Creating value for the planet,
our customers and our people.

Sustainability progress report 2024

FABER GROUP | CARRYING IMPACT

FULL YEAR FIGURES 2024

NET TURNOVER
417 Million Euro

LOAD CARRIER MOVEMENTS
131 Million

WORKFORCE FTE (HEADCOUNT)
686 (724)

ECOVADIS SUSTAINABILITY RATING
Platinum (84/100)

LEAN AND GREEN
Two Star European rating (IPP)

SIGNATORY TO
United Nations Global Compact

ACCREDITED AS
World Class Workplace

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COLOPHON AND DISCLAIMER

Prinses Beatrixstraat 35
4024 HL Eck & Wiel
The Netherlands
marketing@faber.group

PHOTOGRAPHY: Sven Siebel, Paul Ridderhof, Faber Group
DESIGN: We're someone

Sustainability progress report 2024

FABER GROUP | CARRYING IMPACT

CFO Alexander Visser and CEO Ingrid Faber

Reflecting on the change

It's with pride and pleasure that I present the Faber Group 2024 Sustainability Progress Report.

This report reflects the change we've made in recent years - since the launch of our Sustainability Strategy, the introduction of our Faber Development Goals and the publication of our first Sustainability Report 2022. I would like to thank all our colleagues and business partners for their support along the way.

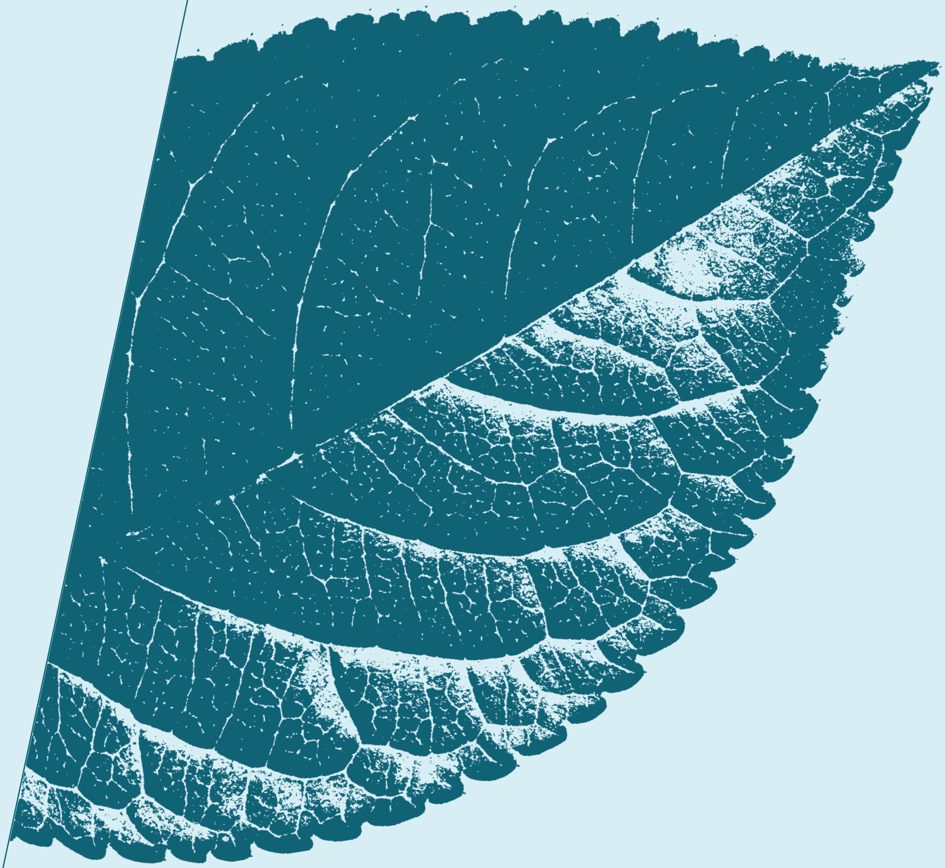
This third edition of our Sustainability Report shows the further integration of our Environmental, Social and Governance (ESG) pillars across our business - and how we are creating sustainable value - with collaboration, digitalisation and sustainable procurement becoming key drivers in realising our ambition. In this report, we present our value creation model as the next step in our transformation. As a result, this report increasingly reflects the progress we are making and the challenges we face and tackle as we create value.

This commitment drives our value proposition: to be Europe's most sustainable pooler and the digital partner of choice for our customers. We hold ourselves accountable through the transparent reporting, which you will find in these pages. Throughout this report we have included case studies demonstrating our sustainability strategy into action.

Regardless of sustainability reporting requirements such as the Corporate Sustainability Reporting Directive (CSRD), we believe that transparency about our sustainability performance to our stakeholders is essential, so we will ensure that we do this in our reporting and to demonstrate how we are Carrying Impact.

Ingrid Faber
CEO Faber Group

Strategy with
impact starts here.



strategy

Faber Group is an international family business specialising in circular load carrier services. Our Group consists of several specialist pooling companies (IPP, PAKi, PRS and vPOOL), a sustainable timber supplier (SATIM) and our brand-new tech division, Faber LABS, which is leading the digital transformation of our business.

We have a robust, agile and sustainable network across Europe, providing open and closed load carrier pooling solutions - such as pallets and boxes - to over 3500 customers across a wide range of industries. Powered by about 700 dedicated professionals, we transform supply chains by delivering logistics solutions with positive impact. Our approach brings circularity to logistics, making it a service in a shared economy.

Sustainability is part of our DNA

Since our founding in 1891, we have been committed to doing business in a responsible way, with careful stewardship of resources and people as a key priority. We have an ambitious group-wide sustainability programme to further improve our sustainability performance.

Our 2024 financial results

Faber Group marked a milestone year in 2024, delivering record profits and robust growth across all divisions. Revenue reached €417 million, a 3,2 % increase from €404 million in 2023. We handled 131 million load carrier movements – a substantial 11 % rise of 13 million compared to 2023. In 2024, our workforce increased by 9 % to 724 employees, or 686 full-time equivalents (FTE). This increase is explained by the growth and further professionalisation of the organisation and the internalisation of IT capabilities in our tech-division Faber LABS.

Our business strategy

Our purpose - Carrying Impact - focuses on creating value for our planet, our customers and our own employees. Sustainability is at the core of our business; we provide reusable, circular load carriers on a pay-per-use basis. This creates value for our planet, our customers and Faber Group: as our customer base expands, our positive environmental impact multiplies through improving the sustainability of supply chains. We measure this impact quantitatively in the chapter ‘Environment’ as ‘avoided emissions/scope 4’. We also have a strong ESG (Environmental, Social, Governance) strategy to optimise our own sustainability performance. In 2024, we launched GREEN30+, a programme to optimise our procurement activities, to the benefit of sustainability, our customers and our own organisation.

Digital transformation drives additional value creation across our enterprise. To accelerate our digital transformation, we launched Faber LABS in 2024 and acquired a stake in the Dutch tech company Bright Technology Ventures (BTV). Faber LABS, in collaboration with BTV, will lead our digital transformation into a data-driven organisation and digitise the entire load carrier transfer process in our supply chains. This transformation generates comprehensive data enabling customers and partners to make their supply chains more efficient and sustainable through initiatives like optimising transport routes and loads. We are also using ‘smart’ load carriers track precise location information across our fleet. In a next step, this will enable end users to monitor the whereabouts of their shipments and offer many more possibilities. This will create value for all stakeholders to further optimise their logistics processes and achieve their sustainability goals.

We create sustainable value both from our current business and from potential future acquisitions. In our current business, we create value either by expanding geographically or by increasing our network density; in acquisitions, we create value either by building on our current platforms or by entering new businesses, always in the context of our purpose Carrying Impact.

KEY FIGURES	2023	2024
Net turnover (million Euro)	**404**	**417**
Load carrier movements (million)	**118**	**131**
Workforce (FTE/headcount)	**612/673**	**686/724**

VALUE CREATION MODEL FABER GROUP

RESOURCE INPUTS

FINANCIAL
Investment in organisation, people & assets.

PEOPLE
724 employees

INNOVATION
Launch of Faber LABS.

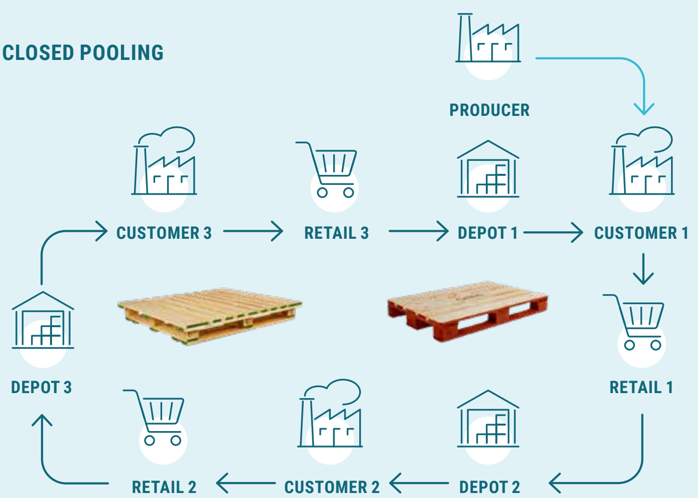
SUPPLY CHAIN
Purchase of load carriers and services.

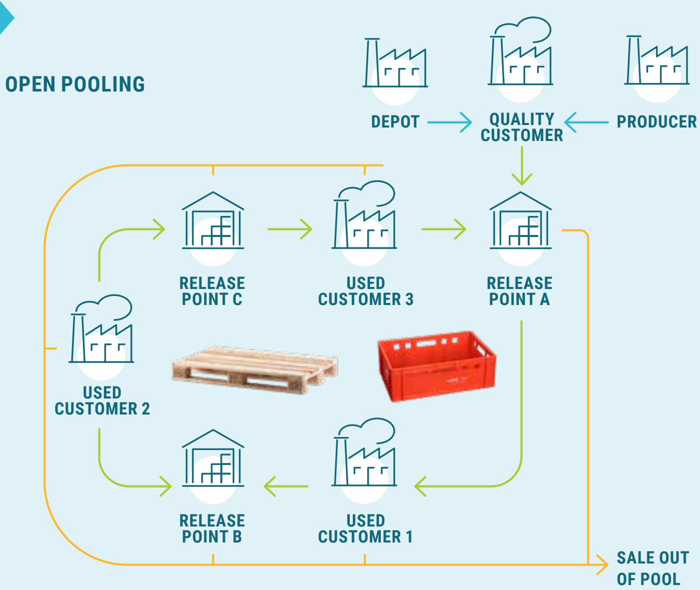
NATURAL
310,000m³ of sustainable timber.

