



2024
Sustainability Report

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1 Strategic Introduction



For GreenGroup, sustainability is not a choice, but the foundation on which we build our future. In a year marked by geopolitical tensions, energy volatility and accelerating climate change, we have demonstrated resilience and the ability to turn challenges into opportunities.

In 2024, we invested in expanding recycling capacities, advanced technologies for sorting and recovering critical materials, as well as in strengthening the organizational culture. We responded to the new European requirements for sustainability reporting through a robust data collection infrastructure and adapted internal policies. All these efforts have a common goal: strengthening GreenGroup’s position as a regional integrator of the circular economy.

We look to the future with confidence. Decarbonization, digitalization and geographical expansion will guide our strategy, and solid partnerships with employees, customers and communities will remain the engine of transformation. Together, we can build an economy that respects people and the planet.

Results and investments

In 2023, we laid the foundations for solid projects, increasing the installed recycling capacity and investing in state-of-the-art technologies for automated sorting and recovery of critical materials. In 2024, we continued this path by streamlining processes and diversifying the portfolio of recycled products. Collaboration between group entities shortens logistics cycles, increases traceability and reduces value losses along the chain.

Strategic milestones include:

Brand consolidation: Eltex Recycling became Verdum, marking the expansion of integrated services for industrial customers.

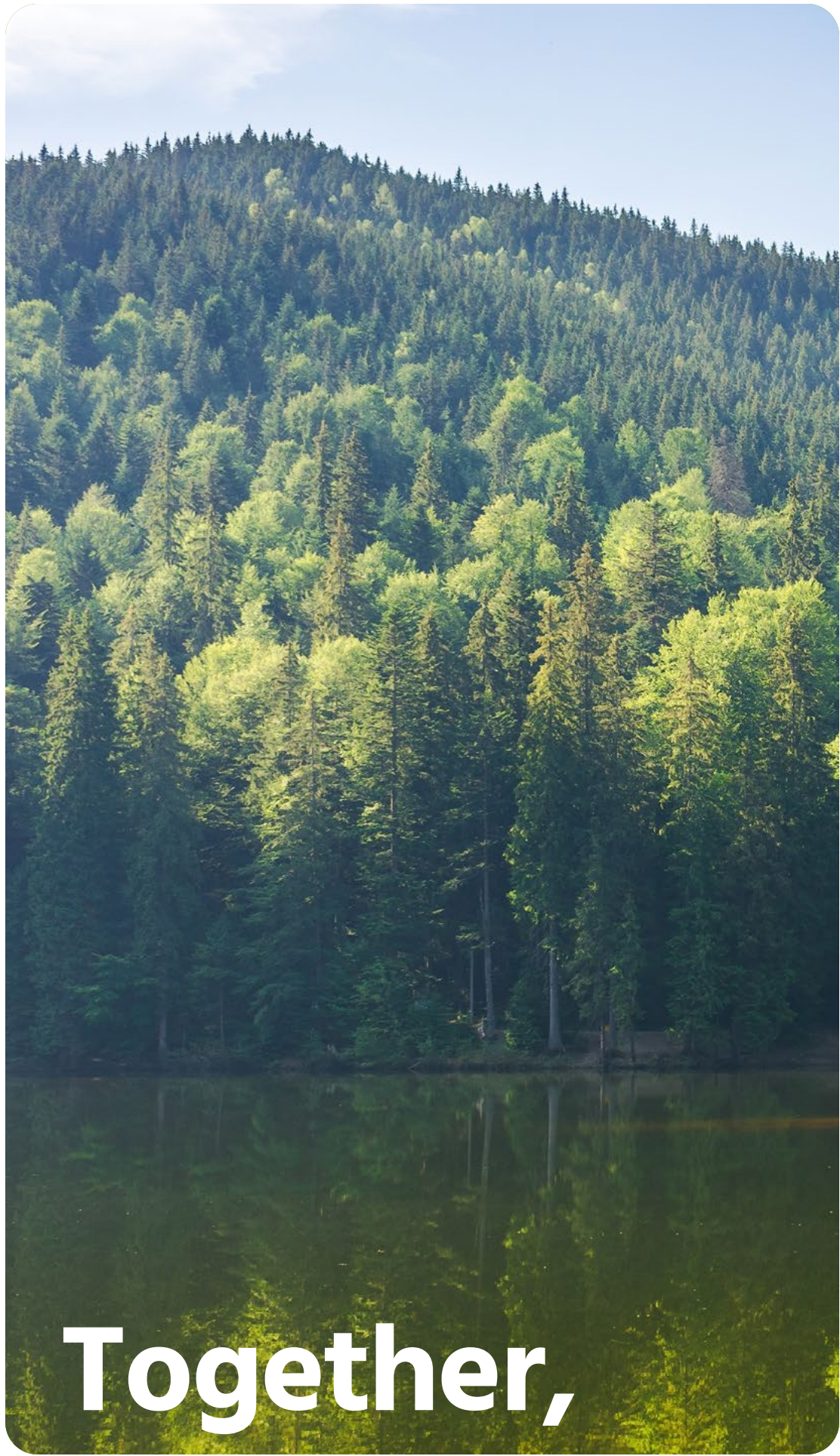
Capacity expansion: the third GreenWEEE plant in Buzău increases regional coverage and recovery capacity for critical materials.

Operational efficiency: the new ECSO sorting line in Vilnius increases process yield and quality.

Innovation and partnerships: the new ECSO sorting line in Vilnius increases process yield and quality.

Operational resilience: At Zalvaris, the modernization of fire protection systems and the issuance of 5 million euros of bonds on Nasdaq strengthened compliance and diversified funding sources.

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these projects reflect a unified strategy: increasing capacities, digitalization, improving quality and safety, as well as access to capital – all to position GreenGroup as a regional integrator of the circular economy.



Social dimension and organizational culture

People are the center of GreenGroup.

- In 2024, we continued to:
- Invest in training and skills development programs;
 - Improve the employee benefits package;
 - Expand partnerships for dual education, preparing future generations for the recycling industry.



Impact in communities

Responsibility towards communities remains a priority.

- We supported:
- Education by supporting national and international olympiads;
 - Health through donations to hospitals and prevention campaigns;
 - Inclusion through programs to integrate disadvantaged people into the labor market.



Governance and transparency

Responsible governance is the basis of how GreenGroup leads the transformation.

- In 2024, we continued to:
- Update our ethics and compliance policies to respond to newly identified risks;
 - Develop tools to monitor environmental, social and governance (ESG) issues;
 - Strengthen transparency and open communication with all stakeholders.

Our values - **courage, responsibility and resilience** - are integrated into all processes and define the organizational culture.

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This report reflects our commitment to strong and transparent governance that goes beyond the numbers — explaining the strategies, actions and challenges behind **GreenGroup’s performance.**

Leading **renewal** **TOGETHER**

2024 was a year of transformation, not only in our projects, but also in the way we present ourselves to the world. GreenGroup went through a brand refresh process, a natural step in our evolution as a leader in the circular economy.

The new tagline – Leading Renewal. Together. reflects our mission to lead, together with partners and communities, the transformation towards a genuine circular economy.

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Looking to the future

GreenGroup sees major opportunities in three directions:

Decarbonization

by using renewable energy and reducing consumption.

Digitalization

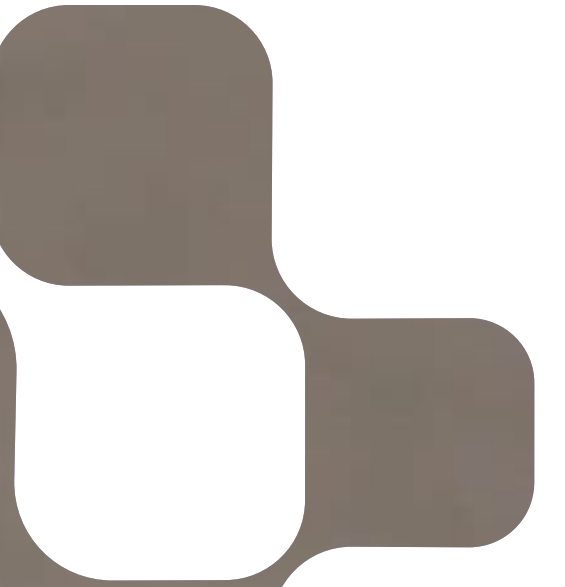
through advanced scanning and automation technologies.

Expansion

by expanding the portfolio of recycled products and entering new markets in Central and Southeastern Europe.

We know that this transformation cannot be done alone. It requires dedicated employees, trusted partners, responsible customers and involved communities. We invite you to be part of this journey – **together we can build an economy that respects people and the planet.**

By publishing the annual sustainability report, GreenGroup reaffirms its commitment to transparency, to its corporate strategy and to a future where sustainable practices are the norm, not the exception.



2 About GreenGroup



GreenGroup was founded in 2002 in Buzău, Romania, as a visionary initiative for recycling plastics. Since then, it has evolved into an integrated group of companies covering the entire value chain of the circular economy. With over 25 years of experience, GreenGroup has consolidated its reputation as a regional and European leader, bringing together 11 companies active in Romania, Lithuania, Latvia and Slovakia.

Today, GreenGroup is one of the most important integrators of circular solutions in Europe, transforming waste into resources and solutions for a resilient future. The group is a European leader in PET recycling and in the production of polyester fibers, PET tape and rPET, also playing a key role in the recycling of electrical and electronic equipment, glass waste and integrated industrial waste management services.

Since 2016, the majority shareholder of GreenGroup is Abris Capital Partners, one of the leading private equity investors in Central Europe, thus strengthening the group’s strategic position at European level.

Through a comprehensive approach – from recycling and remanufacturing to digital solutions for traceability and environmental reporting – GreenGroup contributes to the protection of resources, supports sustainable development and affirms its role as a leading European actor in sustainability.



