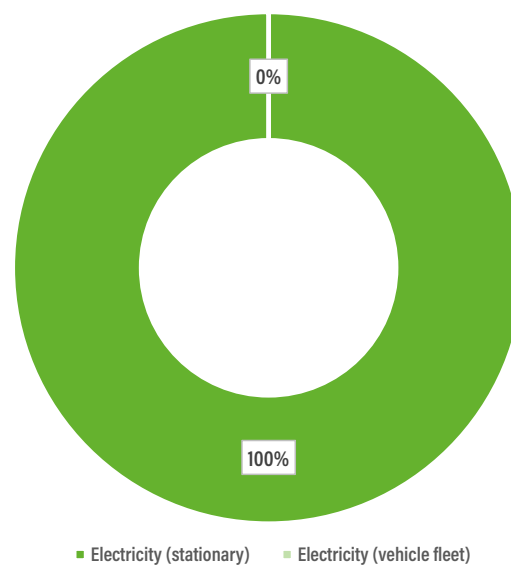
Our carbon footprint at a glance

2025: 87,245 t CO₂e
 Scope 1: 95.47 t CO₂e
 Scope 2: 8,378.67 t CO₂e
 Scope 3: 78,770.86 t CO₂e

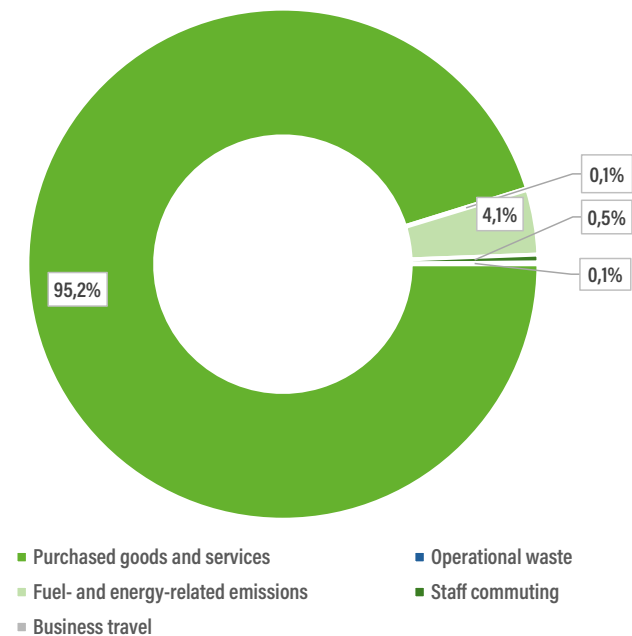
Scope 1



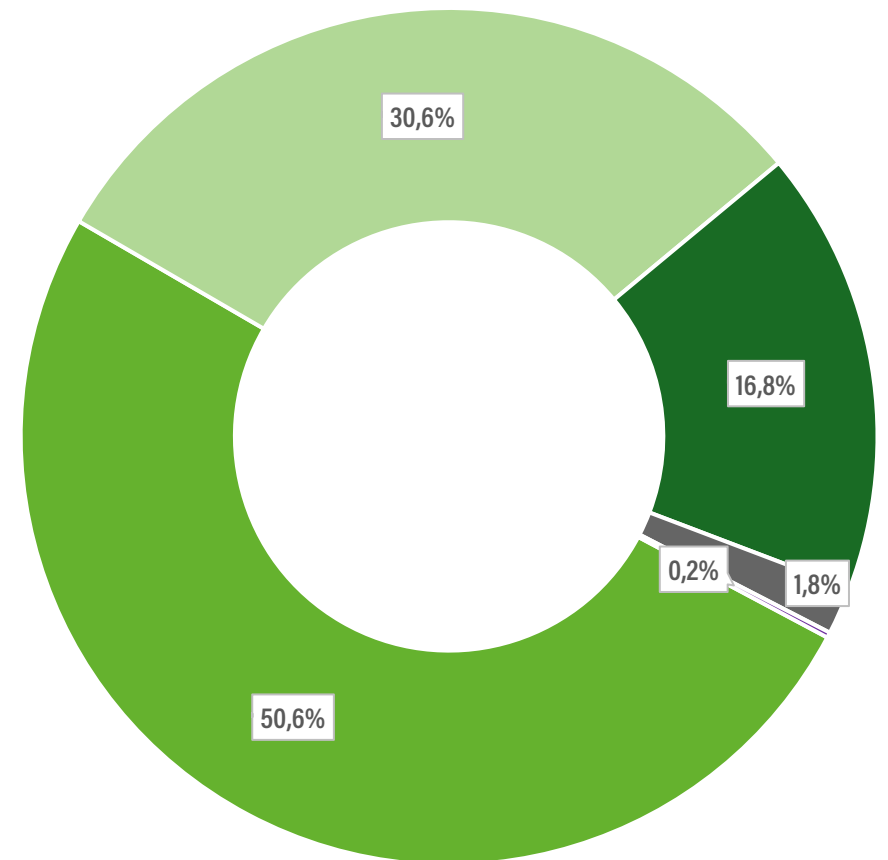
Scope 2



Scope 3



Energy consumption



- Green electricity from the electricity mix ■ Grey electricity from the electricity mix
- Green electricity from PV & vPPA ■ Gas consumption by forklift trucks
- Gas consumption for heating

Energy production and consumption at bekuplast in 2024

Since 2023, bekuplast has been operating one of the largest rooftop photovoltaic systems in the region – a strong sign of its commitment to climate protection and sustainable energy generation. On an area of 18,490m², 5,451 solar modules generate around 2 million kilowatt hours of electricity per year. This amount corresponds to a saving of approximately 850 tonnes of CO₂ per year.

The electricity generated is fed directly into the company's own grid and used for the production of our reusable products. In this way, bekuplast not only increases energy efficiency, but also actively reduces dependence on fossil fuels.

In 2025, total energy consumption was broken down as follows:

- Green electricity from PV & vPPA: 5,623,390 kWh
- Green electricity from the electricity mix: 17,078,330 kWh
- Grey electricity from the electricity mix: 10,334,720 kWh
- Gas consumption for heating: 70,621 kWh
- Gas consumption for industrial trucks (forklifts): 619,052 kWh

Reduction instead of compensation – that is the motto we live by in order to minimise our ecological footprint in a sustainable manner. The specialists in our energy team continuously identify potential savings, implement measures to improve our energy efficiency and consistently drive forward the expansion of renewable energies. In this way, we are making an active contribution to conserving resources and achieving our climate targets.