PURPOSE
Carrying Impact

MISSION
Close the loop together with our customers with our circular systems, while supporting their logistical challenges and sustainability goals and enabling them to focus on their core business.

OUR CLOSED & OPEN POOLING SYSTEMS





STRATEGIC OBJECTIVE
Being the most sustainable pooler in Europe and the digital partner of choice.

STRATEGIC INITIATIVES

Commercial Excellence	Innovation & Digitisation	Operational Excellence

SUSTAINABILITY

VALUE OUTPUTS & IMPACT

FINANCIAL
417 MEUR revenue. Solid foundation for sustainable growth.

PEOPLE
Net promotor score 25. Decent living, working, development & growth.

CUSTOMER
Enhancing efficiency & sustainability in supply chains.

SUPPLY CHAIN
Over 130 million movements with reusable, circular load carriers.

PLANET/CUSTOMER
40,000 tonnes CO_2e saved for our customers (Scope 4). Reducing our own footprint, net zero by 2045
Over 100,000 trees planted.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
17 PARTNERSHIPS FOR THE GOALS

Our value proposition is based on our circular business model

We have the ambition to be Europe's most sustainable pooler and the digital partner of choice for our customers. This is the basis of our value proposition. Our Circular Business Model offers load carriers, including pallets and boxes, through flexible pay-per-use arrangements to customers in many industries across Europe. Instead of owning these assets, our customers can free up resources to invest in their core business. At the heart of Faber Group's operations lies the maximisation of load carrier utilization. We extend asset longevity through timely repairs while enhancing operational efficiency and minimising the environmental impact of transport and depot handling in collaboration with specialist partners. Our portfolio includes both closed pooling services via our IPP and PRS divisions, and open pooling solutions through PAKi and vPOOL.

OPEN POOLING

In an open pool environment, ownership of the asset changes at the moment of exchange, in return for a credit. Our PAKi and vPOOL companies essentially act as a bank, market maker and intermediary for standardised load carriers. These are mainly Euro pallets and Gitterboxes (PAKi) and E1 and E2 meat boxes (vPOOL). Typical customers for PAKi are haulers, manufacturers and retailers in the food service industry; typical vPOOL customers are in the meat industry. Customers pay a fee per exchange, a daily rental fee or a combination of both. PAKi and vPOOL do not own any products, except for a short period when they match supply and demand.

CLOSED POOLING

In our closed pooling environment, the load carriers are owned by IPP and PRS. IPP works mainly with consumer goods manufacturers throughout Europe, where PRS supplies its load carriers to the European polymer industry. These customers use several types of load carriers on a pay-per-use basis, with different service level offerings. The load carriers are built to last, using FSC/PEFC certified timber, and are maintained by our depot partners to optimise their lifespan. After a long service, they are recycled in a sustainable manner to close the loop.

Faber LABS

FABER LABS TEAM

Faber LABS drives Faber Group's evolution into a data-driven organisation. Through advanced smart technologies and connected pooling services, we precisely monitor and optimise load carriers -including pallets and boxes – to deliver reduced losses, waste, and CO_2 emissions. The innovation hub develops cutting-edge solutions that deliver measurable value, including real-time IoT tracking, data-driven reporting, and enhanced supply chain management. Set to expand to 65 employees by 2025, Faber LABS is positioned to innovate across the transport sector.

HR Director Jolien Dirne

At Faber Group we recognise that a key factor in our success and to carry impact is the strength of our leadership. We have therefore developed a Leadership Framework to guide us in developing our existing talent, attracting new talent and ensuring that our leadership sets the standard as role models for leadership that is in line with the DNA of Faber Group.

HR Director Jolien Dirne: "Based on interviews with our Board and senior management, we've defined in 2024 our leadership dimensions & behaviours that make the difference within Faber Group. They are: developing self & others, connection, care, ownership and courage. We then refined them into detailed leadership descriptions. These dimensions are now being used to identify the strengths of our leadership team & talents, and also where development is needed.

One of the first initiatives was a '360' survey of our Group & Divisional Board Leadership and our talents. A '360' survey includes a self-assessment and feedback from the line manager, all direct reports and peers. The results are now being used for targeted leadership development investments within the Faber Group. For our talents, it provides individual feedback on their personal and others' perceptions of their leadership behaviours, resulting in an 'Individual Development Plan' for each talent."

Developing our Emerging Leaders & Future Executives

"We have two groups of talent within Faber Group - our 'Future Executives', who are already part of our senior leadership teams and could potentially develop into a board role, and our 'Emerging Leaders', who could take on a senior leadership role in the future. This group of around 40 colleagues has further potential waiting to be unlocked. By providing them with the necessary tools, resources and growth opportunities, we aim to create a pipeline of capable leaders who are deeply rooted in the values and vision of our organisation. Through various leadership development initiatives such as mentoring programmes, leadership training workshops and stretch assignments, we will empower our Emerging Leaders and Future Executives to take on increasingly challenging roles and responsibilities within the Faber Group."

Attracting external talent

"Whilst internal development is critical, we also recognise the value of fresh perspectives and diverse experiences. Therefore, we also actively recruit high calibre individuals from outside the organisation who embody the qualities and values that fit with Faber Group. Through targeted recruitment strategies, competitive remuneration packages and a strong employer brand, we position ourselves as an employer of choice for top talent in the industry. By bringing new voices and ideas into our business, we enrich our collective expertise and drive innovation at all levels of the organisation. We therefore look more closely at profiles that fit our Faber Group leadership framework and who can model these behaviours".

Leaders as role models

"Leadership starts at the top, and our senior managers are the role models of the Faber Group leadership principles," Jolien continues. "Through ongoing leadership development initiatives, coaching sessions and regular feedback mechanisms, we support our senior managers in further developing their leadership skills and fostering a culture of care, ownership, connection, courage and development for themselves and others. By leading by example, our leaders will inspire trust, motivate their teams and champion the values that define our organisation's culture and leadership. By doing so, they will set the standard for excellence in leadership and pave the way for a bright future for Faber Group."

Focus starts with understanding materiality.

focus

A Double Materiality Assessment (DMA) is essential for identifying key Environmental, Social, and Governance (ESG) factors impacting both us and our stakeholders. It helps us prioritise sustainability issues, manage risks, and seize opportunities. We conducted a materiality assessment in 2022 and repeated it in 2024 to verify the results of the initial analysis and to align with CSRD requirements.

Our materiality analysis evaluates both impact materiality (inside-out) and financial materiality (outside-in). This dual approach ensures that we consider the effects of our operations on the environment and society, as well as the financial implications of ESG factors on our business. By doing so, we can develop a holistic sustainability strategy that addresses the most critical issues.

The methodology for our materiality analysis involved several key steps:

1. **Identification of ESG Topics:** We identified key ESG areas to be analysed, including Environment (climate change, pollution, water, biodiversity, circular economy), Social (workforce, value chain workers, communities, consumers), and Governance (business conduct).
2. **Stakeholder Engagement:** We engaged with a diverse group of stakeholders, including customers, suppliers, employees, NGOs, and the Supervisory Board. Next to engaging with customers and suppliers, we analysed public sustainability reports and collected employee feedback across business units.
3. **Risk and Opportunity Assessment:** We assessed and validated risks, opportunities, and impacts through stakeholder consultations. This process helped us understand the significance of each ESG topic and its relevance to our business and stakeholders.
4. **Development of Materiality Matrix:** We developed a materiality matrix, which visually represents the priority of identified topics based on their impact and importance.

Stakeholder involvement was an important part of our materiality analysis. We used various methods to gather input, including surveys, interviews, and desk research. The feedback from stakeholders provided valuable insights into their concerns and expectations, which helped us refine our sustainability strategy.

Our materiality assessment resulted in a list of material topics. These topics form the basis of our sustainability strategy and report. To create additional focus, three United Nations Sustainable Development Goals (12, 13, and 17) are selected and form the 'Faber Development Goals'. We aim to significantly contribute to these SDGs.

The materiality assessment has provided us with a clear understanding of the most critical sustainability topics for our organization and stakeholders. These topics are integrated into our sustainability strategy and guide our actions to achieve our goals. By focusing on the identified material topics, we can effectively manage risks, capitalize on opportunities, and enhance our overall sustainability performance. In the ESG overview we have also highlighted in which policies these topics are addressed.

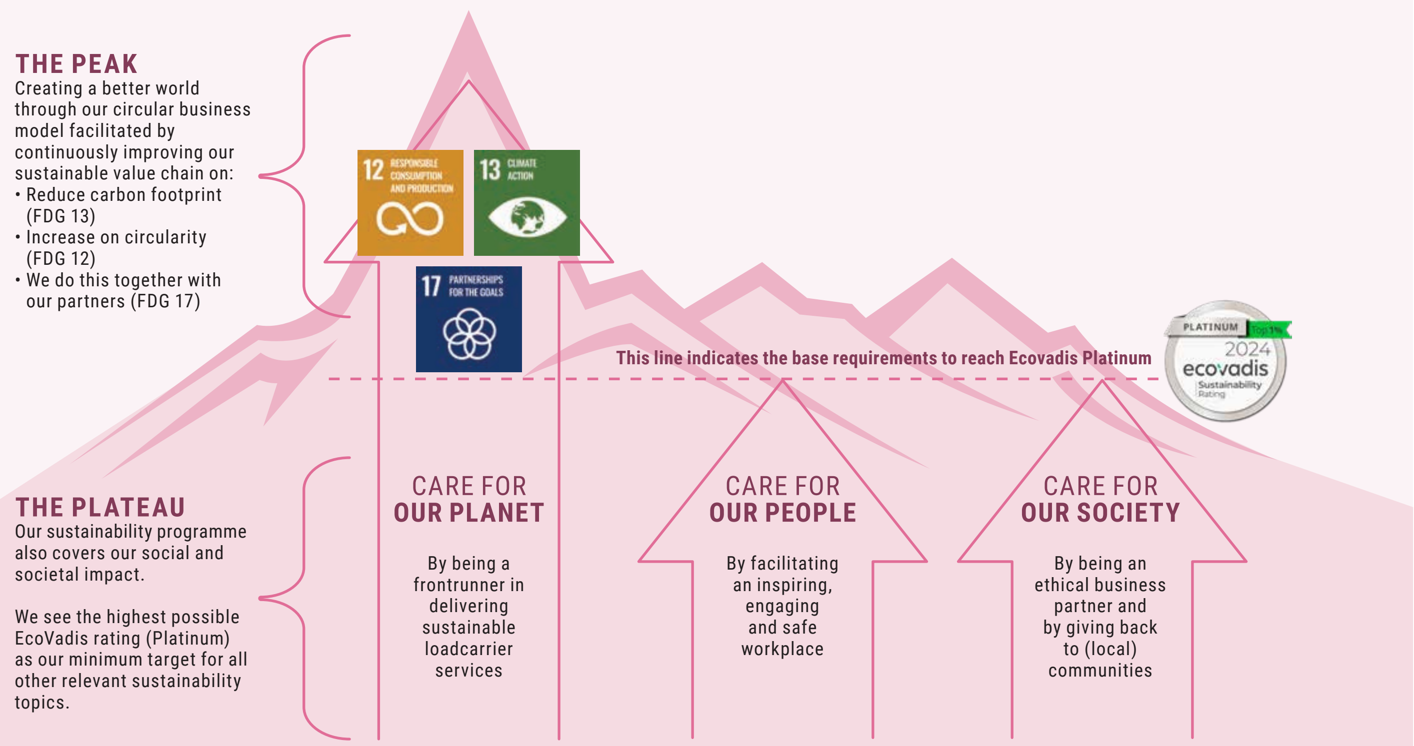
TOPIC	TOPIC NAME	WHERE ARE THESE TOPICS COVERED
E1	Climate mitigation	Peak Programme: Reduce carbon footprint
E2	Inflow and use of materials (circularity)	Peak Programme: Improve circularity
E3	Outflow of materials (circularity)	Peak Programme: Improve circularity
E4	Energy	Peak Programme: Reduce carbon footprint
E5	Air pollution	Peak Programme: Reduce carbon footprint / Improve circularity
E6	Impact on biodiversity	Peak Programme: Sustainable wood procurement
G1	Corporate culture	HR-policy
G2	Protection of whistleblowers	Whistleblower policy
G3	Management of supplier relationships	Sustainable procurement policy
S1	Job security	HR-policy
S2	Health and safety	HR-policy
S3	Training and skills development	HR-policy