1. Waste recycling



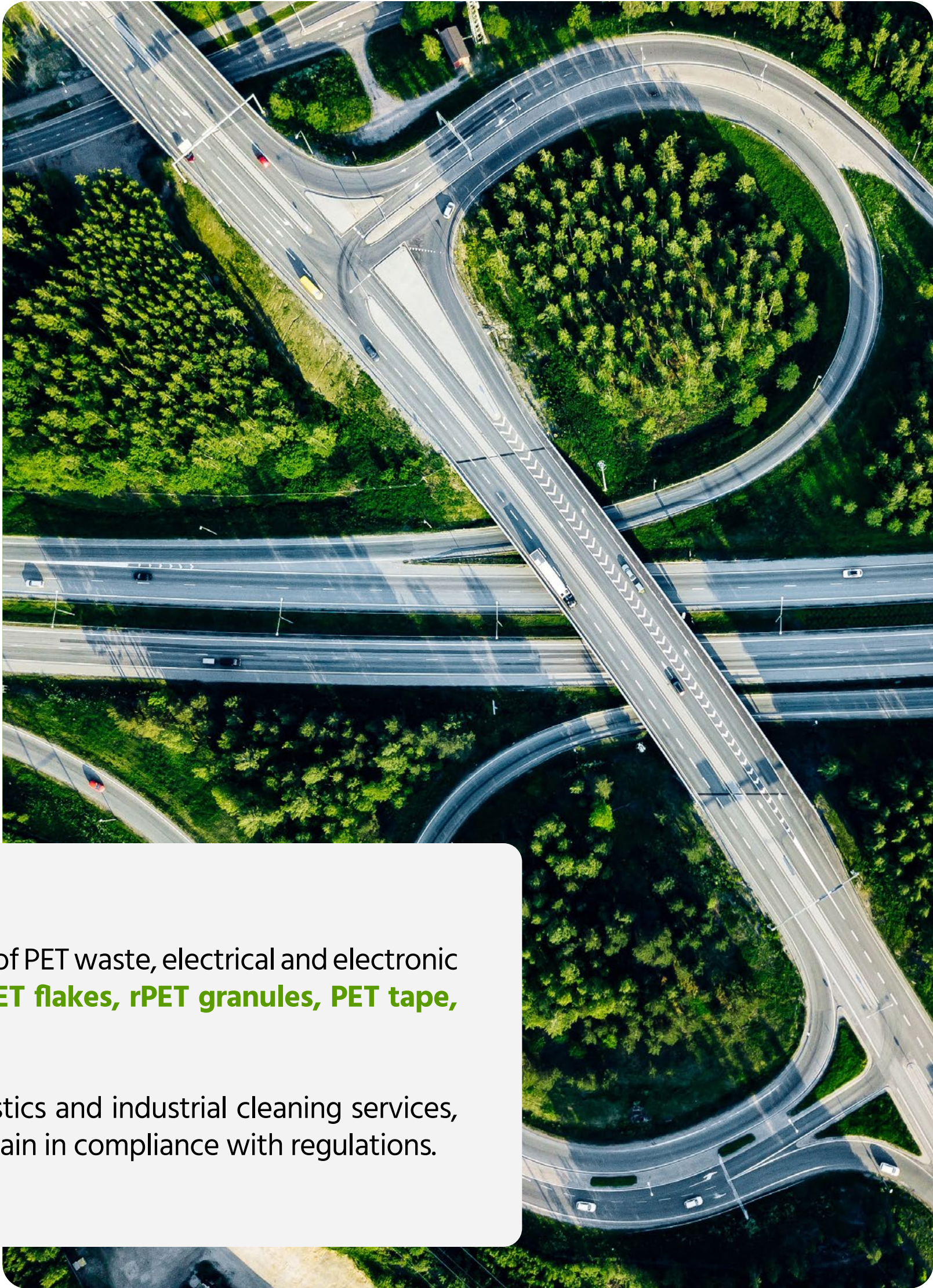
2. Production of materials and products obtained from 100% recycled resources



3. Support services for waste management

This structure allows the group companies to offer partners complete solutions: from the collection of PET waste, electrical and electronic equipment, glass, packaging and industrial waste, to their transformation into new products – **PET flakes, rPET granules, PET tape, polyester fibers, glass cullet, LDPE granules or alternative construction materials.**

At the same time, through the OIREP divisions, environmental reporting software solutions, logistics and industrial cleaning services, GreenGroup offers companies the necessary tools to manage their environmental impact and remain in compliance with regulations.



A leadership model in the circular economy



GreenGroup’s business model demonstrates how the circular economy can be applied on an industrial scale. The collected waste is treated using advanced technologies that separate material flows and eliminate hazardous substances.

Recycled PET becomes flakes or rPET granules used in the food, textile or packaging industries; post-consumer glass is transformed into high-purity shards, reused in glass production; electrical and electronic equipment is dismantled and shredded, and the recovered raw materials (metals, plastic, glass) are reintroduced into the economic circuit.

State-of-the-art technologies and the expanded recycling capacity of GreenTech’s factories in Romania, Lithuania, and Slovakia strengthen the company’s position as a **European leader in PET recycling**. The Gold Standard certification confirms GreenTech’s real impact in building a circular industrial model and reducing Europe’s dependence on virgin raw materials.

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1. Recycling of plastics and production of sustainable resources



GreenTech is the company specialized in recycling PET within GreenGroup, with a total processing capacity of 150,000 tons per year. The company operates production facilities in Romania, Lithuania and Slovakia and transforms PET waste into high-quality raw materials: PET flakes, r-PET granules and synthetic polyester fibers, used in various industries.

By preventing plastic pollution and reintegrating materials into the economy, GreenTech significantly contributes to reducing the impact on the environment. The company is also a pioneer at European level in obtaining voluntary carbon certificates (VER) for recycling activities – being the first to obtain Gold Standard validation for 453,000 certificates, representing CO₂ emissions avoided by recycling PET waste over a period of 10 years.

The state-of-the-art technologies in GreenTech’s factories in Romania, Lithuania and Slovakia make this company a European leader in PET recycling. The Gold Standard certification, obtained for reducing CO₂ emissions, underlines GreenTech’s significant impact in promoting a circular model and reducing dependence on virgin raw materials.



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1. Recycling of plastics and production of sustainable resources



ECSO is the company specialized in recycling LDPE plastics, which it transforms into high-quality pellets for various industries. Approximately 50,000 tons of plastic waste are transformed annually on processing lines in Lithuania.

Founded in 2009, the company expanded its activity in 2015 by opening its own factory, focusing on independent plastic processing. In 2024, the processing capacity was supplemented by the commissioning of a new sorting and processing line.

ECSO uses various raw materials – transparent, colored and black foil – from the industrial and household fields, actively contributing to the valorization of resources and promoting the principles of the circular economy.



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2. Recycling of electrical and electronic equipment



GreenWEEE is the market leader in Romania in the recycling of waste electrical and electronic equipment (WEEE), operating three modern plants in Buzău and Câmpia Turzii, with a total processing capacity of 140,000 tons per year. With over 15 years of activity and over 400,000 tons of processed e-waste, GreenWEEE plays an essential role both locally and regionally, as a supplier of recycled materials to industries in Romania and Europe.

The company is **WEEELABEX**, certified, which guarantees compliance with the highest European recycling standards and traceability of waste streams. GreenWEEE offers advanced treatment and recycling solutions, ensuring the efficient extraction of secondary raw materials and the responsible management of hazardous substances.

GreenWEEE's mission is to revolutionize the way industries integrate secondary raw materials into finished products. Through technological innovation and strategic partnerships, the company accelerates the transition to a functional circular economy.



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3. Glass Recycling



GreenGlass: With the most modern glass recycling unit in Romania, GreenGlass processes 110,000 tons of glass annually, which it transforms into raw materials for the packaging industry.

By using advanced technologies, GreenGlass manages to obtain a pure glass at a degree of 99.99% and significantly reduces CO₂ emissions associated with the production of new glass.

Every year, it transforms more than **2200 million bottles into billions of high-quality flakes**, ready to be reintegrated into new products. This continuous cycle preserves the value of materials within the economy, eliminates waste, and supports the European goal of increasing the recycling rate.

Through its partnerships with packaging manufacturers, retailers, and local authorities, GreenGlass contributes to developing the national infrastructure for glass collection and recycling, becoming a benchmark model for the circular industry in Romania.



4. Industrial Waste Management

verdum

Verdum: The company specializes in **integrated industrial waste management**, offering customized solutions at a national level for large companies from various economic fields.

With a flexible operational approach, Verdum provides its customers with dedicated teams, equipment and collection systems directly at the point of generation, ensuring efficient waste management. These are directed towards recycling, energy recovery or, ultimately, responsibly disposed of in accordance with environmental regulations.

The company implements modern “zero waste to landfill” concepts, thus contributing to reducing the environmental impact and optimizing customers’ internal processes.

Verdum plays a key role in closing the loop of the circular economy, acting as a strategic partner for industry in the transition to sustainable production and consumption models.



5. Hazardous and non-hazardous waste management



Žalvaris: The company, located in Lithuania, specializes in the collection and treatment of hazardous and non-hazardous waste, mainly from the automotive industry.

With operations in 7 cities in Lithuania and Latvia, Žalvaris manages over 63,000 tons of waste annually, of which 46% is hazardous waste. The portfolio includes over 180 types of waste, mainly from the industrial field and car workshops.

The company offers integrated solutions for collection, sorting, processing, energy recovery and recycling, including auditing, consulting and training services. By implementing circularity principles and increasing the proportion of recycled waste annually, Žalvaris acts as a trusted partner for over 4,000 companies in the region, ensuring responsible and efficient management of their waste streams.

Žalvaris has benn **member of the United Nations Global Compact (UNGC)** since 2022, a commitment that reflects its support for the UNGC principles on human rights, labor standards, environmental sustainability and anti-corruption. Joining the UNGC underlines Žalvaris’ commitment to responsible business practices and sustainability in all its activities.