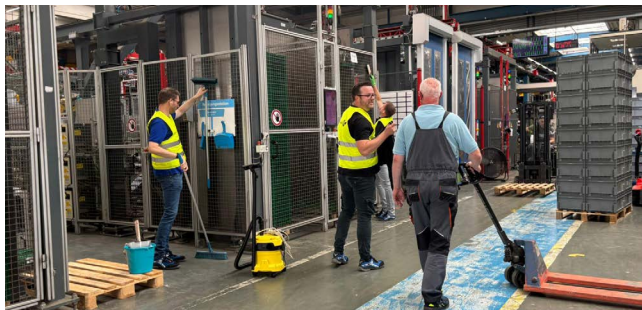
Working together bekuplast's first Clean Day

On 14 June 2025, bekuplast held its first-ever Clean Day. About 40 employees volunteered to participate in the initiative and, despite summer temperatures of over 30 °C, worked hard to ensure a well-maintained work environment. Together, they swept, cleaned, vacuumed and tidied up many areas of the premises to ensure greater order and cleanliness.

It was particularly pleasing to see employees from different departments, as well as senior management, actively taking part in the initiative. Together, they rolled up their sleeves, worked up a sweat and shared a laugh – a living example of teamwork and solidarity across all hierarchical and departmental boundaries.

To thank everyone for their voluntary efforts, bekuplast rounded off the day with pizza, cold drinks and a small gift for all the helpers.

The positive response and high turnout demonstrated just how much can be achieved through collective action. It is therefore already clear that this first Clean Day at bekuplast will not be the last.





Social sustainability

Responsibility towards people and society

Social sustainability is an essential component of sustainable development. Whilst the focus is often on environmental and economic sustainability, the social dimension must not be neglected. It encompasses responsibility towards employees, as well as the people and communities with which a company is connected. This includes, among other things, fair working conditions, health and safety at work, equal opportunities, and opportunities for personal and professional development.

A respectful and supportive working environment can help to promote motivation, collaboration and long-term loyalty. Furthermore, companies can contribute to their social environment through their commitment to education, social participation and regional development.

Social sustainability complements the environmental and economic aspects of sustainable practice and, together with them, forms the basis for future-oriented corporate development.



Our vision
and values



bekuplast – a family business with strong values

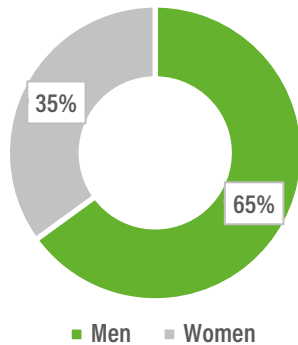
In order to meet our high standards, we have defined values that are lived by the entire bekuplast team. Shared value management, where people contribute their own ideas, boldly defend their points of view and treat each other with respect, is extremely important.

We live our values:

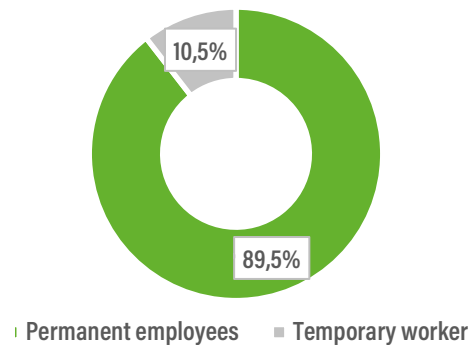
- ✓ Openness
- ✓ Innovative spirit
- ✓ Courage
- ✓ Quality
- ✓ Customer focus
- ✓ Appreciation
- ✓ Sustainability



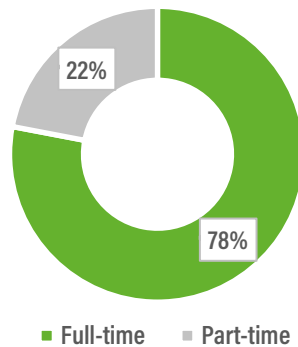
Gender structure



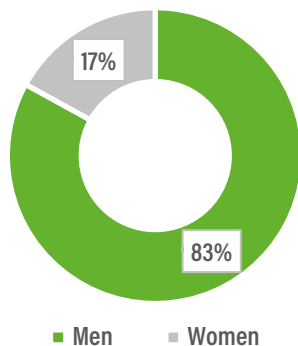
Permanent employees/
temporary workers



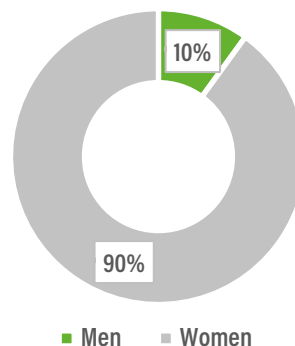
Full-time/part-time



Gender distribution of
full-time employees



Gender distribution of
part-time employees



Our team for sustainable success

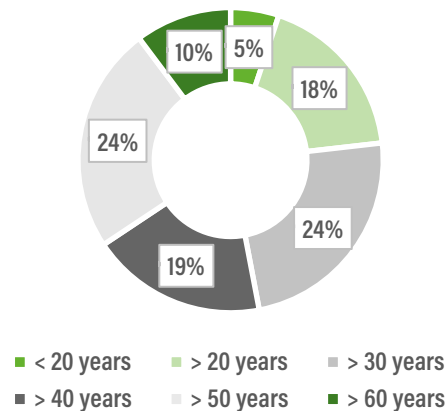
At our company, we place great value on a diverse and balanced employee structure. With a total of 332 employees, we promote a mixed gender distribution, with 115 women and 217 men.

A key feature of our HR policy is the high proportion of permanent employees. Of our 371 employees, 89,5% are permanent staff. Only 10,5% of our employees are temporary workers, which shows that we value stability and continuity.

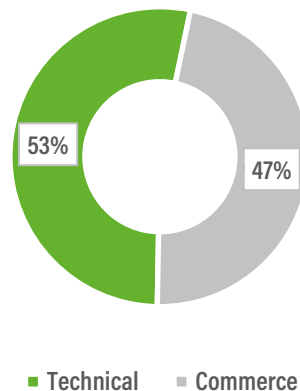
In addition, we offer flexible working time models to accommodate the different life situations of our team players.

In 2025, 78% of permanent employees worked full-time, while 22% were employed part-time.

Age distribution



Apprentices



Our team for sustainable success

The mixed age structure enables us to benefit from the different stages of life and experiences of our employees. Promoting young talent is very important to us: 47% of our apprentices are in commercial training, while 53% are in technical training.