Sustainability by nature,
strategic by choice.

sustainability

As sustainability is at the core of our business and close to our hearts, we have developed a comprehensive sustainability strategy covering all ESG (environmental, social and governance) issues. Sustainability is divided into a Peak and Plateau programme, as shown in the overview.

SUSTAINABILITY PROGRAMME 2025



The Plateau programme focuses on all relevant labour, social, environmental (office related) and ethical issues and includes specific policies, KPIs and projects. The Peak Programme focuses on improving our environmental footprint, making a strong contribution to Sustainable Development Goals 12 (responsible consumption and production), 13 (climate action) and 17 (partnerships). We participate in the Ecovadis sustainability rating. With 84/100 points, we maintained our Platinum rating in 2024, which is the highest possible rating and places Faber Group in the top 1 % of our industry for four years in a row now. We see this Platinum level as the foundation of our sustainability ambition, shown as a 'plateau' in the diagram.

Furthermore, Faber Group is committed to initiatives such as the UN Global Compact, Lean & Green Logistics, ISO14001 and PEFC/FSC certification schemes.

12 RESPONSIBLE PRODUCTION & CONSUMPTION Our objectives relate to the entire life cycle of the load carrier. We contribute to the sustainable sourcing of raw materials for the production of load carriers and maximise the use of our circular load carriers by customers and partners. We also maximise the life of our load carriers over time and commit to high quality end-of-life processing.

13 CLIMATE ACTION We contribute to minimising the carbon emissions of our customers and partners through the use of our load carriers. We also focus on minimising the footprint of our own logistics operations and depots. We aim to reduce our own Scope 3 footprint per unit by 30 % by 2030 and to reduce at least 58 kiloton of CO_2e reduction on a yearly basis for our customers by 2030.

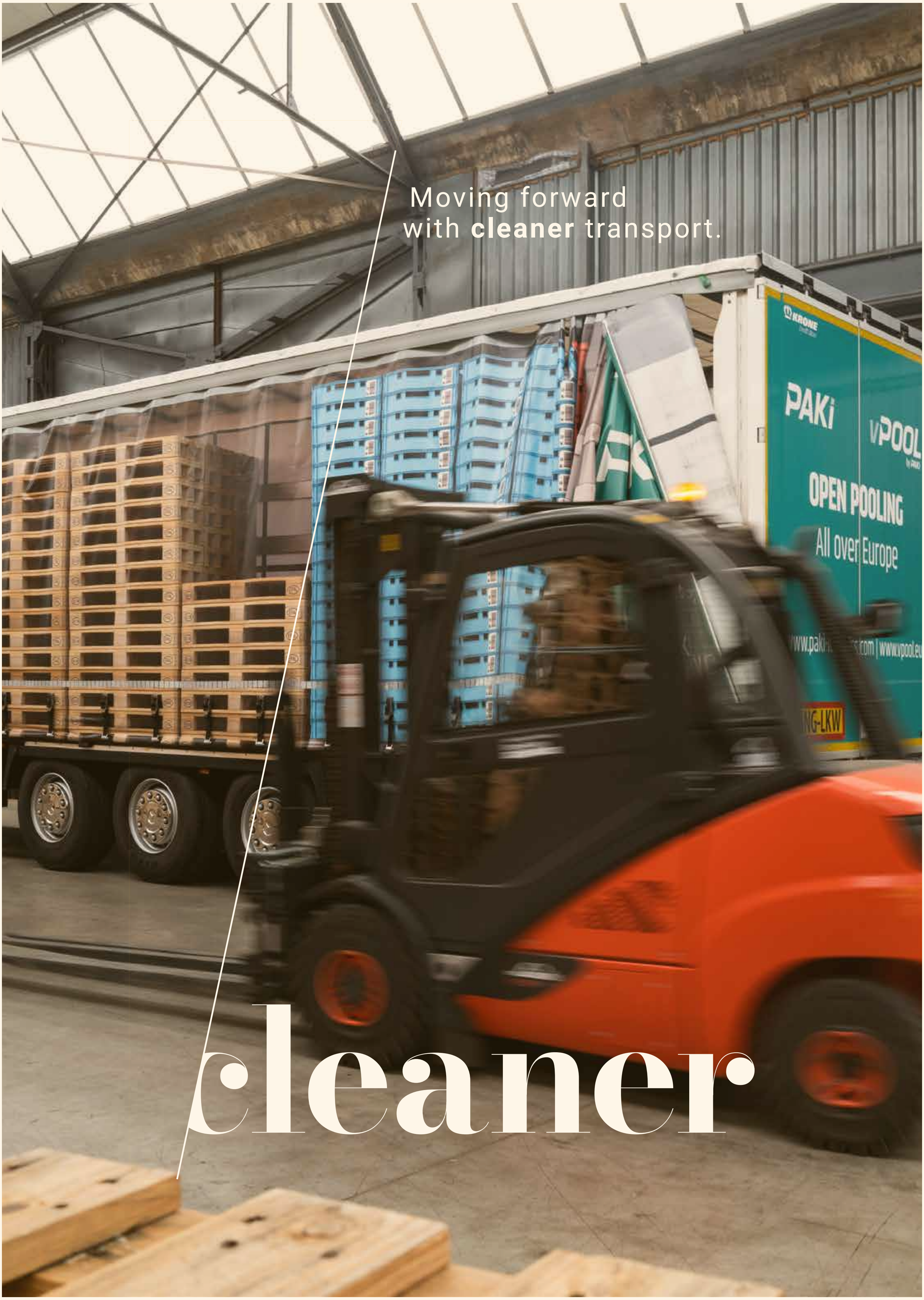
17 PARTNERSHIPS IN ACHIEVING OUR GOALS Being part of supply chains, we work with our customers, retailers and business partners such as load carrier manufacturers, logistics service providers and depots to achieve our goals.

Our approach

Achieving our sustainability goals requires the involvement and commitment of the entire Faber Group. The integration of the sustainability programme into the different levels of the Group started in 2021. Several projects have been launched at Group level and each division has defined its own sustainability action plan to contribute to the overall sustainability goals.

To ensure that sustainability is structurally integrated into the organisation and decision-making process, we have established a Sustainability Team, consisting of a Group Sustainability Manager and three Divisional Sustainability Managers, who translate our sustainability strategy into concrete projects and actions and encourage all colleagues to integrate sustainability into their daily work.

The sustainability programme is formally and practically anchored and managed at Faber Group Board level. Progress is also a formal part of the Divisional Board's responsibilities and agenda to ensure structural follow-up.



Moving forward
with **cleaner** transport.

cleaner

As part of its ongoing commitment to environmental sustainability, IPP France has joined the FRET21 programme, an initiative led by ADEME (the French Environment & Energy Management Agency). This programme encourages businesses to integrate transportation impact into their sustainability strategies, aligning with broader corporate social responsibility (CSR) objectives. Through this initiative, IPP France has pledged to reduce its greenhouse gas (GHG) emissions from transport by 5 % between 2023 and 2025.

ANGELIKI KARYDI

IPP Sustainability Manager Angeliki Karydi explains: "The FRET21 label is awarded to companies that demonstrate high environmental performance and rigorous control over transport and logistics data, assessed through an independent external audit. By participating in this initiative, IPP France is reinforcing its sustainability commitments while optimizing operational efficiency to lower its carbon footprint. In 2024, IPP France avoided 374 ton CO_2e in transport emissions and successfully reduced the carbon intensity per trip from 0.38 kg CO_2e in 2023 to 0.34 kg CO_2e in 2024."

Four focus areas

"Those carbon reduction efforts are focused on four focus areas of work", Angeliki continues. "First of all – load optimisation. Improving load efficiency is a cornerstone of IPP France's sustainability strategy. By consolidating pallet collections and optimising pallet height, we aim to reduce the number of trailers on the road. The IPP France collections team is developing solutions to increase the number of pallets per trailer, while collaborating with retailers to standardise pallet stacking and raise awareness about the benefits of load optimisation. Secondly, we aim to reduce the distance travelled. Minimising unnecessary transport distances is another major focus area. By reducing the need for pallet relocations, IPP France is cutting emissions associated with long-haul trucking. This strategic approach not only lowers carbon output but also enhances overall transport efficiency."

"Thirdly, the increase of using sustainable transport methods. To further reduce its environmental impact, IPP France is working to increase the use of rail transport as an alternative to road freight. Additionally, we are expanding the use of Hydrotreated Vegetable Oil (HVO) and B100 fuel lines, a key initiative to lower emissions associated with conventional fossil fuels."

"And finally, responsible purchasing and supplier engagement. Sustainability is being embedded into IPP France's procurement processes. We are actively engaging with transport suppliers by reviewing tenders to gain deeper insights into the current landscape in France. Through this process, we are working closely with hauliers to support and encourage their transition to biofuels, fostering a more sustainable supply chain. By assessing the balance between cost and CO_2e reduction, IPP France is making informed decisions that promote sustainable transport solutions".

"By implementing these targeted actions, IPP is taking a proactive approach to reducing its carbon footprint and fostering more sustainable logistics practices. Through continuous improvement and collaboration with supply chain partners, IPP is making significant strides toward a sustainable future", Angeliki concludes.


act
Commitment is an **act,** not a word.