6. Extended Producer Responsibility and Packaging Waste Management

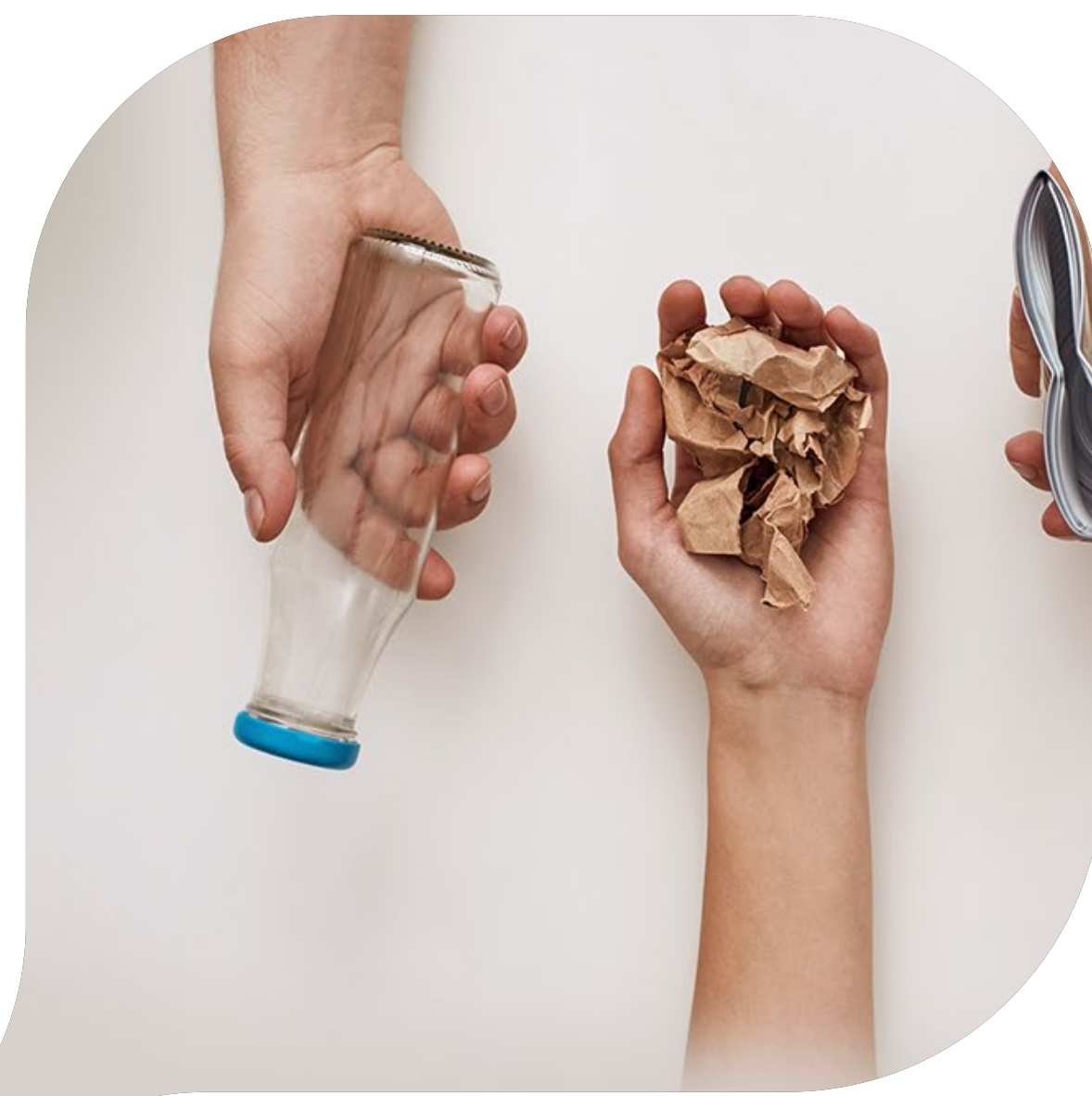


Green Resources Management: It is the GreenGroup company specialized in implementing Extended Producer Responsibility (EPR) obligations for packaging waste. With an experienced team, active since 2012, and solid expertise in the field of environmental regulations, GreenResources offers companies complete support for compliance, traceability and optimization of costs associated with the management of packaging placed on the market.

The company offers a full range of environmental services:

- Personalized consulting to meet legal obligations;
- Carbon footprint calculation (internationally certified process);
- Accurate and compliant reporting to authorities;
- Awareness and education campaigns for sustainability;
- Access to the solid recycling infrastructure within GreenGroup.

By collaborating with GreenResources, companies ensure that packaging waste is responsibly managed in authorized recycling plants, contributing to the development of an efficient and transparent circular model.



7. Digital solutions for waste management and environmental reporting

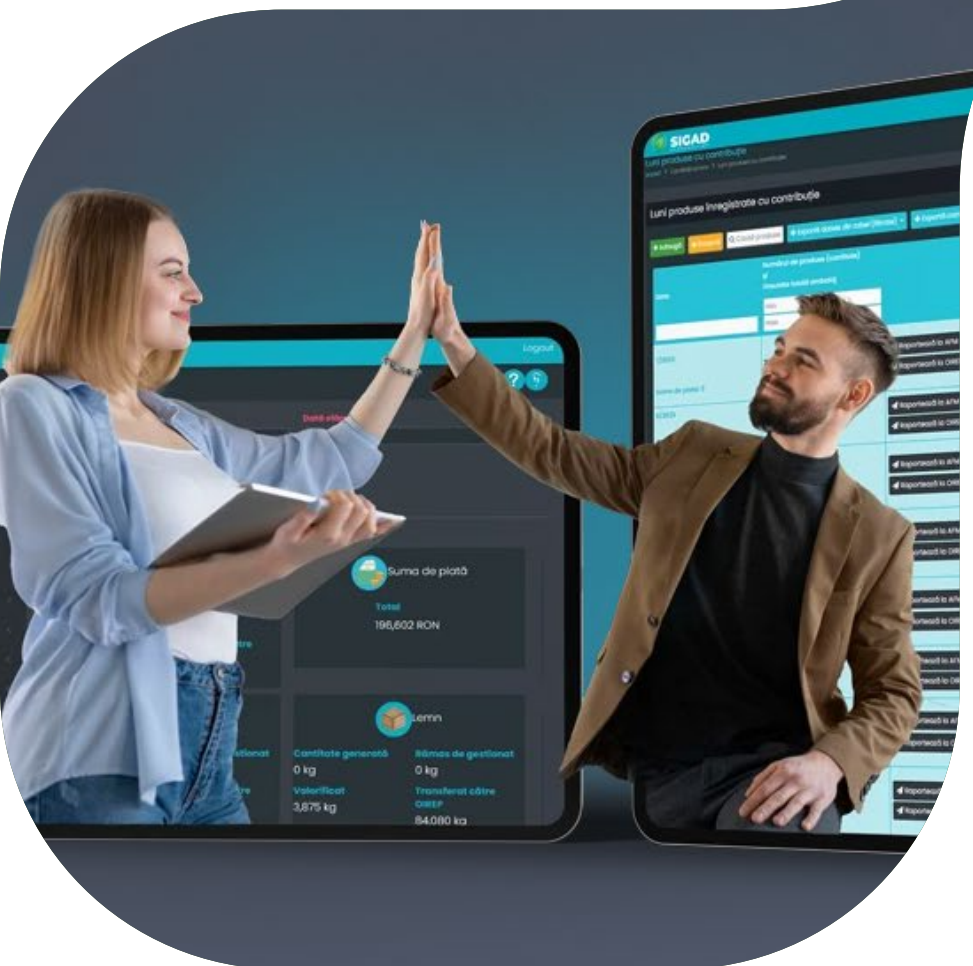


SIGAD: Develops an integrated ERP for waste management and reporting, used by companies in various industries to monitor the impact of packaging on the environment and comply with environmental regulations. SIGAD has great flexibility in adapting products to the needs of any type of industry. Its main customers come from the pharmaceutical, industrial, automotive and retail industries.

The SIGAD environmental application offers a solution for monitoring and managing the impact of packaging generated by companies. Through this platform, **data from 100,000 products is analyzed**, coming from several companies, which contribute to the generation of over 50,000 tons of packaging per month.

The application accurately tracks 7 types of packaging materials: cardboard, plastic, PET, aluminum, steel, glass and wood, providing companies with a complete assessment of the impact on the environment. With the help of this data, users make accurate reports, avoiding potential impositions from the authorities.

Through this platform, SIGAD helps clients optimize resource management and reduce their ecological footprint.



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8. Professional cleaning and maintenance services

Expert | Cleaning

Expert Cleaning: Active since 2005, Expert Cleaning provides cleaning and maintenance services nationwide for industrial operators.

Through an efficient organizational system and attention to detail, the company ensures high standards of hygiene in about 100 locations. The company offers multi-annual and periodic maintenance and/or cleaning services (carpet, windows, plumbing, etc.) as well as consumables for about 100 work points.

Expert Cleaning has developed a **system based on mathematical planning**, organization and attention to detail, which ensures the high quality of cleaning services in the long term. The company has cleaning teams throughout the country, coordinated remotely from the headquarters in Făgăraș, Brașov County, and supervised by regional team leaders.



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2.2. How we grow

GreenGroup, with a team of over 2,000 employees, is constantly strengthening its presence in the recycling industry and plays a key role in the adoption and implementation of circular economy practices. Our colleagues support the diverse activities of the group companies, bringing expertise, responsibility and dedication to every stage of the processes.

Total number of employees by geographical area	2022	2023	2024
România	1,728	1,833	1,985
Lituania	175	306	327
Slovenia	84	77	94
GreenGroup	1,987	2,216	2,406

GreenGroup’s total revenues grew by approximately 18% to EUR 230.8 million in 2024, exceeding the 2022 baseline of EUR 228.5 million. The 2024 momentum was supported by both the full-year consolidation of recently integrated entities and capacity expansions. Overall, the revenue mix becomes more balanced across divisions and geographies, reflecting the portfolio’s maturation and the efficiency of group-wide synergies.