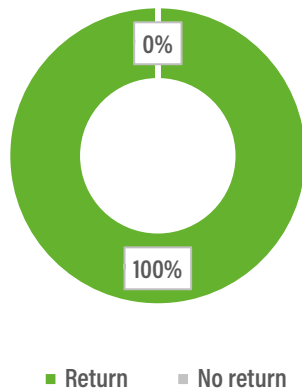
A total of 65 new employees were hired during the reporting period. These new recruitments reflect our ongoing commitment to attracting talented professionals and strengthening our team. At the same time, there was a staff fluctuation of 68 people out of a total workforce of 345 employees (at the beginning of the year) at the Ringe site. This corresponds to a fluctuation rate of around 20%. Approximately one-sixth of those who left the company did so due to age-related reasons.

Approximately 97% of the workforce is recruited from neighbouring regions, which means that the local population is significantly integrated into the labour market. Only one member of the management team is not from the region.

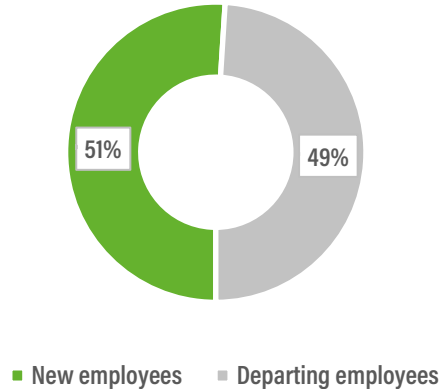
All employees are entitled to parental leave, regardless of age or gender. During the reporting period, a total of 6 employees took parental leave, including 3 men and 3 women. Of these 6 employees, 5 returned to their jobs after completing their parental leave. The number of employees who returned after parental leave and were still employed 12 months later remains unchanged.

Our employees are the foundation of our success. By promoting an inclusive working environment, we are laying the foundations for innovation and sustainable growth within our company.

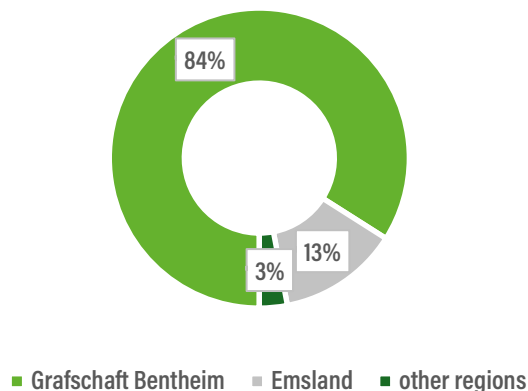
Returning after parental leave



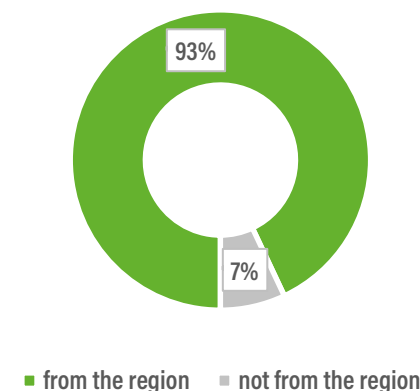
Employee Turnover



Workforce by region

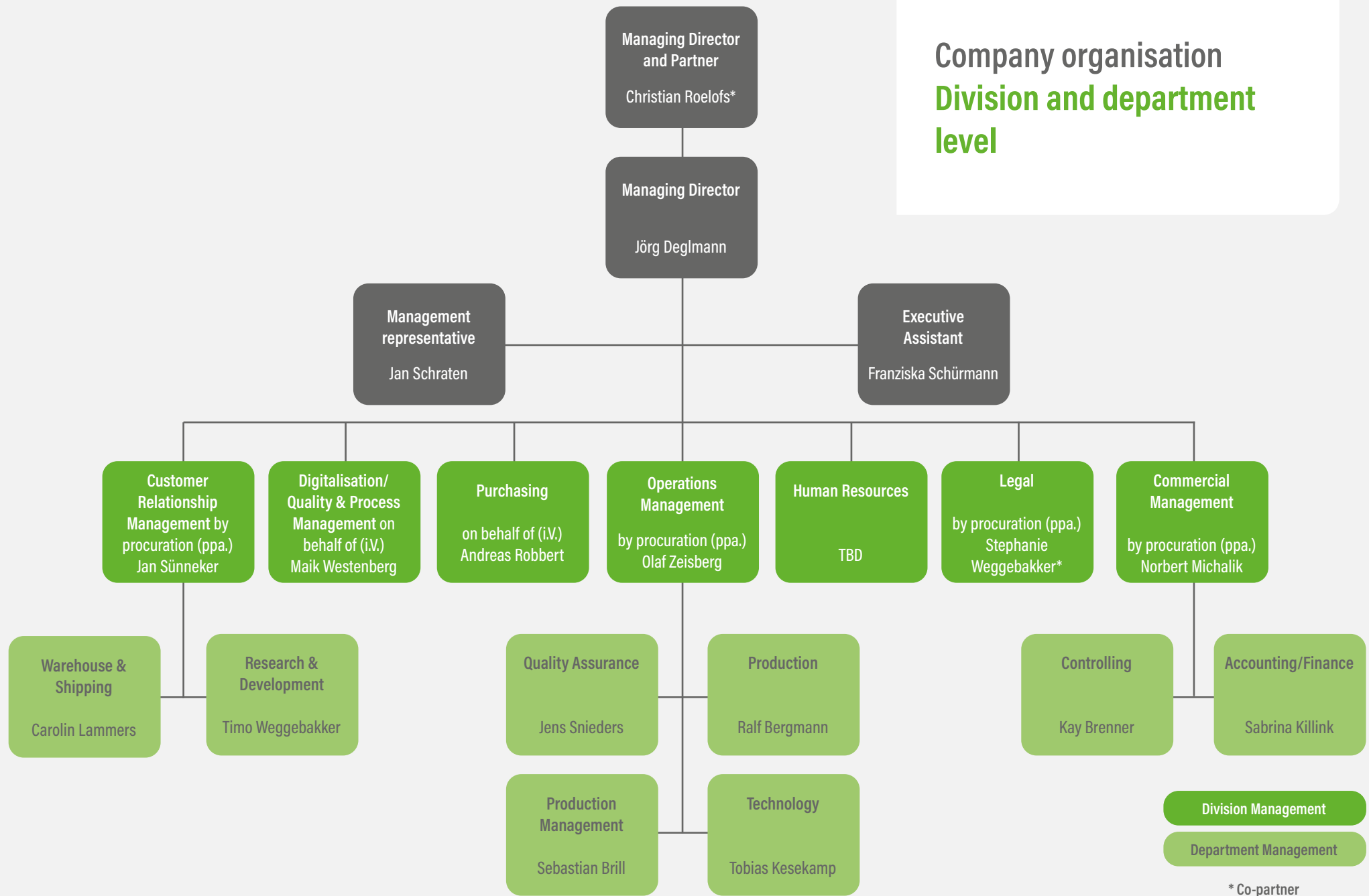


Origin of executives



Company organisation

Division and department level



Film
„40 years bekuplast“



Film
„Open Day“



40 years of bekuplast Building the future together

The year 2025 was a special one for bekuplast: we were able to look back on **40 years of company history**. This anniversary provided an opportunity not only to celebrate the company's development, but also to put the spotlight on the people who have made this success possible over four decades – our employees, their families, our customers, suppliers and the people in the region.