Working towards
reducing our **footprint.**

footprint

In order to effectively work towards our environmental goals, we have defined our ‘Peak Programme’. This programme helps us to work towards our Faber Development Goals – Climate Action (13), Responsible Consumption (12) and Partnerships (17) and the topics defined in materiality assessment (chapter 2).

Material topics are climate mitigation, energy reduction, reduction of air pollution, reduction of the inflow of new materials, outflow of materials and impact on the size and condition of ecosystems. In order to effectively work towards our targets, we are measuring our impact since 2021.

Scope 1, 2 and 3 emissions

We mapped all relevant Greenhouse Gas (GHG) categories in our business model, which are visualised in the overview on page 22. In this overview we make a distinguishment between supporting activities (which are our offices and employees) and the pooling activities. One of our focus points is improving the data quality of our environmental data.

To do so, we are continuously working on getting more accurate and representative data. One of the ways to do this is by performing a yearly internal audit on the sustainability data, which gives us good input to continuously work on data quality improvements. These improvements lead to better data quality, in some cases also result in (small) adjustments of previous periods.

SCOPE 1: THE DIRECT EMISSIONS
These emissions are generated by our office buildings and company cars. Examples are gas usage for heating and fuel consumption of company cars.

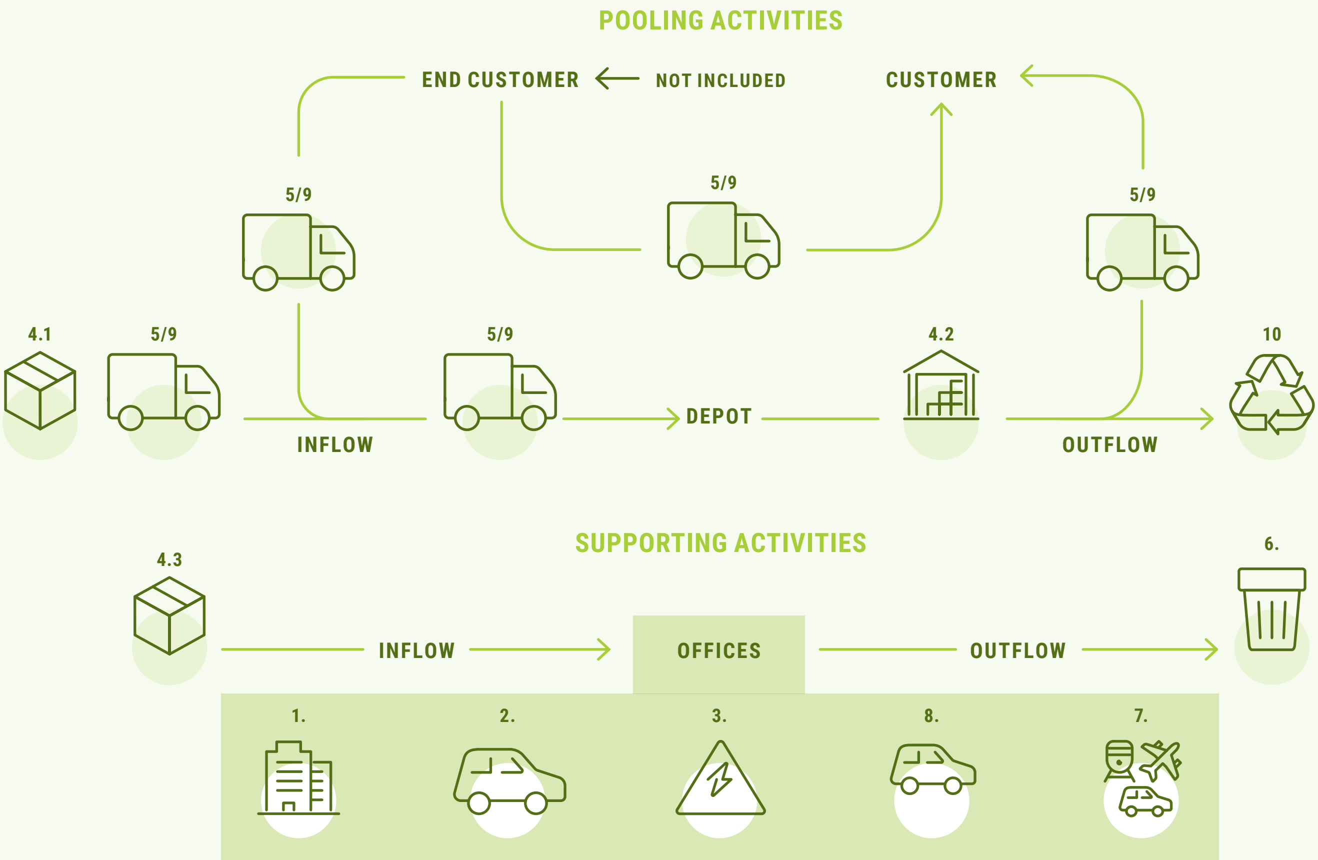
SCOPE 2: INDIRECT EMISSIONS
The carbon emissions that are caused by generating electricity that we purchase and use in our own office buildings or company cars.

SCOPE 3: ALL OTHER INDIRECT EMISSIONS
Emitted in the value chain of the organisation. A distinction is made between upstream and downstream emissions.

RELEVANT SCOPES AND CATEGORIES

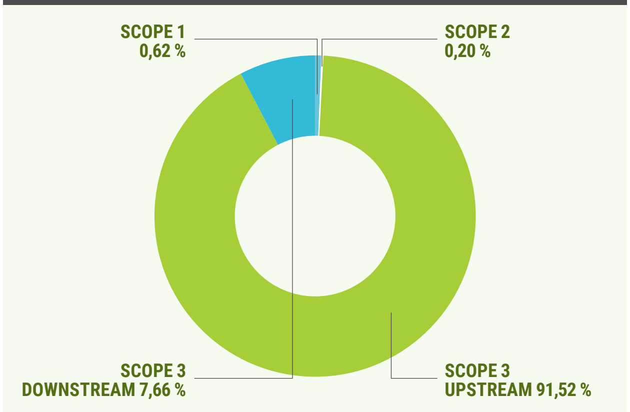
SCOPE 1	
1	Owned/controlled company facilities
2	Owned/controlled company vehicles
SCOPE 2	
3	Purchased electricity, steam, heating, and cooling for own use
SCOPE 3 UPSTREAM EMISSIONS	
4.1	Purchased goods and services: new load-carriers
4.2	Purchased goods and services: depot services (storage, repair, etc)
4.3	Purchased goods and services: office supplies
5	Upstream transportation and distribution
6	Waste generated in office
7	Business travel
8	Employee commuting
SCOPE 3 DOWNSTREAM EMISSIONS	
9	Downstream transportation and distribution
10	End-of-life treatment of load-carriers

CARBON FOOTPRINT

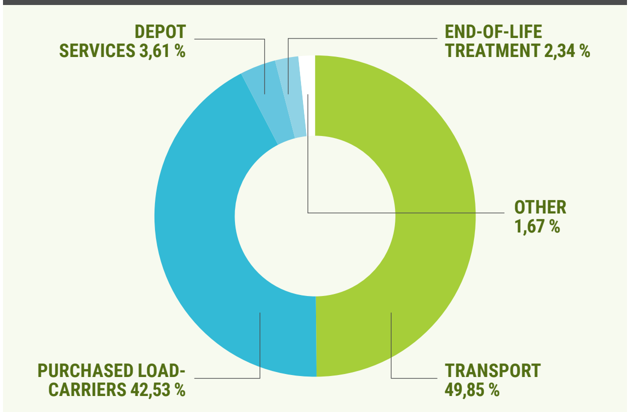


As indicated in the two pie charts – which is a breakdown of our average total footprint over the last four years – the main impact is caused by the production of new load carriers and transport (upstream and downstream). Only a very small percentage comes from scope 1 and 2 and supporting activities, such as our offices. As the potential footprint reduction in transport is obvious, it is important to emphasize there is substantial potential in footprint reduction by lowering the need to purchase new load carriers. This can be done by optimizing the usage of the existing load carrier pool (by increasing rotation speed of load carriers and by avoiding loss through digitalisation and traceable load carriers) and by optimising the life span (through proper care, repair, and maintenance). The less new load carriers we need to purchase, the less our impact on the need of wood or other materials to produce them.

CO_2e-EMISSION PER SCOPE (SCOPE 1, 2 AND 3)



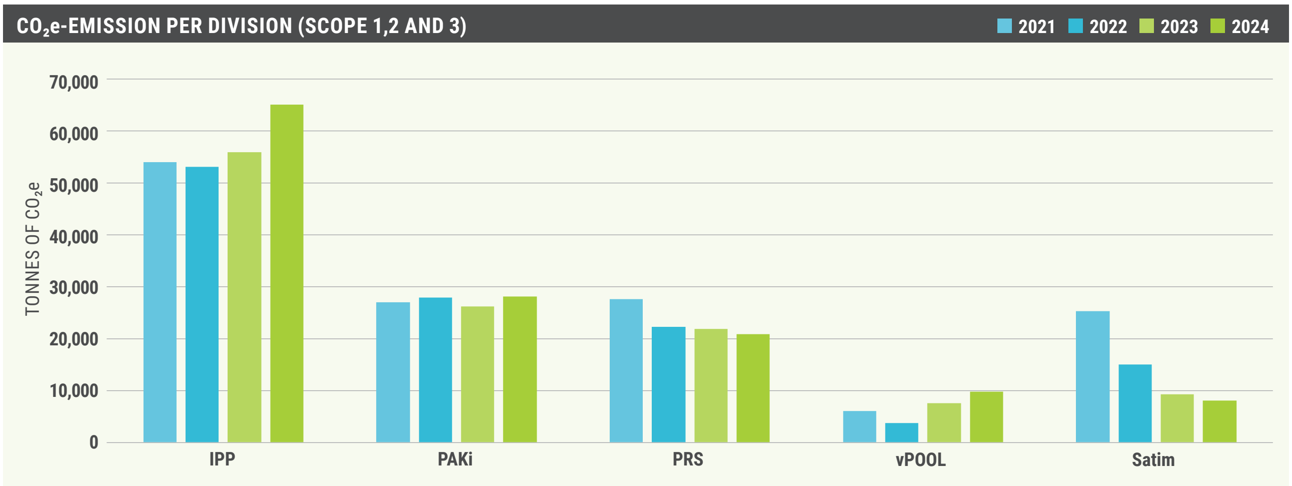
CO_2e-EMISSION PER CATEGORY (SCOPE 1,2 AND 3)