Venituri totale ¹ raportate în euro	2022	2023	2024
GreenTech România	142,188,208	81,400,30	85,604,458
GreenTech Lituania	12,543,505	5,886,944	6,838,738
GreenTech Slovenia	10,034,578	5,356,200	18,034,208
GreenWEEE	31,298,519	38,057,489	42,275,306
GreenGlass	4,909,315	5,541,893	8,404,691
Sigad **	150,864	314,539	419,789
GreenResources	6,897,568	6,895,179	5,978,668
Expert Cleaning ***	N/A	2,567,282	4,236,164
Verdum	16,733,190	18,627,669	19,113,009
ECSO *	3,707,504	16,109,000	13,291,776
Žalvaris ****	N/A	15,182,593	26,630,415
GreenGroup	228,463,251	195,938,918	230,827,222

* ECSO: October to December 2022
** Sigad: July-December 2022
*** Expert Cleaning: July-December 2023
**** Žalvaris: April-December 2023

2.3. Certifications and standards

GreenGroup companies have obtained and maintain internationally recognized certifications, which demonstrate commitment to quality standards, environmental protection, occupational health and safety, as well as energy efficiency:

- ISO 9001:** Quality management system, ensures high-quality processes and products – all companies.
- ISO 14001:** Environmental management system, through which negative impacts on the environment are managed – 10 companies out of 11.
- ISO 45001:** Occupational health and safety management system – 7 companies out of 11.
- ISO 50001:2018:** Energy management system, which supports the optimization of energy consumption in daily operations – one company out of 11.

These certifications reflect GreenGroup’s commitment to sustainability and continuous improvement, while also supporting the collection of reliable data for sustainability reporting. They contribute to achieving sustainable development goals, ensuring that the organization’s processes and operations comply with the highest international standards regarding quality, environmental protection, occupational health and safety and energy efficiency.



2.3. Certifications and standards

In addition, GreenGroup companies hold certifications specific to the activities carried out:

Žalvaris

FSC certification: guarantees the use of raw materials from legal and responsibly managed forest sources.

GreenWEEE

CENELEC certification (under the aegis of WEEELabex): European standard of excellence in the treatment of waste electrical and electronic equipment (WEEE), which sets strict requirements for collection, transport, storage, treatment and recycling, in accordance with the highest environmental protection and safety standards. Maintaining certification requires a two-year audit cycle: general audit in the first year and surveillance audit in the second. The Buzău factory is certified for several flows: refrigeration equipment, large equipment, small equipment and IT&C, lamps and flat screens. GreenWEEE is a certified type 2 treatment operator for mechanical treatment of refrigeration equipment and lamps and type 3 for advanced mechanical treatment of large, mixed equipment and flat screens (including through an optical sorting line). Performance and batch tests are periodically carried out to verify the efficiency of the certified processes.

GreenTech (Romania, Lithuania and Slovakia)

EuCertPlast and RecyClass certifications: focused on plastic recyclability, transparency regarding the origin of waste and traceability of recycled materials, including those from selective collection. These certifications support the circular economy through protocols and guidelines for innovative plastic packaging and guarantee transparency throughout the supply chain. Other certifications and validations: GRS (Global Recycled Standard), OEKO-TEX, EcoVadis and EFSA, all confirming the sustainability and quality of the verified processes.

GreenGlass

In accordance with EU Regulation 1179/2012: certification that certifies that the glass cullet obtained meets the technical standards of the manufacturing industry, complies with applicable legislation and does not generate negative effects on the environment or human health.

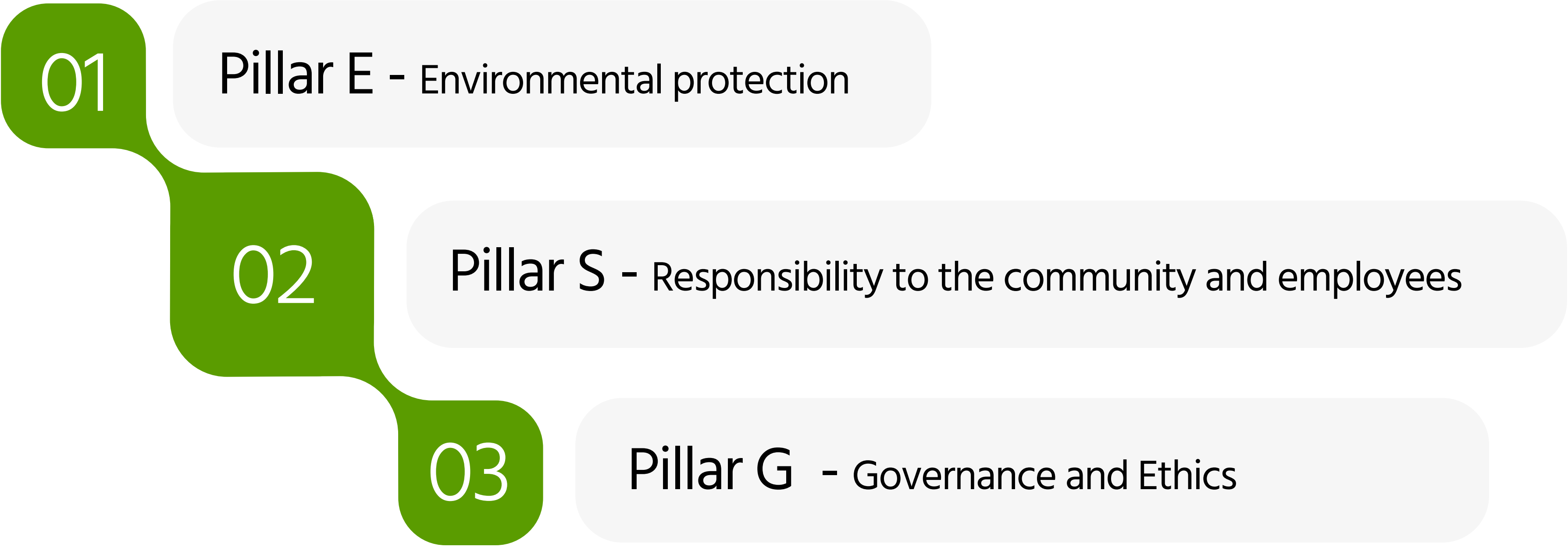


A photograph of two hands holding a small, round, green ball covered in moss or a similar textured material. The hands are positioned in the center-right of the frame, with the fingers gently cupping the ball. The background is a dense, out-of-focus field of green grass. The image has rounded corners and a white decorative element in the top right corner.

3 Our Sustainability Strategy and Objectives

GreenGroup bases its activity on the three ESG pillars – environment, social and governance – with the aim of carrying out its activity in a resilient manner, being an example of best practices and driving positive changes in the industry.

Through an integrated approach to recycling and reusing resources, GreenGroup contributes to reducing the ecological footprint and building a clean environment for Europe and beyond.



3.1. The three ESG pillars

Pillar E

Environmental protection

GreenGroup is committed to reducing its impact on the environment through efficient waste management, pollution prevention and the transformation of waste into new resources. Our objectives include:

- 1. Turning waste into resources:** By 2026, we aim to diversify the categories of recycled PET waste by up to 20%. On the other hand, we aim to reduce the amount of waste generated in the recycling process by up to 10%.
- 2. Recirculating resources:** By 2026, we will increase the amount of recycled water used in production processes from 5% to 20%, promoting an efficient use of this resource. We also aim to purchase only packaging from responsible sources (from recycled or reused materials) by 2026.
- Reducing carbon emissions:** We aim for CO2 neutrality associated with electricity consumption by 2026, by using renewable energy and implementing an energy efficiency plan to reduce utility consumption by 3% annually.
- 4. Pollution Prevention:** Our commitment is to record zero pollution incidents, through monitoring, observations and proactive measures to protect the environment.

Pillar S

Responsibility to the community and employees

GreenGroup prioritizes the safety and well-being of employees and the communities in which it operates, with the following objectives:

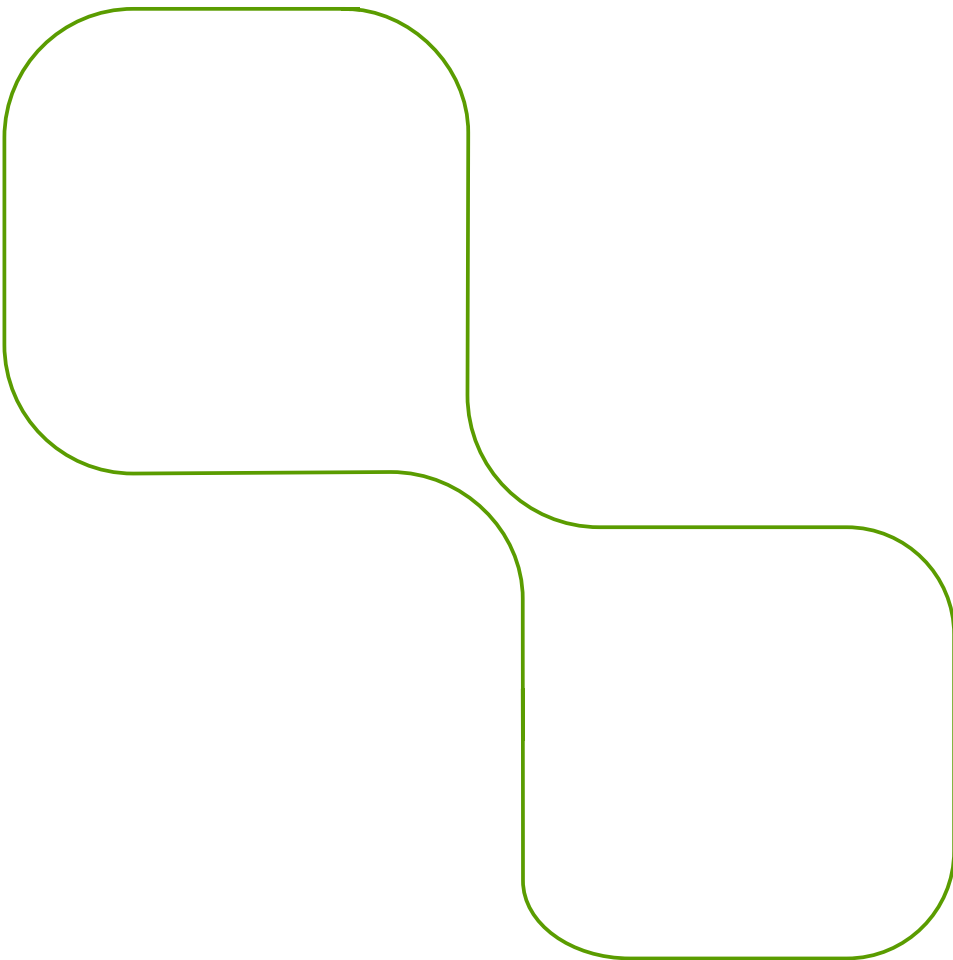
- 1. Workplace safety:** We aim for zero work accidents and full implementation of safety measures, ensuring the use of 100% protective equipment.
- 2. Respect for human rights:** We are committed to having zero human rights violations in all our operations, promoting respect and equality in every work environment.