As the highlight of our anniversary year, we organised an **open day** at our site. We opened our doors to employees, their families, business partners and interested visitors from the region. The aim was to create transparency about our work, provide insights into our production processes and encourage direct dialogue with various stakeholders.

The open day strengthened the dialogue between the company and community while providing an opportunity to highlight our employees' dedication. Visitors were able to find out about our products, our company history and our sustainability activities. At the same time, the event promoted an understanding of industrial value creation, resource conservation and the importance of reusable systems for a sustainable circular economy.

Our 40th company anniversary and the Open Day demonstrate that sustainable corporate development is based not only on environmental and economic success, but also on strong social relationships, a culture of mutual respect and active responsibility towards our employees and society.



Corporate Culture

Diversity and Collaboration at bekuplast

Corporate Culture

Our corporate values shape the way we interact with one another, as well as our collaboration with business partners and other stakeholders. Integrity, respect and equal opportunities form the cornerstones of our actions. We are committed to a working environment that is free from discrimination and unfair treatment – regardless of origin, gender, age or physical appearance.

The diversity of our workforce is reflected, amongst other things, in the collaboration between employees from eleven different countries. Around 12% of our employees are not German by nationality. Different cultural backgrounds, experiences and perspectives shape our day-to-day work and contribute to a respectful working environment. The mixed-age composition of our workforce also promotes the exchange of knowledge and experience. This brings together different perspectives and skills, which supports collaboration within our teams.



Corporate Culture

Diversity and Collaboration at bekuplast

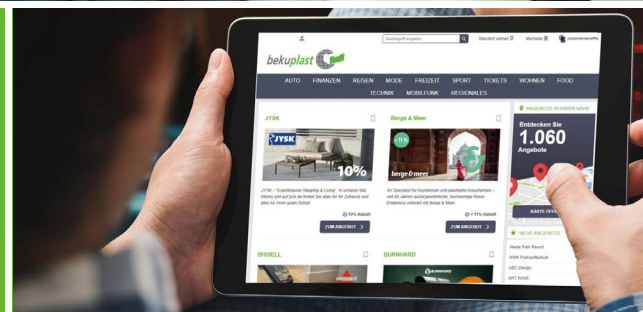
Working conditions at bekuplast

We place great importance on working conditions that take into account our employees' different life situations and needs. In 2025, around 89% of our workforce were in permanent employment. The average length of service was 10 years.

As a family-run business, we offer various measures to support a healthy work-life balance. These include, amongst other things, flexible working time models, flex-time arrangements and part-time options, which are utilised by around 22% of our employees. In addition, special leave days are available for occasions such as house moves, weddings or the birth of a child.

In addition, we offer benefits such as vacation pay and a Christmas bonus, contributions to the company pension plan, a lifetime working hours account, supplementary company insurance, and health promotion programs through EGYM Wellpass. Other benefits include bike leasing, corporate benefits, the provision of work clothing, and opportunities for further education and training. Fresh fruit and drinks are available for daily refreshment.

Through these measures, we create the conditions for a long-term working relationship and support the personal and professional development of our employees.





Making history together

Anniversaries at bekuplast

Long-term employment is a sign of trust, loyalty and shared growth. In 2025, we at bekuplast were able to honour numerous employees for their many years of loyalty to the company.

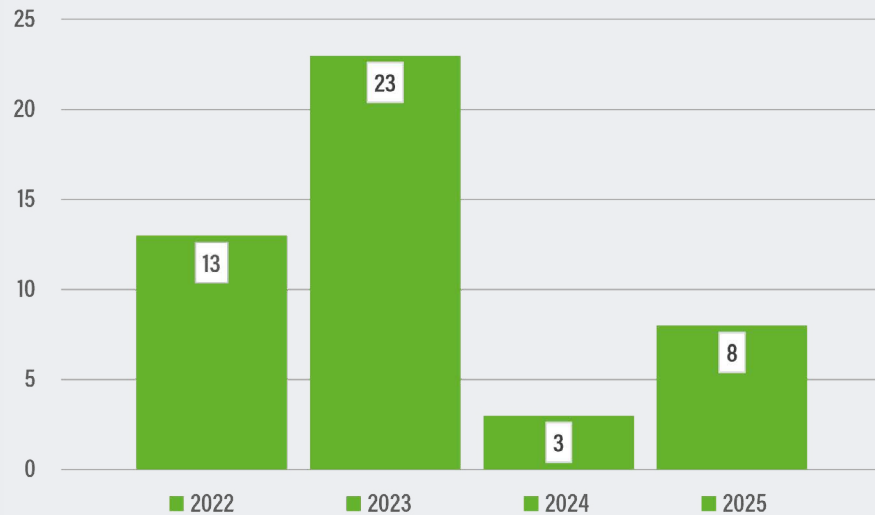
One anniversary in particular deserves special mention: Johann celebrated 40 years with the company and has therefore been with bekuplast since its very beginnings..

In addition, several colleagues celebrated their 10th, 20th, 25th or 30th anniversaries. The long-standing experience, commitment and expertise of our employees are a key factor in the continued success of bekuplast. Through their day-to-day work, they help to preserve knowledge within the company, drive innovation and shape our corporate culture for the long term.

We would like to express our sincere thanks for their long-standing loyalty and valuable contribution. The numerous anniversaries demonstrate that, for many employees, bekuplast has been a reliable employer and a place of shared growth over many years.

Reportable accidents at work

2022-2025



Care that works

Health and safety for our team

At bekuplast, the health and safety of our employees is a top priority. Our aim is to prevent accidents at work, identify potential hazards at an early stage and ensure safe working conditions for all employees.

In 2025, additional safety representatives were trained in both production and administration. As advocates, they help to promote safety awareness in day-to-day working life and contribute to the early identification of potential risks. In addition, regular safety inspections are carried out, during which work areas are checked, hazards are assessed and, where necessary, improvement measures are implemented.