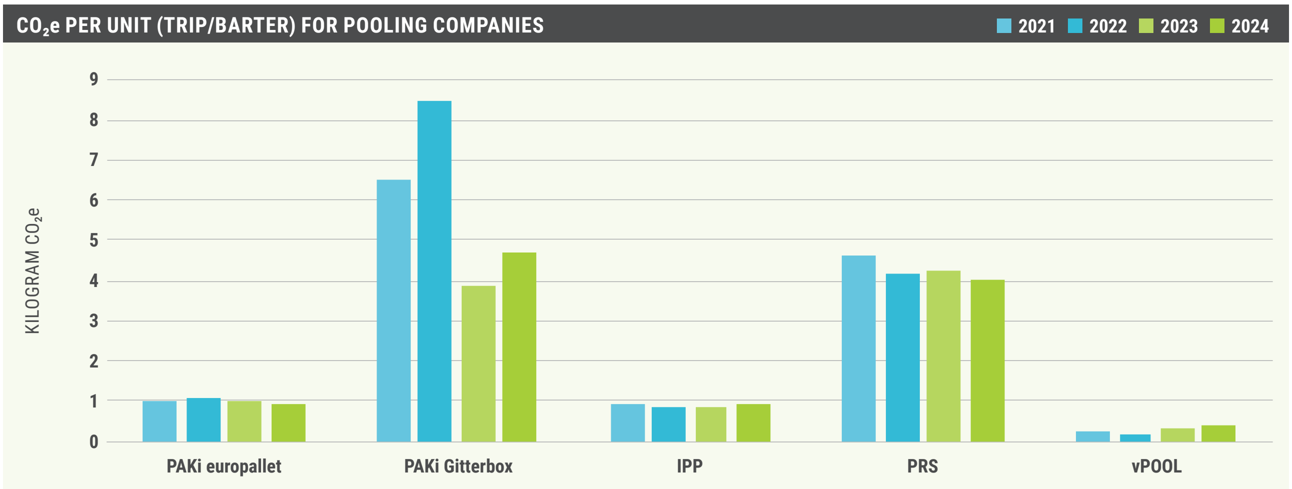


Footprint per division

As can be seen in the graphs, we have realised an overall lower footprint for our divisions PRS and SATIM, but an increase in absolute CO_2e-emissions for IPP, PAKi and vPOOL. Especially for SATIM the reduction is significant, this is mainly the result of less wood procurement in comparison to previous years. Since we are growing in number of trips and business, it is important to not only look at the absolute footprint, but also to look at the footprint per unit (per trip, barter or m^3 wood). This is a better indicator for the improvements we realize in our value chain. For PAKi and PRS we see a reduction in CO_2e-emissions per unit in comparison to the previous year and we are also on track to realise our target for 2030. IPP and vPOOL have a higher footprint in comparison to previous years. For vPOOL this has to do with a significant increase in the purchase of new load-carriers. Even though the total footprint for SATIM has gone down, the footprint per m3 wood went up. The main reason for the increase at SATIM is the longer distances trucks needed because new wood logging locations where selected in northern Scandinavia.

CO_2e-EMISSION PER DIVISION (SCOPE 1,2 AND 3)

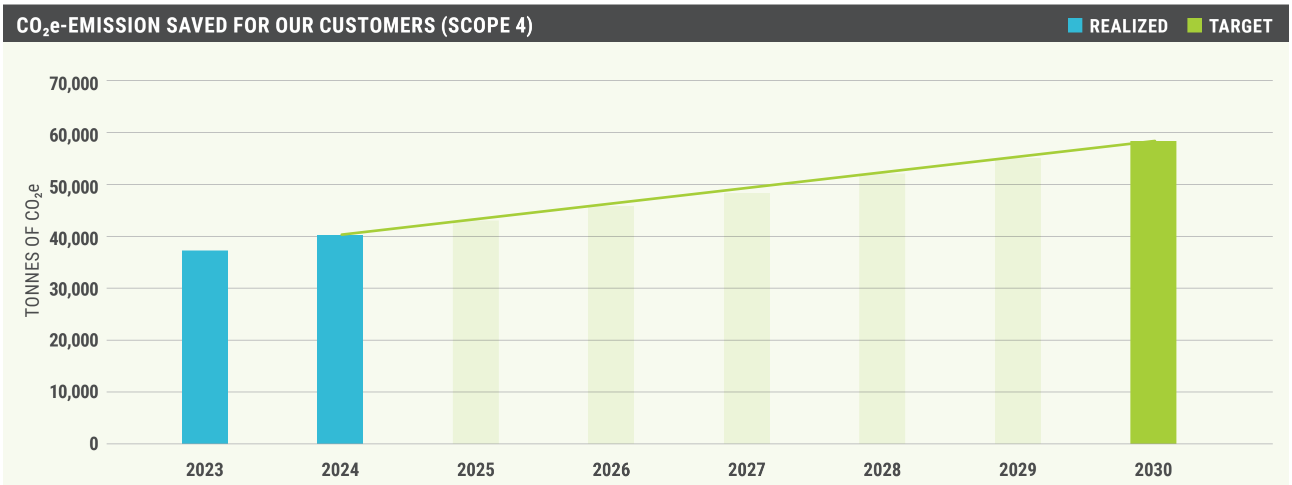




Improving our positive impact

One of our goals is to increase the amount of CO_2e-emissions we avoid in the supply chain of our customers. In other words: we want to maximise the carbon savings that our customers realise by switching to our circular pooling system instead of using a less sustainable alternative (such as one-way pallets or a 1-to-1 exchange system). These savings customers realise we call our 'Scope 4'.

In order to quantify these scope 4 emissions, we use the 'Guidance on Avoided Emissions' from the World Business Council for Sustainable Development (2023 version). Following this guideline we first investigate the savings per trip, which is done via comparative LCA studies. These studies were carried out in 2023 and 2024 according to ISO14040/44 and peer reviewed. The results of these savings per trip can be found in the Faber Group Sustainability Report 2023. Multiplying the savings per rotation by the number of trips on a yearly basis gives the yearly savings we realise for customers. In 2024 we were able to save an amount of more than 40,000 tonnes of CO_2e for our customers, which was an increase of 8 % in comparison to 2023; our aim is to save more than 58,000 tonnes of CO_2e on a yearly basis for our customers by 2030.



Peak programme

Our Peak Programme is two-folded, first focus is to increase Scope 4 (impact area 1 & 2) and secondly, we want to decrease Scope 1, 2 and 3 (impact area 3 - 7). Each Impact Area delivers a contribution to at least one of the Faber Development Goals.

The Peak Programme contains seven impact areas that enable the organisation to minimise the carbon footprint, maximising reuse and engaging in strategic partnerships to reach the sustainability targets. The overview on pages 25-27 shows the progress per impact area.

OUR CUSTOMERS SUSTAINABLE VALUE CHAIN

SCOPE 4

17 PARTNERSHIPS FOR THE GOALS

13 CLIMATE ACTION — **1. Avoid CO_2e-emissions**
Minimise carbon emissions for our customers and partners

12 RESPONSIBLE CONSUMPTION AND PRODUCTION — **2. Increase circularity**
Maximise load-carrier reuse for our customers and partners

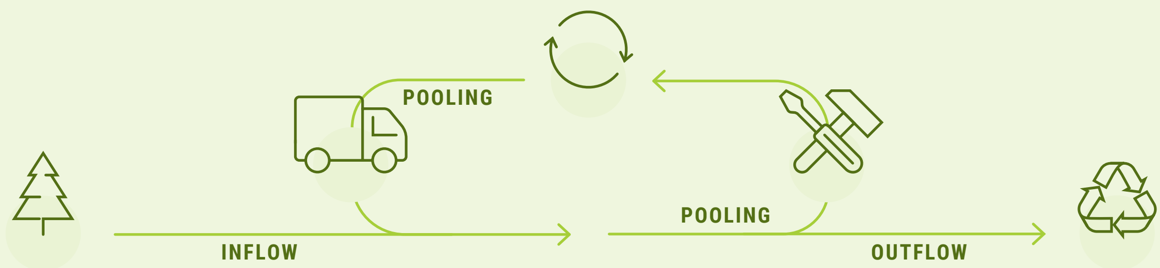
OUR OWN SUSTAINABLE VALUE CHAIN

SCOPE 1,2 & 3

17 PARTNERSHIPS FOR THE GOALS

13 CLIMATE ACTION — **3. Transport**
Minimise CO_2e-emissions related to transport

13 CLIMATE ACTION — **4. Depots**
Minimise CO_2e-emissions at depots



12 RESPONSIBLE CONSUMPTION AND PRODUCTION — **5. Procurement**
Maximise % certified and/ or sustainably sourced wood/other material

12 RESPONSIBLE CONSUMPTION AND PRODUCTION — **6. Pooling (use phase)**
Maximise lifetime of load-carriers over full lifetime

12 RESPONSIBLE CONSUMPTION AND PRODUCTION — **7. End-of-life**
Maximise high value processing at end-of-life stage

Impact area 1 & 2

Increase the amount of CO_2e-emissions we avoid in the supply chain of our customers. These avoided emissions we call our 'avoided emissions/Scope 4' impact: we want to maximise the carbon savings that our customers realise by choosing a pooling system instead of using a less sustainable alternative (such as one-way pallets).

PROJECTS

- Growing our business and help customers make use of pooling instead of less sustainable alternatives such as one-way load-carriers.
- Introduce pooling innovations in one-way load-carrier markets, for example RUDi, the ReUsable Display by IPP Germany.

RUDi,
the award winning
ReUsable Display
from IPP Germany

Impact area 3 & 4:
REDUCE TRANSPORT AND DEPOT EMISSIONS

Our goal for transport emissions is to improve efficiency, switch to cleaner transport types, but also by optimising our transport network.
Depot partners play a vital role in our supply chain. These partners store, sort & repair our load-carriers. Our goal is to help depots in becoming more sustainable and reduce their footprint.