Pillar G

Governance and Ethics

GreenGroup strengthens its position as a responsible leader through ethical governance and integrity:

- 1. Ethical compliance:** We aim for zero cases of ethical non-compliance and we are committed to investigating 100% of reported cases of corruption.
- 2. Transparency in management:** We ensure that all top management members submit an annual declaration of conflict of interest, promoting transparent and responsible governance.



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3.2 GreenGroup’s contribution to the Sustainable Development Goals (SDGs)



SDG 3 – Good Health and Well-being

The Group has implemented a comprehensive occupational health and safety management system in all locations. Every year, GreenGroup expands employee training programs on safe working practices, improves protective equipment and monitors workplace incidents, achieving increasingly high safety standards.



SDG 4: Quality Education

GreenGroup supports education for sustainable development by involving communities and employees in educational programs. The company collaborates with local authorities to promote education in the field of recycling and green practices, encouraging public involvement in sustainable initiatives. Through these awareness actions, GreenGroup contributes to the formation of a recycling culture and to increasing the level of information on environmental protection. GreenGroup also invests in the training of its employees, organizing regular training and development sessions, which increases the skills of the workforce and the alignment with the best sustainability practices.



SDG 5: Gender Equality

GreenGroup capitalizes on the potential of all employees and promotes an inclusive work environment. The company encourages gender equality, having women in leadership and management positions. Diversity efforts have led to an increase in the share of women in total employees – from approximately 33% to 35% in recent years – a sign of progress in gender diversity in the organization. Through internal policies, GreenGroup ensures equal treatment and non-discriminatory opportunities, strengthening women’s participation at all levels and thus contributing to achieving gender equality.



SDG 6: Clean Water and Sanitation

To protect water resources, GreenGroup implements efficiency and pollution prevention solutions. The company has set itself the goal of increasing the volume of water recirculated in production processes from 5% to 20% by 2026, thus reducing fresh water consumption. At the same time, wastewater management is treated responsibly: GreenGroup monitors and treats the water resulting from operations so that the discharged water complies with environmental standards, preventing contamination of rivers and groundwater. These measures contribute to the conservation of clean water and the maintenance of unpolluted aquatic ecosystems.



SDG 7: Affordable and Clean Energy

GreenGroup contributes to the energy transition through concrete efficiency measures and the use of renewable energy. To reduce its carbon footprint and increase energy efficiency, the group has implemented preventive maintenance programs for equipment to eliminate losses and improved operational flows. As a strategic objective, GreenGroup aims to be CO₂ neutral in electricity consumption by 2026, through the purchase of green energy and an energy efficiency plan that aims to reduce utility consumption by 3% annually. At the end of 2024, approximately 90% of operations were powered exclusively by energy from renewable sources. In the case of GreenTech, for example, there was an average reduction in electricity consumption of about 11% per ton of product, compared to 2023.

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3.2 GreenGroup's contribution to the Sustainable Development Goals (SDGs)



SDG 8: Decent Work and Economic Growth

Through its activity, GreenGroup generates safe jobs and contributes to sustainable economic growth. The group has over **2,000 employees in Romania, Lithuania and Slovakia**, which reflects the company's commitment to innovation and sustainable development. GreenGroup emphasizes decent working conditions, aiming for **zero work accidents** through the full implementation of safety measures and the use of protective equipment by all employees. At the same time, the company respects human rights in its operations, **promoting equal treatment and zero violations of employee rights**, regardless of gender, ethnicity or other criteria. By continuously expanding its activities, GreenGroup has stimulated **local economic development by creating jobs and improving working conditions** in the communities where it operates. Thus, the company contributes both to regional economic growth and to the well-being of employees and local communities, in line with the principles of decent work.



SDG 9: Industry, Innovation and Infrastructure

GreenGroup plays a leading role in the recycling industry through innovation and through its diverse activities, the company transforms waste into valuable resources and is a **reference model in recycling at European level**. GreenGroup invests in state-of-the-art technologies in all its divisions – from advanced air filtration plants and water recycling systems, to optical sorting lines and modern processing equipment or equipment for industrial cleaning – consolidating an efficient industrial infrastructure. An example of innovation is the GreenTech project validated by Gold Standard as the **first initiative in Europe to use recycling as a method of offsetting CO₂ emissions**. This voluntary project, carried out over 10 years, generates carbon certificates proportional to the emissions avoided by using recycled materials instead of virgin ones. Thanks to this approach, over 180,000 tons of CO₂ have already been neutralized, with a total reduction of approximately 450,000 tons expected by the end of the project. Through such initiatives and by expanding its production capacities, GreenGroup contributes to the modernization of the recycling industry, the innovation of production processes and the development of green infrastructure. A pioneering example is the **GRINNER** technology, developed in a European partnership. It uses an **X-ray scanner** to accurately and quickly detect small equipment containing batteries in waste electrical and electronic equipment (WEEE). The innovation increases process safety, prevents fire risks and optimizes the recovery of critical materials.



SDG 10 – Reduced Inequalities

Through social programs and its Diversity, Equity and Inclusion (DEI) policy, GreenGroup promotes equality in the workplace and supports vulnerable communities by offering jobs and community projects. GreenGroup ensures equal treatment, non-discriminatory opportunities and fair working conditions for all employees, thus contributing to reducing inequalities and building a culture based on respect and collaboration.



SDG 11: Sustainable Cities and Communities

GreenGroup's activities support communities, while participating in their transition to being cleaner and more sustainable. Through its waste management and recycling services, the company ensures that waste does not end up polluting cities or surrounding natural areas. At the same time, GreenGroup works closely with local authorities and municipalities, running information campaigns and **environmental education programs in communities** to promote recycling and sustainable practices. By involving the population in these initiatives, the company contributes to creating communities that are more aware of the importance of protecting the environment. Furthermore, through its industrial presence and services such as those offered by Verdum and Zalvaris (industrial waste management at the generator) or GreenResources (implementation of **extended producer responsibility** obligations), GreenGroup supports the implementation of efficient waste management systems, reducing the volume of waste deposited and supporting the global goal of **zero waste to landfill**. In this way, the company plays an important role in creating more sustainable and resilient communities.

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3.2 GreenGroup's contribution to the Sustainable Development Goals (SDGs)



SDG 12: Responsible Consumption and Production

The Group transforms various waste streams – plastic, glass, electrical and electronic equipment, packaging – into secondary raw materials that return to the economy, thus reducing dependence on virgin resources and minimizing the amount of waste deposited in landfills.

Compared to the targets set for 2026, progress is already visible: the Plastic division has reached a level of 27% diversification of PET raw materials, using alternatives to PET glass, thus exceeding the intermediate objective. In the production departments, the amount of waste generated has registered significant decreases, above the -10% threshold set as a target.

Regarding packaging, GreenWEEE applies good practices by purchasing and reusing second-hand pallets, thus reducing the consumption of new resources.

GreenWEEE, through its state-of-the-art technologies, manages to recover over 98% of the materials contained in discarded electrical and electronic equipment, safely managing hazardous substances and preventing environmental pollution. In parallel, GreenGlass contributes to closing the loop in the glass industry, with a recycling rate of over 79% and a purity level of 99.99% of the material obtained. These performances not only reintegrate valuable resources into the economy, but also significantly reduce energy consumption and emissions generated by the production of new glass.

GreenTech processes approximately 140,000 tons of plastic waste annually, obtaining a volume of over 100,000 tons of finished products. Production yields are maintained at a high level, with a maximum yield of 1.3, demonstrating the efficiency of technological processes and the ability to transform complex waste streams into high-quality secondary raw materials. In addition, Verdum focuses on the responsible management of industrial waste in Romania. With a recovery rate of over 80% at its Chișcădaga facility and a network of depots totaling almost 1,500 tons annually, the company is constantly reducing the amount of waste sent to municipal landfills and supporting the increase in recycling levels nationwide.

Regionally, in Lithuania, Žalvaris operates an infrastructure with a capacity to manage over half a million tons of waste annually, of which almost half are hazardous streams. The company covers the entire processing chain – from non-hazardous waste management to lead battery treatment and non-ferrous metal recycling – transforming them into reusable raw materials. In parallel, ECSO has a sorting capacity of 35,000 tons and 50,000 tons for extrusion, producing approximately 33,000 tons of secondary raw materials annually.



SDG 13: Climate Action

Fighting climate change is a priority for GreenGroup. The Group has adopted an energy efficiency plan and invested in green energy, aiming for all electricity consumed to be from renewable sources by 2026, thus reducing indirect emissions from electricity to zero.

GreenGroup innovates through projects that bring quantifiable climate benefits:

Through its recycling activity, Gold Standard certified GreenTech has already neutralized over 180,000 tons of CO₂ (by avoiding emissions that would have been produced using virgin raw materials) and is estimated to reach ~450,000 tons of CO₂ avoided in ten years. Furthermore, by issuing verified carbon certificates, the CO₂ Emissions Offset Certificates project allows other organizations to offset their emissions, amplifying the positive impact. Overall, GreenGroup's climate strategy – combining clean energy, increased efficiency and circular solutions – demonstrates a robust commitment to the goal of climate action and contributes to achieving the targets of the Paris Agreement.