Despite these activities, the number of reportable workplace accidents rose in the reporting year from three accidents in 2024 to eight accidents in 2025. We take this development very seriously and have analysed the individual incidents to identify the causes and derive appropriate preventive measures. The insights gained are incorporated into the continuous development of our occupational health and safety management system. The Lost Time Injury Frequency Rate (LTIFR) stood at 12 in the reporting year, which is slightly above the industry average of 11.16.

Through regular training sessions, the active involvement of safety representatives and the ongoing review of our working conditions, we are working to further reduce safety risks and create a healthy and safe working environment for all employees.

Our long-term goal remains unchanged: a working environment in which workplace accidents are prevented and the vision of zero workplace accidents sets the standard for our actions.



THE TEN PRINCIPLES OF THE GLOBAL COMPACT

1. Businesses should support and respect the protection of international human rights.
2. Businesses should ensure that they are not complicit in human rights abuses.
3. Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should work towards the elimination of all forms of forced labour.
5. Businesses should advocate for the abolition of child labour.
6. Businesses should promote the elimination of discrimination in employment and occupation.
7. Businesses should follow a precautionary approach to environmental challenges.
8. Businesses should take initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against corruption in all its forms, including extortion and bribery.

Working together for global goals with the UN Global Compact

Since 2024, bekuplast has been a member of the UN Global Compact (UNGC), the world's largest initiative for sustainable and responsible business practices.

We have continued our membership in 2025 as well, thereby reaffirming our commitment to the ten principles of the UNGC and to supporting the 17 Sustainable Development Goals.

SUSTAINABLE DEVELOPMENT GOALS





Focus on people

Our social commitment

As a responsible company, we are actively committed to supporting social and cultural projects that have a positive impact on our community. We have compiled a selection here.

General

- Donations to the Wilhelm-Staehle School in Neuenhaus, Meppen Youth Fire Brigade & Regenbogen Nursery
- Kindernothilfe
- Sternenbrücke Children's Hospice
- Sonnenkinder Weser Ems

Support associations

- Uelsen Secondary School
- Lise Meitner Grammar School, Neuenhaus
- Uelsen Football Club

Sponsorship

- HSG Nordhorn
- SV Hoogstede
- SC Union Emlichheim
- GSV Ringe-Neugnadenfeld
- TC BW Emlichheim
- TC Rot-Weiß e.V. Neuenhaus



61,269 €
was donated
in 2025





Container Donation

Containers for a good cause

Containers for the Regenbogen nursery in Emlichheim

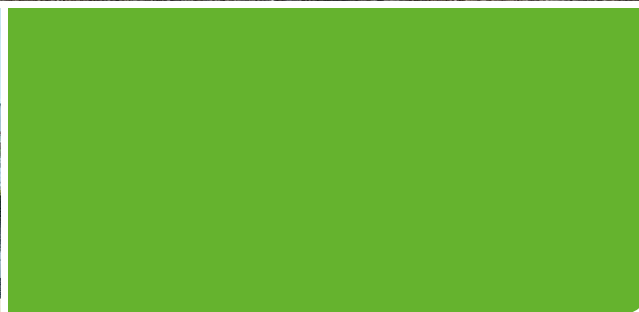
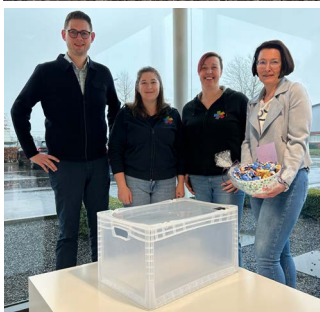
In 2025, bekuplast provided the Regenbogen nursery in Emlichheim with reusable containers. The containers are used to store play and physical activity equipment and are utilised in the activity room and storage areas. They help keep things tidy and make day-to-day life at the nursery easier. Through this donation, bekuplast supports local educational institutions and improves conditions for children and employees.

Containers for the Meppen Youth Fire Brigade

In 2025, the Meppen Youth Fire Brigade received a donation of containers from bekuplast. The reusable containers are used for the safe and practical storage of equipment. This ensures that materials can be stored securely and found quickly. In this way, bekuplast promotes the voluntary commitment of young people and the fire service's important work in recruiting new members in the region.

Containers for the Wilhelm-Staehle School in Neuenhaus

The Wilhelm-Staehle School in Neuenhaus also received support from bekuplast in 2025. The donated reusable containers are used in day-to-day school life and ensure that teaching materials and other equipment are stored in an organised manner. This durable solution simplifies organisation and supports the smooth running of the school.





beku Cup



bekuplast
Open



Sponsorship

Supporting local sports clubs is an integral part of our social commitment. These clubs create safe and supportive spaces for children, young people and adults to develop their sporting skills and actively participate in community life. They promote social cohesion and strengthen team spirit. Through events such as the beku Cup and the bekuplast Open, bekuplast GmbH promotes regional sports and strengthens the local community.

3rd beku Cup 2025

The beku Cup is a volleyball tournament organized by SCU Emlichheim in co-operation with bekuplast. In 2025, the 3rd edition of the tournament took place in the Vechtetelhalle.

20th bekuplast Open

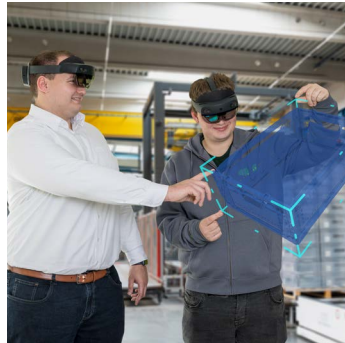
The bekuplast Open is an annual tennis tournament held in Emlichheim (TC BW Emlichheim club grounds) and sponsored by bekuplast. This is an open tournament for women and men of various ages and skill levels. Every year, the tournament attracts players from different regions.

Our apprenticeship professions m/f/d

Industrial clerk



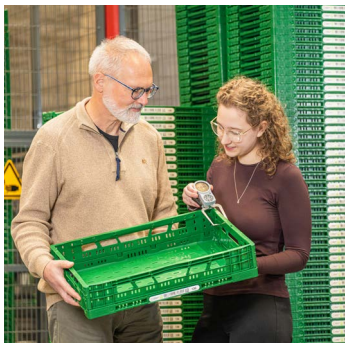
IT specialist



Mechatronics engineer



Technical Product Designer



Warehouse logistics specialist



Plastics and rubber technologist



Think outside the box Apprenticeship at bekuplast

As a top training company recognised by the Chamber of Industry and Commerce, we are especially committed to training the skilled workers of tomorrow.