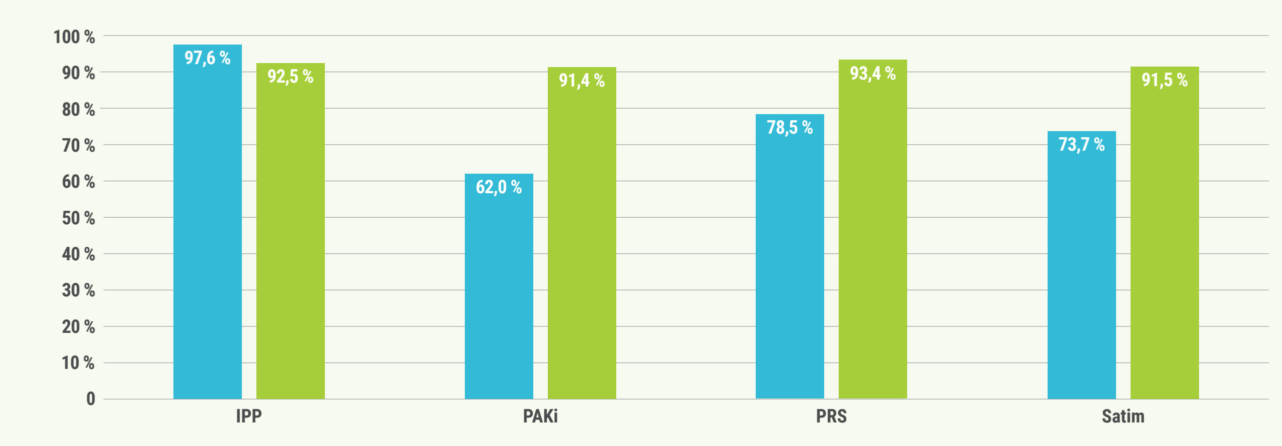
PROJECTS

- IPP's sustainable transport program which has been awarded with the European two-star Lean & Green rating.
- IPP France's FRET21 Programme to reduce carbon emissions from transport, see case study on page 16.
- PAKi HVO pilot project with our haulier Scholz focusing on green transport solutions, see case study on page 42.

Impact area 5
PROCUREMENT OF NEW-LOAD CARRIERS

We believe partnerships and circularity are key to offering our customers an effective and sustainable pooling network. That is why we are creating a sustainable and ethical supply chain with strong suppliers and partners. We do this by stimulating our (new) suppliers to act and improve on sustainability and social topics but also by sourcing in a sustainable manner. Related to the procurement of new-load carriers we are now above 90 % of purchased certified wood for al divisions. Our goal is to work towards 100 % certified pallets in 2030. In 2024, IPP faced a decline in certification due to an one-off urgent pallet procurement to cover customer needs. In 2024 we started a groupwide procurement program to improve the sustainability performance of our supply chain and suppliers.

PERCENTAGE PEFC/FSC CERTIFIED WOOD



Impact area 6 & 7

Improving pallet lifespan is key to our sustainability ambitions. By enhancing repair and reusability, we boost performance. Digitalising assets with Connected Load Carrier helps track and optimise supply chains and reducing loss. Unique identifiers like RFID, QR, and barcodes further enhance control over pallet usage and location.
Even while we are extending the lifetime of load-carriers, they will reach the end of their life span eventually. It is our goal to make sure these decommissioned load-carriers are processed in the best way possible.

PROJECTS

- PRS Green Label, which stimulates pallet recovery with converters.
- Connected-Load Carrier to make our load carriers traceable.
- IPP Pallet Recovery Communications Campaign.

IPP Pallet Recovery Communications Campaign

Other sustainability objectives & projects

Next to our Peak Programme we want to maintain a high standard of reducing the environmental impact of our supporting activities, such as our office buildings and car fleet. Also, we contribute to a more sustainable world via donating to tree planting initiatives.

Via these initiatives we offset a part of our carbon footprint. Together with Land Life we help restore land and nature via tree planting programs in Europe. We have now donated more than 100,000 trees in the last four years.


Less waste, **smart** packaging through PPWR.
smart

The EU has introduced the Packaging and Packaging Waste Regulation (PPWR)

to reduce packaging and promote sustainability, with specific requirements for waste reduction, recyclability and the use of recycled materials.

The PPWR also applies to transport packaging, such as pallets and boxes, and there is even a specific reuse target for transport packaging: by 2030, 40 % of all transport packaging must be reusable, and by 2040 this will be 70 %. In addition, all transport packaging between sites of the same company or within the borders of a single country must be reusable and part of a reuse system.

SHELLEY PIERRE

"As Faber Group's open and closed pooling systems have been designed with re-use and circularity in mind, we are well placed to support our customers with PPWR", says Shelley Pierre, European Commercial Network Director of the IPP Pooling division of Faber Group.

"The primary objective of the PPWR is to reduce the amount of packaging waste generated. In 2022, the European Union generated 186.5 kg of packaging waste per inhabitant, making a total of around 83.4 million tonnes of packaging waste. With these figures in mind, it's easy to see why the Commission has made tackling packaging waste a priority in meeting its climate change targets. To this end, the PPWR includes specific requirements for waste reduction, recyclability and the use of recycled materials in packaging, as well as targets for re-usability", says Shelley.

Shelley: "Although there are some exceptions, the PPWR will apply to all packaging products, including consumer, e-commerce and industrial packaging products. It will apply in all member states of the European Union. Our focus is on how we can help our customers meet their transport packaging obligations. The PPWR came into force on 11 February 2025 and although many of its obligations will not apply until 18 months later, they need to take action now to be PPWR compliant in time. And one of the interesting things we can offer to companies that are still using single-use transport packaging is the potential to meet the first 2030 target immediately by switching to re-usable carriers."

"PPWR's aim is to reduce packaging waste and promote sustainability. The nature of our business is such that it is sustainable and contributes to the circular economy. Our company made a conscious decision a long time ago to produce sustainably sourced load carriers that are reused through our pool systems and recycled at the end of their life. This combination means that we are well positioned for the PPWR and can help our customers to comply with the legislation. The Faber Group's vision is fully in line with the spirit of the PPWR", Shelley concludes.

PPWR DEFINES TRANSPORT PACKAGING AS INCLUDING PALLETS, foldable-plastic boxes, boxes, trays, plastic crates, intermediate bulk containers, pails, drums and canisters of any size or material, including flexible formats or pallet wrappings or straps for stabilisation and protection of products put on pallets during transport.

REUSABLE VERSUS RECYCLABLE PACKAGING – what is the difference? In the case of recyclable packaging, the used material is recycled back into raw materials to make new products, such as a PET plastic bottle. Reusable packaging retains its original shape and functionality over multiple cycles, such as our pool pallets.


PRS7
CW

people

Where **people** move,
every step adds value.

care

How we **care** for our people and society.

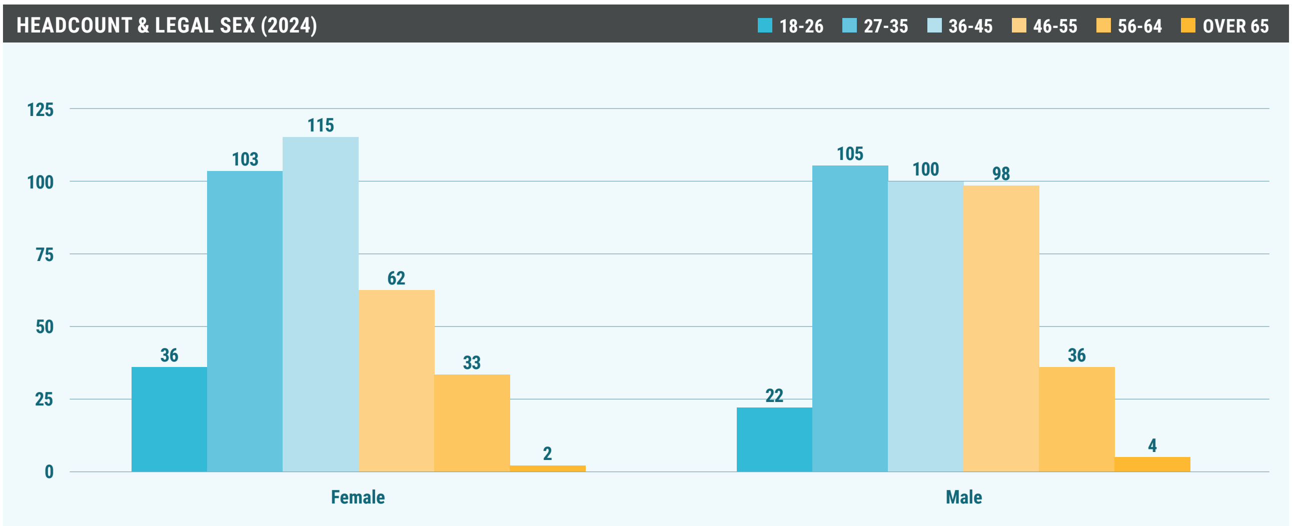
We cultivate a safe and inspiring work environment that fosters growth and development throughout employees' careers. Our commitment extends to a diverse and inclusive culture where colleagues can authentically express themselves, feel respected, and share their opinion.

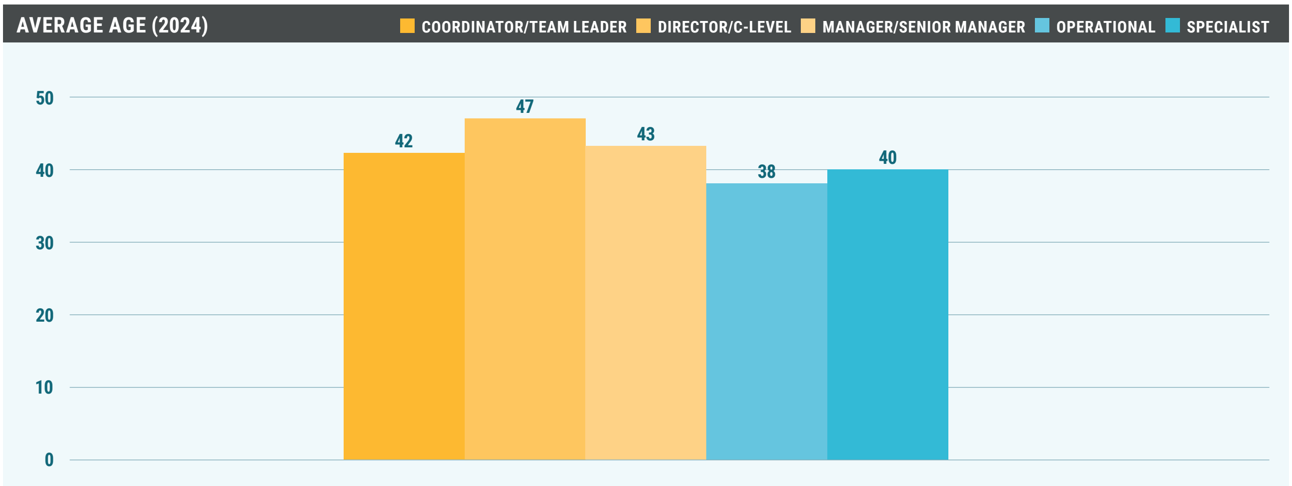
To strengthen this commitment, we launched Your Voice, an innovative online anonymous reporting tool. This platform empowers employees, partners, and customers to raise questions or concerns directly with leadership - anonymously if preferred. The system aligns with Faber Group's values while providing meaningful support.