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3.2 GreenGroup’s contribution to the Sustainable Development Goals (SDGs)



SDG 14: Life Below Water

By preventing pollution from waste, GreenGroup contributes to protecting aquatic ecosystems. By recycling massive amounts of plastic and other materials that would otherwise end up in the environment, the company reduces the pressure on water from waste. Specifically, GreenGroup prevents waste (especially plastic) from reaching rivers, lakes and oceans. Also, the technologies implemented at the group’s facilities (such as hydrocarbon separators and filters to capture any pollutant leaks), along with compliance with wastewater treatment regulations, ensure that industrial activities do not pollute watercourses. Through these efforts, GreenGroup protects aquatic life, contributing to maintaining clean waters and conserving marine and freshwater biodiversity.



SDG 15: Life on Land

The group’s recycling activities prevent environmental pollution by ensuring that collected waste does not end up in nature, thus protecting forests, fields and terrestrial fauna. The company is committed to zero pollution incidents, constantly monitoring the impact of operations and taking proactive measures to protect the environment. In particular, GreenGroup pays special attention to hazardous waste: the GreenWEEE division, for example, guarantees the responsible management of hazardous substances in electronic waste, so that they do not contaminate soil or groundwater. By reintroducing materials into the economic circuit, GreenGroup reduces the need to exploit natural resources and contributes to the sustainable use of terrestrial ecosystems.



SDG 16: Peace, Justice and Strong Institutions

GreenGroup adheres to the highest standards of ethics and good corporate governance, contributing to the objective of responsible and transparent institutions. The company has zero tolerance for corruption and unethical behavior: it has set itself the goal of zero cases of ethical non-compliance, investigating 100% of any reports of corruption or fraud. To ensure decision-making transparency, all members of top management submit annual conflict of interest declarations, so that the group’s governance is transparent and accountable. GreenGroup actively promotes integrity and compliance with the law in all its operations, aligning itself with the principles of the UN Global Compact (where the group is represented by Žalvaris) on human rights, labor standards, environmental protection and anti-corruption. Through these practices, the company strengthens a climate of trust with partners and communities, demonstrating that sustainable development must be built on the foundation of ethics and strong institutions.



SDG 17 – Partnerships for the Goals

Close collaborations with authorities, customers, schools, universities and non-governmental organizations allow GreenGroup to scale circular solutions and contribute to achieving global sustainability goals.

GreenGroup is an active partner in European projects dedicated to innovation and the circular economy, collaborating with research institutes, international organizations and companies across Europe to develop technologies that improve traceability, energy efficiency and safety of recycling processes. The group also collaborates with local authorities and educational institutions to implement educational programs on separate collection and recycling, as well as with private partners to develop sustainable supply chains and products based on 100% recycled materials.

Through this collaborative approach, GreenGroup strengthens its role in integrating the circular economy in Central and South-Eastern Europe, demonstrating that real progress is built through sustainable partnerships between industry, community and environment.

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4 Dual materiality analysis and stakeholder engagement



4.1. Context and methodology

For the 2023 reporting exercise, GreenGroup initiated a dual materiality analysis, in accordance with the requirements of the new **ESRS (European Sustainability Reporting Standards)**. As the business context has not changed significantly, the conclusions remain valid; therefore, the results were maintained in 2024, without performing a new formal analysis.

The analysis carried out had two essential components:

1. Identification of the current and potential environmental, social and governance, impacts generated by GreenGroup's operations and the value chain. Both negative impacts (GHG emissions, resource consumption, hazardous waste generation) and positive impacts (job creation, local economic development, emission reduction through recycling) were analyzed. For each impact, the severity, extent, irremediability and probability of occurrence were assessed.

2. Assessment of the financial risks and opportunities associated with these impacts, based on the premise that sustainability issues can significantly influence the Group's economic performance. The identified risks include changes in environmental legislation, variations in resource prices, disruptions in the supply chain, reputational or operational risks. The opportunities concern the development of circular products, participation in the carbon certificate market, expansion into new markets and the digitalization of services. The methodology involved the collection of internal data, consultation with experts, comparisons with industry best practices and the analysis of evolution scenarios. The results were centralized in an impacts, risks and opportunities report, which was assessed through a materiality matrix. This allowed the identification of relevant (material) topics for GreenGroup and for stakeholders.

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4.2. Material topics and their priority

The dual materiality analysis combines the environmental and social impact perspective with the financial perspective. For each potential issue, the sustainability team assessed the negative or positive impact (e.g. GHG emissions, waste generation, job creation) as well as the relevance to economic performance (regulatory risks, operational costs, market opportunities). Criteria included the severity of the impact, the number of people affected, potential irreversibility and likelihood of occurrence. These indicators were weighted based on the perceived importance of stakeholders and business strategy. The resulting matrix allowed the identification of high-priority issues that require active management and detailed reporting.

The results of the analysis confirmed that the themes related to climate change mitigation and resource management remain priorities, reflecting the energy-intensive nature of the recycling industry and its potential to reduce emissions. The importance of social themes, such as the protection of employee health and safety, workers’ rights in the value chain and diversity among staff, was also highlighted. From a governance perspective, the themes related to integrity, transparency and risk management received high scores, due to the increasing demands of investors and regulations. This prioritization guides the allocation of resources and the definition of short- and medium-term objectives.

Once these themes have been established, the 2024 sustainability report details how GreenGroup addresses each topic, the progress made and the improvement plans. This is an ongoing process and the results will be reviewed periodically as the legislative, technological and socio-economic context evolves.



4.3. Consultation Process

GreenGroup considers dialogue with stakeholders as an essential condition for defining strategies and improving performance, which is why it periodically identifies and analyzes their list to ensure adequate communication and to respond to their needs.



4.3. Consultation Process

In order to collect opinions and recommendations, the group uses different tools:

Satisfaction surveys addressed to customers and suppliers, which collect information on service quality, transparency and sustainability expectations.

Internal surveys addressed to employees, which assess the degree of involvement, level of satisfaction at work, perception of organizational culture and identification of problems. In 2024, about 60% of employees participated in anonymous surveys, and the conclusions were used to improve internal policies, as well as conditions and processes at the workplace.

Thematic consultations with authorities and non-governmental organizations, for example within working groups for the development of legislation or for the improvement of selective collection systems. GreenGroup actively participates in national and European forums.

Community education events and campaigns, through which selective collection, reuse and responsible consumption are promoted.

The results of the dialogue were integrated into the materiality analysis and influenced the establishment of environmental, social and governance objectives.

In addition, by including stakeholders in the decision-making process, GreenGroup strengthens its position as a transparent and responsible partner.

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A close-up photograph of a person's hands signing a white document with a silver pen. The person is wearing a dark suit jacket and a white shirt. The background is blurred, showing a green plant and a window. The image is framed with rounded corners and a black border on the right side.

5 Governance and business ethics

5.1. Governance structure

The success of an organization does not only depend on innovation and technology, but also on a solid governance framework, capable of inspiring trust and guiding change. GreenGroup has built, over time, a dual governance structure that ensures accountability, transparency and compliance with national and European legislation – a model that supports our vision to lead the transformation and circular economy in Europe.

At the top of the structure is the **Supervisory Board**, composed of shareholder representatives and independent specialists. They guide the long-term strategy, validate the objectives and monitor the performance, ensuring the leadership direction necessary to increase the Group’s resilience and relevance.

The Executive Management Team is the driving force behind the strategy. Composed of general managers for the main business areas and a CFO, the team is responsible for translating objectives into concrete results and managing operational risks.

At the group level, this team is supported by the **Legal, Sustainability and Communication** departments, which work closely together to ensure that all GreenGroup companies are aligned to the highest standards. Together, we build a governance system that not only protects the organization, but also propels it forward – towards a robust, inclusive and sustainable circular economy.



Constantin Damov
President of GreenGroup

Constantin Damov is the co-founder and president of GreenGroup. With over 25 years of extensive experience in the field of recycling and resource management, he has brought valuable expertise and knowledge that have significantly contributed to the development of the Buzau community, where GreenGroup began its story.

He is also actively involved in supporting the circular economy in Romania and serves as president of the Circular Economy Coalition - CERC, an organization that promotes and accelerates Romania’s transition to a circular economy. In addition, he promotes education on topics such as recycling, resource efficiency and sustainability, serving as a mentor for a new generation of experts as an associate professor in the first master’s program in circular economy at the Bucharest University of Economic Studies, starting in 2021. He frequently gives presentations on the circular economy at industry forums and conferences, both in Romania and abroad.

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5.1. Governance structure



Marius Ghica
Financial Director (CFO) GreenGroup

Marius Ghica is Chief Financial Officer (CFO) at GreenGroup, bringing extensive experience in corporate development, strategy and finance. With over 19 years in leadership roles in Romania and France, Marius has managed complex projects with strategic impact, including financial restructurings and the development of financial strategies. At GreenGroup, he plays a key role in supporting the strategic and financial development of the group, contributing with his expertise to the implementation of efficient financial strategies and the optimization of resource management, thus strengthening the organization’s position in the industry.



Alina Genes
GreenTech CEO and Chairman of the ECSO Board of Directors

Alina Genes is the CEO of the Plastic Division and President of the Ecso Board of Directors, bringing over 20 years of experience in the recycling industry and strategic management. With a solid financial background, Alina coordinates a multicultural team of over 1,200 employees and oversees 6 recycling plants located in Romania, Lithuania and Slovakia. Alina leads by example, focusing on empowering teams and creating solutions that actively contribute to the transition to a circular economy, having a real impact for the company, people and the environment.



Marius Costache
General Manager (CEO) GreenWEEE International S.A. & GreenGlass Recycling S.A.