Being an international company, bekuplast offers all apprentices great opportunities to develop and grow into challenging positions. Many examples within the company demonstrate that young employees are quickly given responsibility and have good career opportunities.

During their training, our apprentices are supported by dedicated mentors. They are available to answer any questions or concerns apprentices may have and provide valuable tips and advice.

Our training website provides a wealth of information about apprenticeships at bekuplast.

[To our apprentice website](#)



Information evening for students and parents

Since 2022, we have been offering an information evening for students and their parents.

During a relaxed dinner, the trainers will present the apprenticeship programmes and introduce the company. After a tour of the company, there will of course be plenty of time to ask questions, which the trainers will be happy to answer.

In November 2025, a total of 24 students and their parents attended our information evening to learn more about us and the apprenticeships we offer.

Once again this year, students will have the chance to find out about apprenticeships at bekuplast on 1 October.





Trainee Onboarding 2025

Getting off to a flying start together

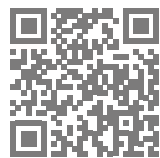
On 3 July 2025, our trainee onboarding event took place – a day full of fun, team spirit and great conversations!

Together with their trainers, the new trainees set off for BattleKart in Haren. On this special race track, the participants were able to demonstrate their skills behind the wheel and compete against one another in thrilling duels. The focus was not only on fun and competition, but above all on the shared experience.

After the races, everyone enjoyed a meal together. In a relaxed atmosphere, the apprentices were able to get to know one another better, make initial connections and discuss their upcoming training period.

The onboarding event was a successful start for our new apprentices. The day strengthened team spirit right from the start and laid the foundations for a successful and exciting training period together at bekuplast.

To the
trainee website





Future Day 2025

A look behind the scenes

As part of Future Day 2025, bekuplast welcomed 15 students, who took the opportunity to learn more about the company and the wide range of career opportunities on offer. During a tour of the premises, the participants gained fascinating insights into the various departments of the company and were able to experience day-to-day working life at first hand.

The visit was made particularly practical by the presentation of different areas of work. Among other things, the pupils got to know the IT, Marketing, Key Account Management, Warehouse and Mechatronics departments. They also gained an insight into the apprenticeship programme for plastics and rubber technologists and learnt how durable, reusable transport packaging is produced from plastic granulate.

The Future Day offered the young people the opportunity to discover their own interests, ask questions and gain initial impressions of career prospects within a modern industrial company. At the same time, bekuplast regards such events as an important contribution to the career guidance of young people and to the promotion of the next generation of skilled workers in the region.





Entrepreneurs' Evening 2025

Dialogue and networking for a strong region

On 18 June 2025, bekuplast welcomed around 120 entrepreneurs from the Emlichheim joint municipality to its Entrepreneurs' Evening at its site in Ringe. The event provided a platform for personal exchange, forging new contacts and nurturing existing networks.

The focus of the evening was on open dialogue between regional businesses and a shared perspective on the opportunities and challenges facing the regional economy. Through conversations, discussions and the sharing of experiences, valuable impulses were provided for further cooperation and the sustainable development of the region.

With this Entrepreneurs' Evening, bekuplast underlined the importance of a strong regional network. Economic success, innovative strength and social development arise where businesses, institutions and committed individuals remain in dialogue with one another and jointly take responsibility for the region's future.





Appreciation beyond active working life

In 2025, bekuplast once again invited retired employees to join in retirement breakfasts. These gatherings provided an opportunity to chat with former colleagues, line managers and senior management, to share memories of their time together and to maintain contact with the company.

For bekuplast, these pensioners' breakfasts are an expression of appreciation for employees who have shaped the company over many years through their commitment, experience and dedication. As a gesture of thanks for their long-standing collaboration, participants were presented with personalised gifts.

In a pleasant atmosphere, the focus was on personal interaction and looking back together on many years of successful teamwork. The events underline bekuplast's commitment to fostering a sense of connection and appreciation even beyond active working life.





bekuplast – Intelligent reusable solutions for a sustainable future

bekuplast attaches great importance to responsible and sustainable business practices. Our Code of Conduct serves as a guideline for ethical business conduct and social responsibility within the company. It encompasses key principles such as respect for human rights, protection of the environment and promotion of fair working conditions. We are committed to complying with national and international laws designed to prevent corruption and promote respectful treatment of employees and business partners.

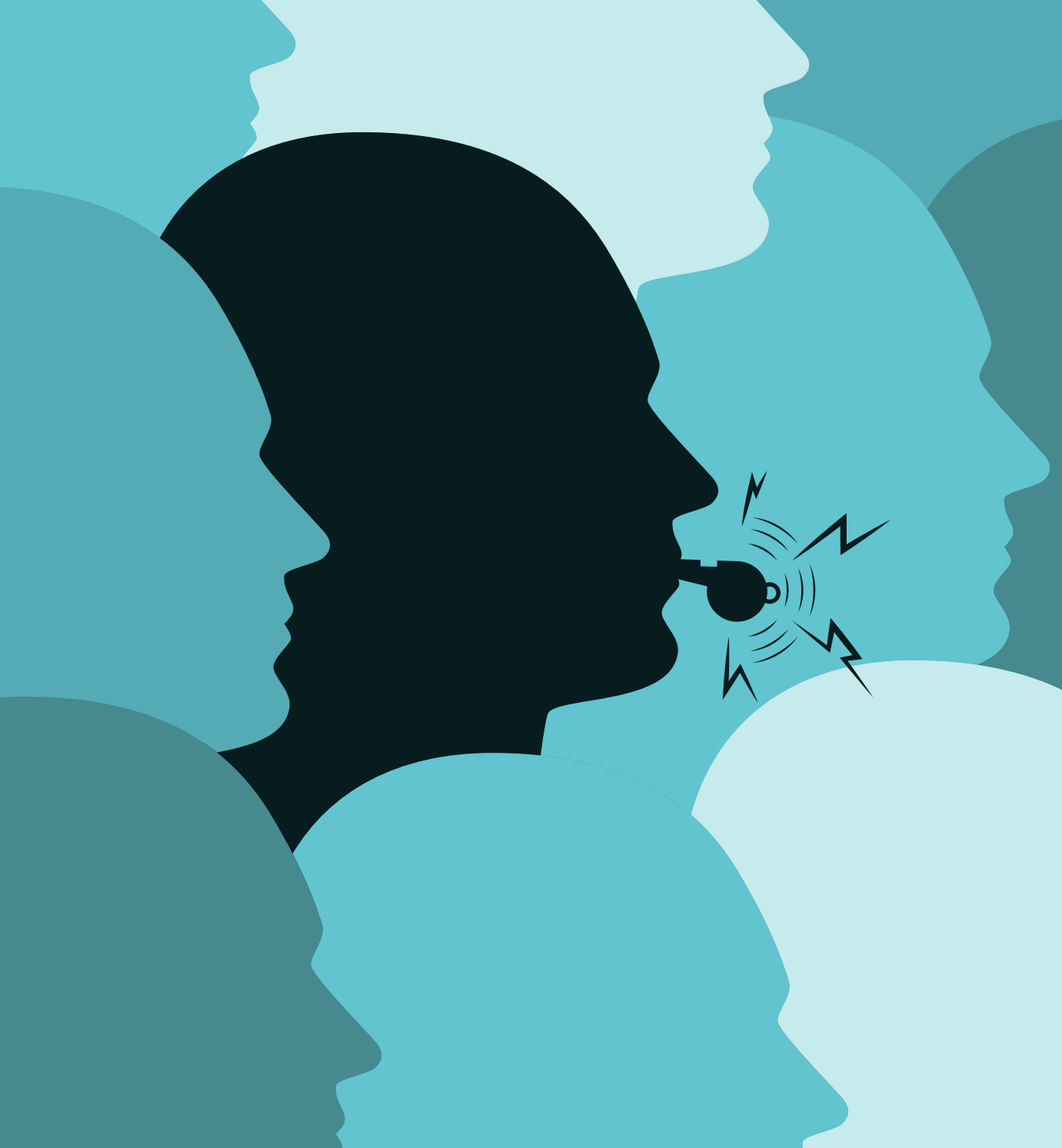
Our Supplier Code of Conduct supplements these principles and ensures that external partners also meet bekuplast's high standards. Our suppliers are committed to complying with environmental and social standards. These include the prevention of child and forced labour, fair remuneration and measures to reduce the ecological footprint. In addition, our suppliers are expected to encourage their own subcontractors to adhere to these principles.