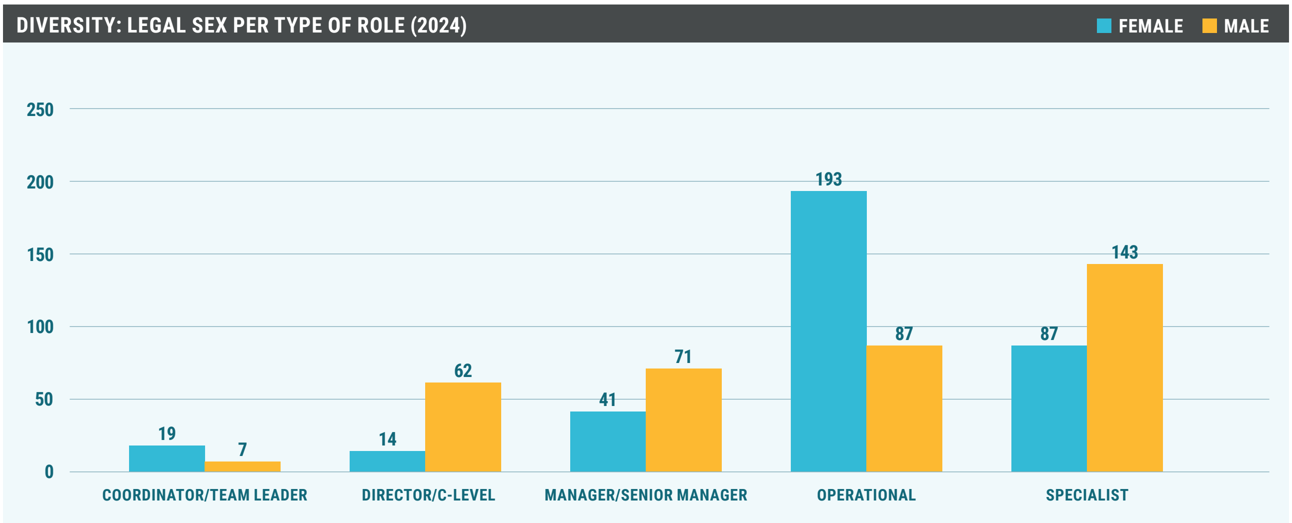
Throughout 2024, Your Voice has become an integral communication channel, facilitating constructive conversations that have in several instances improved working practices.

In our broader societal role, Faber Group conducts business with integrity, carefully considering the interests of all stakeholders. We maintain comprehensive policies and programmes that uphold these standards.

Our workforce demonstrates gender balance with 50 % male and 50 % female representation, maintaining a stable average age of 41. Faber LABS represents our youngest talent pool with an average age of 34, while Faber Group Services brings valuable experience with an average age of 47.


HEADCOUNT & LEGAL SEX (2024)
18-26
27-35
36-45
46-55
56-64
OVER 65
125
100
75
50
25
0
36
103
115
62
33
2
22
105
100
98
36
4
Female
Male


AVERAGE AGE (2024)
COORDINATOR/TEAM LEADER
DIRECTOR/C-LEVEL
MANAGER/SENIOR MANAGER
OPERATIONAL
SPECIALIST
50
40
30
20
10
0
42
47
43
38
40


DIVERSITY: LEGAL SEX PER TYPE OF ROLE (2024)
FEMALE
MALE
250
200
150
100
50
0
19
7
14
62
41
71
193
87
87
143
COORDINATOR/TEAM LEADER
DIRECTOR/C-LEVEL
MANAGER/SENIOR MANAGER
OPERATIONAL
SPECIALIST

In February 2024, we opened our office in Warsaw Poland, where colleagues of IPP, PAKi and SATIM work together under one roof

Women now represent 53 % of our management team, a substantial increase from 31 % last year. Across management levels, we observe higher female representation in coordinator and team leader positions, while men continue to predominate in senior manager, director, and C-suite roles. Notably, female representation at the director and C-level has grown from 16.5 % to 18 % during 2024.

Career management

Creating opportunities for employees to further develop themselves is a core priority at Faber Group. We enable this through our People cycle, including through the appraisal process where we specifically discuss ambitions and People reviews where we identify high-potential employees as well as successors for key positions.

We have filled 32 % of our vacancies internally and aim to increase this figure. Our annual promotion rate stands at 4 %, and we are striving to reach 6 %. Notable progress has been made in IPP Iberia, IPP DACH and PRS regions, while Faber LABS has created career development opportunities for existing employees in addition to attracting new talent. Our retention rate at Faber Group level has increased to 87.1 % (84.5 % in 2022 and 83.9 % in 2023) progressing toward our target of at least 88 % by 2030.

Training and development

During 2024 we have significantly increased our investment in training and development by 21 % compared to 2023 and overachieved our budget utilisation target with 114 %. The average training spend per employee increased to €1,019 in 2024 from €808 in 2023 and €655 in 2022.

Targeted development approaches have been created to accommodate our business needs while considering the specifics of each role. Examples include the skills matrix within IPP and the training catalogues in PAKi and vPOOL as well as trainings in digital mindset and AI.

Additionally, we have partnered with Kennedy Fitch to design our leadership dimensions applicable to leaders across our group.

OUR LEADERSHIP DIMENSIONS

DEVELOP SELF AND OTHERS

CONNECTION

CARE

OWNERSHIP

COURAGE

Our online internal talkshow Faber Talks was introduced in 2024 as an additional way to inform and engage our employees

A 360-degree feedback process based on our leadership dimensions has identified key development areas for management and high-potential employees. In response, we launched two specialized programs in 2024: an Emerging Leader Programme for future Senior Managers and Directors, and a Future Executive Programme for our next generation of top leadership. Currently, 50 participants are engaged in these initiatives, which will continue through 2025.

Employee engagement

In our dynamic and growing pooling business, we recognise that success correlates directly with employee engagement. This is especially crucial in today's competitive labour market. Our organisation maintained a strong Employee Net Promoter Score (eNPS) of 25 in 2024, following the impressive 27 recorded in 2022. We remain committed to reaching our target of 33 by 2030.

As in previous years, we follow up on engagement survey results with physical engagement days across all entities and countries. These events facilitate meaningful dialogues with employees about practices what we should start, stop, and continue doing.

In 2024, we elevated our commitment to employee engagement by incorporating eNPS into our top management KPIs. This strategic shift has led us to partner with Peakon to implement a continuous feedback solution, which will launch in 2025.

Health and safety

Faber Group prioritises creating an inspiring, healthy, and safe work environment. We track several key metrics including absenteeism, health-related resignations, accidents, and are developing comprehensive wellbeing measurements. We've achieved relatively stable absenteeism rates throughout our organisation: 3.4 % in 2024 (4.8 % including parental leave), compared to 3.1 % (5.5 % including parental leave) in 2023 and 3.8 % (7.5 % including parental leave) in 2022. Our goal is to maintain an absenteeism rate below 3 % (excluding parental leave) by 2030. During 2024, we recorded 7 non-fatal accidents. Significant investments have been made in creating inspiring workspaces and implementing diverse initiatives addressing mental and physical health. Building this positive environment is a collaborative effort closely aligned with our core values and behaviours.

Supplier Safety & Health

As Faber Group subsidiaries frequently subcontract activities to suppliers such as haulers and depots, we extend our safety and health focus to these partners. Our Supplier Code of Conduct establishes clear health and safety guidelines. The IPP division incorporates supplier safety and health requirements in Service Level Agreements, while our PRS division conducts annual onsite safety audits at depot facilities.

PRS has also launched the 'Care 4 Depots' roadshow, promoting improved working conditions through automation of pallet lifting to replace manual handling (see page 36).

Initiatives for society and local communities

Faber Group and its subsidiaries actively support various social and environmental initiatives. Our partnership with Landlife has resulted in approximately 25,000 trees planted on behalf of Faber Group, supplemented by additional plantings from subsidiary initiatives. Our local entities enhance community connections through sponsorships of local sports teams and contributions to various charitable causes.

A bright **idea** to make work at depots safer and more efficient.

idea

Bart Smit, Field Operational Excellence Manager at PRS

For depot workers, manually lifting and carrying pallets can be heavy work. That's why PRS launched Care4Depots in 2024. With this initiative, our PRS division wants to help depots to further enhance the working conditions of their employees - and at the same time improve the pallet handling process.

This is necessary because most of the depots PRS works with are still largely manual. For the depots we use, this is not just a suggestion - by 2027, every PRS depot partner will be contractually required to use an automated pallet lifting and sorting process. If they don't, we will no longer work with them.

Bart Smit, Field Operational Excellence Manager at PRS, explains what Care4Depots is: "We designed a new, flexible, low-tech, low-cost sorting and repair line which does not require manual pallet lifting. We then started visiting more than 30 depots across Europe to demonstrate this affordable sort and repair line. Through the road show, we hope to inspire depots to invest in our system or any other - as long as they implement a solution that improves working conditions."

Simplicity

Bart: "During the road show we show our depot the simplicity of our solution - it can be placed anywhere and it's a simple system that still requires manual pushing and tracking, but no more manual lifting. We have two options - a medium line for up to 150,000 pallets and a large line for depots that receive more than 200,000 pallets."

Positive feedback

"I visit every single PRS depot to get in touch with the workers themselves, to see and experience it. They are the ones who have to work with it. The medium line stays in a depot for about 6 weeks, the large line for 12 weeks. I install the lines, explain everything and give demonstrations. And I'm getting a lot of positive feedback. People in Italy have told me they don't have backaches anymore. We are really raising awareness among workers and managers that improving the line can really be simple, easy and cheap. When I was in Italy they told me: 'We're keeping it! You can't take it away from us anymore!'"

"The roadshow will run until the summer of 2026. By then, I hope the idea will have really taken hold that our depots need to change - and that they can change without breaking the bank. And they can make their own choices. They can buy the system we've developed, or they can get another one. I'm always happy to give advice", concludes Bart.

MAURIZIO MONDELLINI, REGION & SUSTAINABILITY MANAGER PRS: "With Care4Depots we offer our depots a solution between manual lifting and a fully automated line. For most depots, a fully automated line is a too big investment compared to the volumes they need to handle, but manual handling is no longer acceptable either - PRS pallets are too big and heavy for that. Our solution takes care of this and at the same time improves the pallet handling process in the depot."

Bring your **ambition**
and the stage is yours.

ambition

We recognise the importance of good corporate **governance** in achieving our sustainability goals.

governance

That is why we have implemented a robust governance framework that ensures effective oversight, accountability, and transparency in our operations.

Leadership team during teambuilding event at annual Faber Group Summit

OUR GOVERNANCE FRAMEWORK IS IMPLEMENTED THROUGH SEVERAL KEY MEASURES:

1. Policies and Procedures:

- We have integrated sustainability into our general risk management assessments and procedures.
- We have established a group code of conduct, as well as a supplier code of conduct, to ensure ethical practices throughout our value chain.