Marius Costache is CEO of the electronics and glass recycling divisions of GreenGroup, with over 16 years of experience in the waste management industry. His expertise covers the collection and recycling of electronic and packaging waste, with a constant focus on innovation and operational efficiency. Since 2016, he has been a member of the Board of Directors of EERA – the European Electronics Recyclers Association – where he contributes to national and international studies on the economic analysis of WEEE business models. With a vision focused on sustainability, Marius Costache leads initiatives that support the transition to a circular economy, reduce the impact of waste on the environment and strengthen GreenGroup’s role as a European leader in recycling.



Andreea Mija
General Manager (CEO) Expert Cleaning S.R.L.

Andreea Mija is the CEO of Expert Cleaning, a company specialized in cleaning solutions for heavy industries and DIY stores. As a dynamic and innovative entrepreneur, Andreea coordinates the development of Expert Cleaning within the Group and collaborates closely with Eltex Recycling to create efficient and sustainable solutions dedicated to industrial clients. Recognized for her passion for sustainability and personal development, Andreea supports ecological initiatives and educational projects for youth.

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Alina Georgescu
General Manager (CEO) Green Resources Management S.A.

Alina Georgescu is a professional with 15 years of experience in both the public and private sectors, currently serving as CEO of GreenResources. Throughout her career, she has been recognized for her strategic thinking, leadership of sustainability initiatives, and ability to develop meaningful partnerships with manufacturers and industry players. Alina has a solid knowledge of environmental regulations and sustainable business practices, playing an important role in promoting legislative changes that support recycling and waste reduction in Romania.



Andrei Dobrin
General Manager (CEO) Senex Sigad S.R.L.

Andrei Dobrin is the CEO of Sigad, bringing over 9 years of experience in developing environmental reporting platforms and reporting itself. With a background in Automation and IT and experience in multinational companies, he joined Sigad to drive the company’s growth as a leading provider of environmental reporting solutions in Romania. Andrei plays a key role in helping companies understand their reporting needs, efficiently collect data and ensure fully digitized and integrated reporting.



Vitoldas Sapozhnikovas
General Manager (CEO) Žalvaris UAB

Vitoldas Sapozhnikovas is the CEO of Žalvaris, one of the largest waste management companies in Lithuania. With a solid background in finance and over 20 years of experience in various industries and countries in Europe, he coordinates multiple areas of activity, focusing on attracting investments, acquisitions and implementing waste recycling strategies. With the ability to turn an idea into a solid business, Vitoldas promotes innovations and unconventional solutions with a positive sustainable impact on the field.



Zoltán Bartha
General Manager (CEO) Verdum Romania S.A.

Zoltán Bartha is the CEO of Verdum. With over 15 years of experience in the industry, Zoltán has a deep understanding of waste management and recycling processes. Under his leadership, Verdum has become a major player in promoting sustainability, offering services that reduce environmental impact and advance the circular economy. His passion for responsible resource management and environmental protection is reflected in Verdum’s continued growth and the company’s commitment to sustainable practices.

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5.1. Governance structure



Roman Grigaravičius
General Manager Ecso & Greentech Baltic

Roman Grigaravičius is a leader with over 20 years of experience in leadership roles, where he has successfully coordinated teams of various sizes and structures, contributed to the implementation of organizational change, optimized operational processes and strengthened employee engagement. Able to combine strategic vision with daily operational activities, he is results-oriented and dedicated to creating long-term value through sustainable solutions. He emphasizes team development, mutual trust and open communication – principles that he considers the foundation of authentic and successful leadership.



Nicoleta Damian
Director ESG GreenGroup & HR Director GreenTech

Nicoleta Damian holds a dual role within the Group, being Group-wide ESG Director and Human Resources Director for the Plastics Division. With over 15 years of experience in human resources management, she joined Greentech in 2012, coordinating the HR team to improve the efficiency of the organization. In 2019, she accepted the challenge of establishing the ESG department across the Group, developing ESG standards and processes from scratch, taking non-financial reporting to a new level and integrating sustainability into the Group’s strategy.



Marina Bratu
Head of Legal Department GreenGroup

Marina Bratu is the Legal Director of GreenGroup. In her almost 20 years of experience in managing the Group’s legal issues, she has been involved in numerous transactions, mergers, IPOs and litigation, which have shaped the current image of the Group. Coordinating a team of lawyers and senior legal advisors, at national and international level, she describes the role of GreenGroup’s legal department as a complex one, of exposing and evaluating, at the level and in a unitary manner, the legal risks and the corporate governance rules.



Mihaela Sofronea
Communication Director GreenGroup

Mihaela Sofronea is the Communications Director of GreenGroup, a position she has held since 2024. She has been part of GreenGroup for over 15 years, during which time she has collaborated with all the group’s companies, contributing to strengthening the reputation and unity of the brand at national and European level. Throughout her career, Mihaela has coordinated corporate communication, brand strategy, CSR initiatives, crisis communication and media relations, with the objective of presenting recycling as a driver of responsibility, trust and positive impact. Her work highlights the human side of sustainability, bringing the circular economy closer to people and communities.

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GreenGroup bases its governance on transparency, accountability and balance. The Supervisory Board evaluates the activity of the management team, ensuring clear direction and independent control. Internal and external audits regularly verify compliance with policies and procedures, and the conclusions are transformed into concrete action plans for continuous improvement.

At the level of each entity in the Group, operational rules are harmonized with corporate policies, creating a unified framework that guarantees compliance, efficiency and integrity. Thus, GreenGroup not only respects standards, but transforms them into a driver of long-term performance and trust.

Numărul total de angajați după zona geografică			Supervisory Board			Management Board/Board of Directors		
Company	Administration system	Total members	Independent members	Sex ratio (F/M)	Total membri	Independent members	Sex ratio (F/M)	
GreenTech Romania	Two tier	3	3	0%	3	0	33%	
GreenTech Lithuania	N/A						0%	
GreenTech Slovakia	N/A						0%	
GreenWEEE	Two tier	3	3	0%	3	0	0%	
GreenGlass	Two tier	3	3	33%	3	0	0%	
Sigad	N/A				3	2	0%	
GreenResources	Unitar				3	2	67%	
Expert Cleaning	N/A				3	2	33%	
Verdum	Two tier	3	3	0%	3	0	0%	
ECSO	Two tier	3	3	0%	3	1	33%	
Žalvaris	Two tier	3	3	0%	5	3	20%	

Decision-making process

The decision-making process is guided by principles of transparency and accountability. Strategic plans are developed in collaboration with management teams and approved by the Supervisory Board, after consulting relevant stakeholders. Major decisions regarding investments, acquisitions or the launch of new production lines are analyzed in terms of cost-benefit ratio, environmental impact and associated risks. In parallel, there are clear policies for the delegation of responsibilities, so that daily decisions can be taken quickly by operational managers, within the established limits.

5.2. Ethics and integrity

To strengthen a culture of ethics and responsible behavior, the Group has implemented a Code of Conduct applicable to all employees, managers and business partners. The Code defines fundamental values such as fairness, respect, integrity, confidentiality and transparency. A zero tolerance policy towards corruption and bribery is supported by clear reporting and investigation procedures. In case of violations, GreenGroup conducts internal investigations and applies disciplinary measures. Confidential reporting is encouraged through communication channels available in several languages, both online and at work points, to facilitate access for all employees. All reported cases are analyzed by the compliance department, and disciplinary measures range from counseling to termination of collaboration.

As part of the ethics program, training sessions and workshops are organized for employees, on topics such as preventing conflicts of interest, data protection, fair competition, anti-corruption practices and respect for human rights. Participation is monitored and reported transparently. GreenGroup also collaborates with suppliers and customers to promote similar ethical standards in the value chain. Contracts include clauses regarding compliance with the Code of Conduct, and partners are also assessed from the perspective of social and environmental risks.

5.3. Risk Management

Risk management is integrated into strategic planning processes. GreenGroup identifies, assesses and mitigates operational, financial, environmental and reputational risks. Each identified risk is analyzed according to its probability of occurrence and potential impact on the organization. The results are discussed in management meetings, where clear action plans, responsibilities and deadlines are established.

In order to comply with ESG regulations and to anticipate possible non-compliance, the Group applies due diligence procedures, both internally and in relation to partners or for potential mergers and acquisitions (M&A) projects. These include verification of compliance with environmental standards, audits on working conditions, analysis of human rights impacts and assessment of governance practices.

To anchor this risk management framework in the daily routine of operations, GreenGroup translates it into a coherent system of policies and procedures applied at group level and in each location. These policies define minimum standards and control mechanisms for integrity and conduct, environment, labor and human rights, occupational health and safety, as well as for the value chain (responsible procurement, supplier requirements and thematic audits). Aligned with EU legislation, they establish responsibilities, approval flows, indicators, mandatory training and monitoring and audit cycles, so that the risks identified in the matrix are systematically prevented, detected and remedied.

Key integrity and conduct policies:

- Code of conduct and business ethics** (integrity, conflicts of interest, gifts and hospitality, donations and sponsorships, fair competition).
- Anti-corruption and anti-fraud policy**, with due diligence rules for partners and sensitive transactions.
- Whistleblowing policy**, reporting channels and whistleblower protection.
- Privacy policy** and information protection (including personal data), with data access and security rules.

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5.3. Risk Management

Environment: pollution prevention and resource management

The environmental framework is built to prevent pollution, reduce consumption and safely manage hazardous substances, in accordance with environmental permits and REACH/CLP, WEEE, RoHS and ADR transport requirements. The policies are translated into procedures with periodic monitoring (air, water, soil), objectives and improvement plans.

Environmental policies and procedures:

- Environmental policy** and pollution prevention (air emissions, wastewater; targets and monitoring).
- Procedures regarding hazardous substances:** inventory, substitution, labeling, storage, handling, ADR transport, management of contaminated packaging and hazardous waste.
- Water management:** separation, pre-treatment/purification, recirculation, spill control and spill response plans.
- Waste management policy:** waste hierarchy, source separation, traceability according to the European Waste Catalogue, recovery/recycling, control of suppliers and final destinations.
- Energy efficiency:** technical and organisational measures to reduce consumption, use of energy from renewable sources and optimisation of equipment.
- Biodiversity protection:** preventive measures in the vicinity of sensitive areas and control of impacts in operational areas.