To support transparent supply chain management, bekuplast uses the IntegrityNext platform. It helps us to systematically record sustainability and compliance issues amongst our suppliers, identify risks and promote dialogue on relevant sustainability topics.

Through our Code of Conduct, the Supplier Code and the use of IntegrityNext, we foster a trusting and transparent partnership with our business partners and support the ongoing development of a responsible supply chain.

[Our general Code of Conduct](#)

[Our Code of Conduct for suppliers](#)



Whistleblower portal of beuplast GmbH

We ensure that our business activities comply with applicable laws, guidelines and regulations. Information about compliance-related misconduct or legal violations is extremely important to us, as we want to prevent malpractice and misconduct and actively prevent future violations. Indications of violations of laws or compliance guidelines can be reported to an internal reporting office at beuplast GmbH. All reports will be treated confidentially in order to protect whistleblowers from negative consequences and sanctions. We will, of course, also follow up on anonymous tips.

[To our whistleblower portal](#)

100% of the management team has been informed about beuplast GmbH's anti-corruption guidelines and procedures and has completed anti-corruption training. In addition, a total of 332 employees, which is 100% of the workforce, were informed about the organisation's anti-corruption policy and procedures.

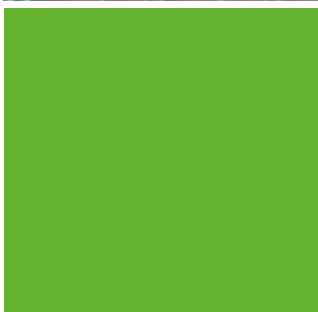


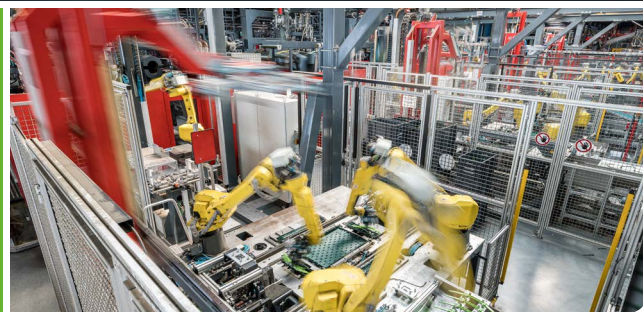
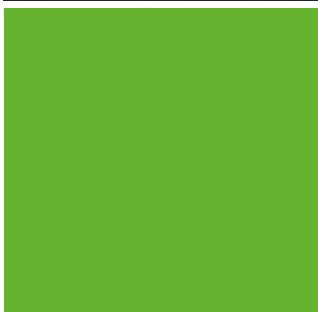
Economic sustainability

Responsible management for a stable future

Economic sustainability means shaping economic activity in such a way that long-term stability, competitiveness and value creation are ensured without overburdening ecological or social resources. It forms the foundation for business success that is not based on short-term profits, but on lasting resilience and responsible growth.

In an increasingly complex and dynamic world, our goal is to combine economic efficiency with sustainable investments, fair business relationships and future-oriented innovations. In this way, we not only create economic added value, but also strengthen our role as a responsible player in society and on the market.





Economic sustainability at bekuplast

Successful together

We firmly believe that economic success and environmental protection go hand in hand. By focusing on balanced, profitable growth with environmentally friendly customer solutions, we aim to achieve both economic and ecological goals. We are proud to contribute to sustainable development and to support our customers in achieving their own sustainability goals.

Independent and financially strong family business

Our independence as a family-owned company and a high level of self-financing set us apart – today and in the future. We will continue to use a significant portion of our cash flow to invest in innovation and efficiency improvements. This ensures that we always offer our customers advanced solutions that meet their requirements.

Innovative technologies for long-term business success

We are committed to digitalizing and automating processes in order to achieve our sustainability goals. By using new technologies, we can increase efficiency, reduce energy consumption and lower CO₂ emissions. For a sustainable future, we want to combine economic goals with ecological responsibility.



Economic sustainability

Investment in future-oriented sectors

Automation, digitalisation and the circular economy are shaping the requirements of modern logistics and production processes. We recognised these developments at an early stage and have consistently tailored our products and technologies to meet them. Through continuous investment in modern facilities and the further development of our product portfolio, we are laying the foundations to reliably meet future market requirements.

In doing so, we focus on areas of application with long-term growth potential and support our customers with high-performance reusable solutions for demanding logistics processes. Our aim is to play an active role in shaping technological developments and to provide innovative solutions that combine efficiency, quality and cost-effectiveness.

Long-term partnerships

Long-term, trust-based relationships with customers and suppliers are an essential part of our sustainable business success. Through ongoing dialogue with our customers, we develop solutions that are tailored to their needs and fit for the future.