2. Roles and Responsibilities:

- The Faber Group Board is responsible for determining the group sustainability strategy and setting sustainability targets.
- Each division board is responsible for implementing this strategy and delivering results on these targets. Progress and results are evaluated quarterly between the group and division boards.
- Each division has a sustainability manager responsible for coordinating the divisional sustainability programme. Together with the Group Sustainability Manager, they form the sustainability community. This team regularly meets to collaborate on group-wide sustainability projects and topics.

3. Sustainability Reporting and Preparation:

- We have defined roles and responsibilities to continuously improve sustainability reporting. The finance team and divisional sustainability leads work together to report on sustainability KPIs on a frequent basis.

4. Alignment with International Standards:

- Our policies and reporting are aligned with several international standards and frameworks, such as the United Nations Global Compact and the Sustainable Development Goals (SDGs) and in reference to the GRI standards.

Effective risk management is a important to us. We have integrated sustainability into our risk management processes to identify, assess, and mitigate risks related to ESG factors. This proactive approach helps us manage potential impacts on our business and stakeholders.

Our group code of conduct outlines our commitment to integrity, transparency, and accountability. We also have a whistleblower policy that provides mechanisms for employees and other stakeholders to report unethical behaviour anonymously and without fear of retaliation.

Our robust governance framework ensures that we operate with integrity, transparency, and accountability. By aligning our practices with international standards and continuously engaging with our stakeholders, we aim to achieve our sustainability goals and contribute to a more sustainable and responsible business environment.

Scholz is a valuable **partner** on our journey to net zero emissions.

partner

Michael Scholz, owner of Internationale Transporte Scholz GmbH

The transport and logistics industry is facing the challenge of developing more sustainable solutions to meet increasing environmental requirements. PAKi Logistics GmbH and Internationale Transporte Scholz show how working together in partnership can drive innovative approaches.

For over a decade, the two companies have enjoyed a close business relationship that goes beyond traditional transport. Together, they focus on sustainable solutions to reduce the carbon footprint in the logistics industry. The introduction of the alternative fuel HVO100 (Hydrotreated Vegetable Oil) is an important milestone on this journey.

PAKi Sustainability Manager Ribanna Jansen has a conversation with Michael Scholz, owner of Internationale Transporte Scholz GmbH and Patrick Vorberg, PAKi Manager Logistics Service DACH & Benelux/Northern Europe. They discuss the background, challenges and successes of this transformation process and show the role that innovative fuel solutions play in sustainable logistics.

RJ: *Mr Scholz, can you briefly tell us about the history and business activities of Internationale Transporte Scholz GmbH?*
MS: My father, Gerhard Scholz, founded the company in 1990 as 'Viehtransporte Gerhard Scholz'. In 2016, I took it over in the second generation and changed the name to 'Internationale Transporte Scholz GmbH'. Today, we specialise in general cargo and empty pallet transport, with our headquarters in Jessen (Elster), twenty employees and six vehicles.

RJ: *How long has the business relationship between PAKi Logistics and Internationale Transporte Scholz GmbH existed?*
MS: Since 2012.
PV: Our long-standing partnership with Scholz goes far beyond transport. As a strategic supplier, Scholz also acts as a depot and EPAL licence holder for PAKi.

RJ: *What were the main reasons for introducing HVO100?*
MS: We wanted to achieve greater sustainability without having to replace the fleet. Utilising existing resources in a more environmentally friendly way corresponds to our understanding of sustainability.
PV: PAKi Logistics is aiming for net zero emissions by 2045. Sustainable logistics solutions such as HVO100 are essential for this. Scholz is a valuable partner on this journey.

Ribanna Jansen

Patrick Vorberg

> “We will continue to use HVO in the near future. Why should I switch to something else if it works well and benefits the environment?”

MICHAEL SCHOLZ,
MANAGING DIRECTOR & OWNER
INTERNATIONALE TRANSPORTE SCHOLZ GMBH

RJ: *How was HVO100 integrated into the existing fleet?*
MS: It wasn't a major change, as the fuel is stored in the same way as diesel and no technical adjustments were necessary.

RJ: *Were there any challenges during the changeover?*
MS: The certification process took a long time. Otherwise, the changeover went smoothly.
PV: The Scholz company has demonstrated its commitment to sustainability with comparatively little effort and has made long-term investments in a partnership-based supplier relationship with PAKi.

RJ: *What impact does the use of HVO100 have on CO_2 emissions?*
MS: We save around 80 % CO_2e compared to conventional fuels.

RJ: *What other environmental benefits does HVO100 offer?*
MS: According to the Federal Ministry for Digital and Transport (BMDV), more than 90 % of greenhouse gas emissions can be saved during production. In addition, HVO100 burns more cleanly and with less odour.

RJ: *How does the use of HVO100 contribute to achieving sustainability goals?*
MS: Our aim is to implement sustainable improvements and fulfil our customers' requirements.
PV: Scholz is our partner with the highest turnover in Germany and has a significant influence on our sustainability strategy. HVO100 is an important intermediate step towards net zero emissions.

RJ: *What costs are associated with the changeover?*
MS: HVO100 is more expensive. There are tax exemptions, but the price remains higher than diesel.
PV: The prices are 15 to 20 cents higher than diesel. Having our own petrol stations helps to reduce costs.

RJ: *What experiences have you had with HVO100?*
MS: The performance of the vehicles is unchanged and there has been no negative feedback.

RJ: *What further steps are you planning?*
MS: We are testing alternative drives such as electric lorries. At the beginning of the year, we purchased weight-reduced trailers with two axles in order to reduce fuel consumption.

RJ: *What are your long-term goals?*
MS: In 2026, we are planning to purchase an e-Actros 600 from Mercedes-Benz with a range of 550 km. The challenges are the charging infrastructure and the high electricity prices.
PV: E-trucks are essential in the long term. With Scholz, we can test this technology and drive forward sustainable logistics solutions. Our long-standing partnership enables us to successfully implement innovative approaches.


IPP
CARRYING IMPACT
MEMBER OF FABER GROUP

Faber Group has reported the information cited in this GRI (Global Reporting Initiative) content index for the period January 1st - December 31st 2024 with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	**2-1** Organisational details	PREFIX - PAGE 2
	2-2 Entities included in the organisation's sustainability reporting	CHAPTER 1 - PAGE 7
	2-3 Reporting period, frequency and contact point	PREFIX - PAGE 1
	2-6 Activities, value chain and other business relationships	CHAPTER 1 - PAGE 7-9
	2-7 Employees	PREFIX - PAGE 2
	2-9 Governance structure and composition	CHAPTER 6 - PAGE 41
GRI 3: Material Topics 2021	**3-1** Process to determine material topics	CHAPTER 2 - PAGE 12+13
	3-2 List of material topics	CHAPTER 2 - PAGE 13
	3-3 Management of material topics	CHAPTER 2 - PAGE 13
GRI 201: Economic Performance 2016	**201-1** Direct economic value generated and distributed	PREFIX - PAGE 2
GRI 205: Anti-corruption 2016	**205-1** Operations assessed for risks related to corruption	CHAPTER 6 - PAGE 41
	205-2 Communication and training about anti-corruption policies and procedures	CHAPTER 5 - PAGE 34 PARAGRAPH TRAINING & DEVELOPMENT
	205-3 Confirmed incidents of corruption and actions taken	0 INCIDENTS
GRI 304: Biodiversity 2016	**304-2** Significant impacts of activities, products and services on biodiversity	CHAPTER 4 - PAGE 26 IMPACT AREA 5
	304-3 Habitats protected or restored	CHAPTER 4 - PAGE 26 LAND LIFE PARTNERSHIP
GRI 305: Emissions 2016	**305-1** Direct (Scope 1) GHG emissions	CHAPTER 4 - PAGE 23 GRAPH 'CARBON FOOTPRINT PER SCOPE'
	305-2 Energy indirect (Scope 2) GHG emissions	CHAPTER 4 - PAGE 23 GRAPH 'CARBON FOOTPRINT PER SCOPE'
	305-3 Other indirect (Scope 3) GHG emissions	CHAPTER 4 - PAGE 23 GRAPH 'CARBON FOOTPRINT PER SCOPE'
	305-4 GHG emissions intensity	CHAPTER 4 - PAGE 24 GRAPH 'CARBON FOOTPRINT PER TRIP/BARTER'
	305-5 Reduction of GHG emissions	CHAPTER 4

GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Waste 2020	**306-1** Waste generation and significant waste-related impacts	CHAPTER 4 - PAGE 26 IMPACT AREA 7
	306-2 Management of significant waste-related impacts	CHAPTER 4 - PAGE 26 IMPACT AREA 7
GRI 308: Supplier Environmental Assessment 2016	**308-1** New suppliers that were screened using environmental criteria	CHAPTER 4 - PAGE 26 IMPACT AREA 5
GRI 401: Employment 2016	**401-1** New employee hires and employee turnover	CHAPTER 5 - PAGE 34 PARAGRAPH CAREER MANAGEMENT
GRI 403: Occupational Health and Safety 2018	**403-1** Occupational health and safety management system	CHAPTER 5 - PAGE 35 PARAGRAPH HEALTH & SAFETY
	403-2 Hazard identification, risk assessment, and incident investigation	CHAPTER 5 - PAGE 35 PARAGRAPH HEALTH & SAFETY
	403-3 Occupational health services	CHAPTER 5 - PAGE 35 PARAGRAPH HEALTH & SAFETY
	403-4 Worker participation, consultation, and communication on occupational health and safety	CHAPTER 5 - PAGE 35 PARAGRAPH HEALTH & SAFETY
	403-5 Worker training on occupational health and safety	CHAPTER 5 - PAGE 35 PARAGRAPH HEALTH & SAFETY
	403-6 Promotion of worker health	CHAPTER 5 - PAGE 35 PARAGRAPH HEALTH & SAFETY
GRI 404: Training and Education 2016	**404-2** Programmess for upgrading employee skills and transition assistance programs	CHAPTER 5 - PAGE 34 PARAGRAPH TRAINING & DEVELOPMENT
	404-3 Percentage of employees receiving regular performance and career development reviews	CHAPTER 5 - PAGE 34 PARAGRAPH CAREER MANAGEMENT
GRI 405: Diversity and Equal Opportunity 2016	**405-1** Diversity of governance bodies and employees	CHAPTER 5 - PAGE 34 PARAGRAPH TRAINING & DEVELOPMENT
GRI 414: Supplier Social Assessment 2016	**414-1** New suppliers that were screened using social criteria	CHAPTER 5 - PAGE 35 PARAGRAPH SUPPLIER SAFETY & HEALTH
	414-2 Negative social impacts in the supply chain and actions taken	CHAPTER 5 - PAGE 35 PARAGRAPH SUPPLIER SAFETY & HEALTH

Faber Group BV
Prinses Beatrixstraat 35
4024 HL Eck en Wiel
The Netherlands

www.faber.group

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