At the same time, we are committed to long-term collaboration with our suppliers in order to jointly drive forward quality, security of supply and sustainable improvements throughout the value chain. This partnership-based approach creates stability, fosters innovation and forms the basis for sustainable growth.



Economic sustainability in a changing regulatory landscape



Regulatory requirements for businesses are constantly increasing and are having a growing impact on the economic framework of the plastics and packaging industry. In particular, the European Packaging and Packaging Waste Regulation (PPWR) introduces new requirements regarding the design, use and management of packaging.

As a supplier of reusable transport packaging, we see the PPWR not only as a regulatory challenge, but also as an opportunity to further enhance the benefits of reusable packaging systems. We are already working intensively on the requirements of the regulation, including provisions on reusability, recyclability and minimum proportions of recycled content in plastic packaging.

Furthermore, we are monitoring the latest developments surrounding the Circular Economy Act (CEA) planned at EU level. With this proposed legislation, the European Union aims to further strengthen the circular economy, promote the use of secondary raw materials and remove barriers within the European single market.

An important part of this commitment is our participation in the Roundtable for Reusable Containers, Trays and Pallets (RCTP). Through this European industry initiative, we are in regular contact with companies, associations and policy-makers in Brussels. The aim is to bring practical experience from the reusable packaging sector into the political discussion process and to support the development of practical framework conditions for reusable packaging solutions.



EcoVadis 2025

Sustainability performance recognised once again

In 2025, our sustainability performance was once again evaluated by the renowned rating platform EcoVadis. The assessment covers four key areas: environment, labour and human rights, ethics and sustainable procurement – all of which are crucial factors for responsible business conduct.

We are delighted that bekuplast was able to prove itself once again: our rating places us among the top 5% of all participating companies worldwide and we have been awarded the gold medal.

This award is both confirmation and motivation for us. It shows that we are on the right track – and motivates us to consistently develop our sustainability strategy and pursue our goals with determination.





We guarantee sustainable quality

ISO certifications

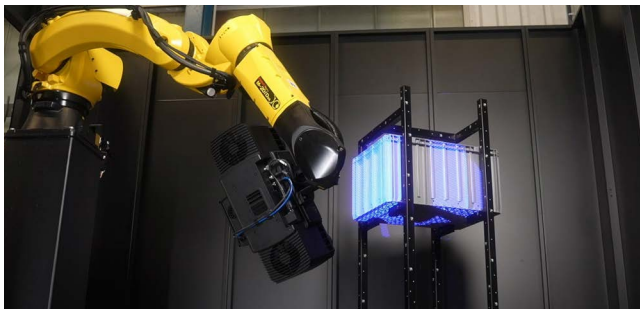
Responsible quality, environmental and energy management are a central component of sustainable corporate management at bekuplast. In April 2025, bekuplast was once again successfully audited by DEKRA – in no less than three important standards:

- ✓ ISO 9001 (quality management)
- ✓ ISO 14001 (environmental management)
- ✓ ISO 50001 (energy management)

These certifications confirm that bekuplast meets the highest standards in quality assurance, environmental protection and efficient use of energy. They are an expression of our continuous improvement process and our commitment to designing products and processes that are sustainable, resource-efficient and customer-oriented.

Through regular audits, internal training and close cooperation between all departments, we ensure that our management systems not only meet the requirements of the standards, but also actively contribute to achieving our sustainability goals.

[Our certifications](#)



Partners & Memberships



bekuplast is a member of Stiftung Initiative Mehrweg. The foundation has set itself the goal of promoting environmental protection and resource conservation by increasing the proportion of reusable packaging in all areas of the economy.



bekuplast is an ambassador for Reusable Packaging Europe (RPE), an association that promotes the use of reusable transport packaging in the European Union.



bekuplast is a member of the Roundtable for Reusable Containers, Trays and Pallets. The association's goal is to promote the use of reusable and recyclable plastic packaging by advocating for a fair legal framework for secondary packaging that leads to an overall reduction in plastic waste.



The UN Global Compact is the world's largest and most important initiative for sustainable and responsible corporate management. bekuplast is committed to strategically anchoring sustainability on the basis of the ten universal principles and contributing to the implementation of the Sustainable Development Goals.



bekuplast is a member of the association pro-K. The aim of pro-K is to highlight the diverse applications and performance characteristics of plastics, actively promote the image of plastics and plastic products, and support our members in the competitive environment.



GKV is the umbrella organisation for the German plastics processing industry. bekuplast complies with the requirements of the GKV Code of Conduct and is committed to sustainable environmental protection, environmentally friendly production methods and the responsible use of resources within the framework of the Code.

GRI Table of Contents

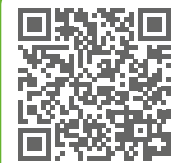
GRI	Foundations 2021		Page
GRI 2-1, 2-3a	Organisation profile	Company presentation	1-3, 23-25
GRI 2-2	Entities included in the organisation's sustainability reporting	Foreword, Company Profile	I, 1-2
GRI 2-3, 201-1	Reporting period, reporting frequency and contact point	Preface, Contact	I, 52
GRI 2-6	Activities, value chain and other business relationships	Company profile, Environmental sustainability	1-3, 16
GRI 2-7	Employees	Social sustainability	2, 24-25
GRI 2-9	Management structure and composition	Foreword, Social sustainability	I, 24-26
GRI 2-22	Declaration on the implementation of the sustainable development strategy	Preface, Environmental sustainability, Social Sustainability	I, 12, 14, 42
GRI 2-28	Memberships in associations and interest groups	Partners & Memberships	50
80	Market presence	Social sustainability	24-25
GRI 204-1	Procurement practices	Environmental sustainability	16-17, 45
GRI 205-2	Anti-corruption	Social sustainability	42-43
GRI 301-1 ; 301-2	Materials	Environmental sustainability	16-17
GRI 302 -1;	Energy	Environmental sustainability	19-20
GRI - 305	Emissions	Environmental sustainability	19
GRI-306-3, 306-4	Waste	Environmental sustainability	18
GRI 401 - 1, 401 - 2, 401-3	Employee-employer relationship	Environmental sustainability	24-29
GRI 405 - 1	Diversity and equal opportunities	Social sustainability	24-29

Questions about the sustainability report

Do you have any feedback or queries regarding our sustainability report? If so, please feel free to contact us by email:

nachhaltigkeit@bekuplast.com

Further information
on our website.





bekuplast GmbH · Industriestraße 1 · 49824 Ringe · Germany
+49 5944 9333-0 · info@bekuplast.com · www.bekuplast.com