People: Labor and Human Rights

People policies cover the employment relationship, respect for human rights in operations and the value chain, professional development and ensuring a fair and transparent working environment.

Workforce policies and processes:

- Human resources policy:** fair recruitment, integration, performance evaluation, career paths and internal mobility.
- Training policy:** on-the-job training, technical/operational programs, e-learning and certifications.
- Human rights and labor standards policy:** prohibition of any form of forced or child labor, non-discrimination, freedom of association and social dialogue, fair remuneration and respect for working time.
- Labor relations and employee involvement policy:** consultation, surveys and feedback channels for continuous improvement.



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5.3. Risk Management

Occupational Health and Safety (OHS)

Occupational health and safety aspects are treated as a strategic priority, with the objective of “zero accidents”, management systems aligned with good practices and standard procedures applied in all locations. Risk assessments cover all positions and operations, with the hierarchy of controls consistently applied (elimination, substitution, technical measures, administrative measures, personal protective equipment).

OHS framework elements:

- OHS policy and operational disciplines (work permits, work instructions, safety displays and brief briefing before each shift).
- Initial and periodic training for employees, contractors and visitors to the operational perimeters.
- Monitoring and reporting of incidents and near misses, investigation of causes and corrective/preventive action plans.
- Emergency plans (fires, leaks, medical situations), intervention teams, exercises and post-event reviews.

Value chain: responsible procurement and supplier control

Value chain policies aim to extend ESG standards to suppliers and service providers, with documentary requirements and checks proportionate to the risks. Relevant policies for suppliers:

- Supplier code of conduct and responsible procurement policy (EHS criteria, legal compliance, traceability).
- Specific assessments and audits for sensitive flows (e.g. hazardous waste or risk substances), with the obligation to use authorized operators and compliant destinations.
- Contractual clauses on ethics, anti-corruption, human rights, OHS and the environment; mechanisms for remediation and termination of collaboration in case of non-compliance.

In order to operationalize the risk management framework and the list of policies and procedures, GreenGroup maintains a complete set of procedures and instructions, registers and monitoring systems for energy, water, emissions, waste and incidents at each location, so that deviations are promptly detected and managed in a controlled manner. In parallel, regular training and awareness campaigns are carried out for staff and recurring contractors, anchoring the discipline of compliance in the daily routine of operations.

Performance is monitored through annual indicators and targets, with regular reporting to authorities and group management, complemented by internal and external audits and annual improvement plans. Findings resulting from audits, incident investigations or authority checks are systematically integrated into corrective actions, procedure updates and investment projects, ensuring continuous improvement of operations.

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5.4. Transparency and investor relations

GreenGroup treats transparency and reporting as central themes of governance and maintains, through this sustainability report, the commitment to communicate openly with stakeholders. In this edition, we develop the following areas:

- (i) we strengthen data governance and mention the plan to resort to external verification at a future stage, in order to increase the credibility of the information;
- (ii) we emphasize that due diligence (internal, on partners and in M&A projects) is a continuous process, expanded and improved annually, aligned with future European requirements regarding due diligence on the value chain;
- (iii) we explicitly update the reporting standards used (GRI, ESRS, SFDR-PAI, GHG Protocol), specifying, where appropriate, that the document also serves as non-financial reporting prepared for future alignment with CSRD requirements.



In the same spirit of transparency, we specify the availability of the report on the company’s website, both in Romanian and English, to facilitate access for investors and partners.

This wording reaffirms that transparency and responsible reporting are material issues for GreenGroup and represent the foundation of a credible dialogue with all stakeholders.

⑥ Environmental Responsibility



6.1. Adaptation and Resilience to Climate Change

Climate change represents one of the greatest challenges for industry and society. In the case of GreenGroup, climate impact manifests itself both through physical risks (extreme phenomena that can affect infrastructure and logistics) and through transition risks (legislative changes, customer requirements, carbon taxes). To respond to these challenges, the Group has developed an adaptation strategy that includes:



Assessing climate risks for each production and storage unit, analyzing scenarios related to floods, extreme temperatures or drought. Following these assessments, business continuity plans are established and investments are made in resilient infrastructure.



Integrating resilience criteria into the design of new facilities. All major investments are evaluated from the perspective of adapting to climate change, and the technologies selected are energy efficient and resistant to temperature variations.



Partnerships with local authorities to develop rapid response plans for extreme events, such as fires or floods. These plans include early warning systems and evacuation procedures.

In addition to these measures, GreenGroup constantly monitors the evolution of public policies to anticipate future requirements. Adopting a proactive approach ensures both the continuity of operations and the protection of nearby communities.

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6.2. Climate change mitigation

Reducing greenhouse gas emissions is essential for a circular economy. GreenGroup has a decarbonization plan focused on two main directions: the transition to renewable energy and increasing energy efficiency.



1. Transition to electricity from renewable sources.

GreenGroup has adopted a program through which it purchases green energy for its production units. The five companies with the highest energy consumption of the Group, along with the main working point of a sixth company, use entirely renewable energy. The remaining entities, predominantly operating in office or at customer sites, have low consumption.

Thus, approximately 90% of the electricity used at Group level already comes from renewable sources, reflecting the firm commitment to decarbonization

By 2026, the objective is to completely abandon fossil fuel sources.



2. Improving logistics processes.

To reduce emissions from transport, GreenGroup is implementing a plan to modernize its vehicle fleet, oriented towards electric or low-emission propulsion. Routes are also being optimized to use vehicles with maximum load, both in its own fleet and in collaboration with local transport operators. In 2024, GreenTech tested the first Scania 40-ton electric truck for a month. The vehicle traveled over 4,400 km, with a range of up to 409 km per charge and an average speed of 54 km/h. The performances demonstrated the feasibility of daily use (around 200 km/day) and highlighted a significant environmental impact: a 51% reduction in CO₂ emissions compared to an equivalent diesel truck and an average emission level of 340 g/kWh, depending on the energy mix used during charging. The project confirms GreenGroup’s strategic direction – integrating electric solutions into heavy transport to reduce emissions and strengthen its commitment to sustainability.



3. Carbon footprint monitoring.

To reduce its carbon footprint and increase energy efficiency, GreenGroup applies a mix of measures: preventive maintenance of compressed air systems to eliminate losses, installation of sensors at critical points, improvement of thermal insulation, integration of variable speed compressors, installation of photovoltaic systems and modernization of heating equipment. All facilities are equipped with systems for monitoring electricity and thermal energy consumption, and periodic analyses guide interventions in areas with losses and prioritize projects with a rapid impact.

In 2023, the total electricity consumption at Group level was approximately 151 GWh (including partial consumption for Expert Cleaning and Žalvaris), and in 2024 it increased to approximately 173 GWh, due to the expansion of the activity and the commissioning of new lines at ECSO and GreenWEEE. Although the target of reducing annual consumption by 3% was not achieved in 2024, the energy efficiency program remains a priority, with a focus on high-efficiency solutions and the scaling of those proven effective. Additional details on energy consumption are presented in Annex 1.

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Carbon Footprint Results

In 2024, GreenGroup’s GHG emissions profile reflects the consolidation of the perimeter and the intensification of operations. The reporting includes full-year consumption for Expert Cleaning and Žalvaris for the first time, while ECSO and GreenWEEE expanded their capacities, thus increasing the utility requirement.

Scope 1 emissions increased by 25.6%.
Scope 2 emissions (site-based) increased by 49.9%, driven by volumes and network parameters.
Scope 2 emissions (market-based) decreased by 77.8%, driven by renewable energy supply.

Although processed volumes increased by approximately 30% compared to 2023, emissions along the value chain (Scope 3) only increased by 10%, highlighting progress in emissions management, both upstream (suppliers) and downstream (customers/users).
GreenGroup’s GHG emissions data are presented in tons CO₂e:

GreenGroup	2022	2023	2024	Variation from the previous year
Scope 1	14,078	13,449	16,895	25.6%
Scope 2				
Gross Scope 2 GHG emissions based on site	13,797	11,752	17,623	49.9%
Gross Scope 2 GHG emissions based on market	4,554	4,251	944	-77.8%
Scope 3	30,614	40,146	44,076	9.8%
Total GHG emissions (site-based)	58,490	65,347	78,594	20.27%
Total GHG emissions (market-based)	49,247	57,845	61,915	7.04%
Emissions intensity ratio, tCO ₂ e/million EUR				
Scope 1	61.62	68.64	77.46	12.85%
Scope 2 (site-based)	60.39	59.98	80.8	34.71%
Scope 2 (market-based)	19.94	21.69	4.33	8.3%
Scope 3	134.00	204.89	202.09	-1.37%
Total (location-based)	256.01	333.51	360.36	8.05%
Total (market-based)	215.56	295.22	283.88	-3.84%

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6.2. Climate change mitigation

The carbon footprint calculation for all three areas has been carried out within GreenGroup since 2022 and was done according to the guidelines set by the GHG Protocol, a recognized international framework for measuring and managing GHG emissions. To convert activity data (e.g. fuel use, electricity consumption) into GHG emissions, GreenGroup used publicly available emission factors – including DEFRA (UK Department for Environment, Food and Rural Affairs), IEA (International Energy Agency), Ecolinvent and others.

Due to the complexity of calculating GHG emissions, especially for Scope 3, GreenGroup made several significant assumptions during the calculation process:

Use of average data – for certain categories related to Scope 3, the organization used industry average emission factors or assumed values, based on similar operations.

Potential for variability – emission factors and input data may vary over time, which may result in variability in calculated emissions. GreenGroup recognizes that Scope 3 emissions are particularly prone to significant fluctuations due to changes in supplier data, transportation methods, or updates to emission factor databases.

To ensure the accuracy and comprehensiveness of GHG emissions data, GreenGroup integrates information from multiple internal and external sources:

Internal reports – data on fuel consumption, energy use, and waste generation, collected by departments such as human resources, environmental management, and occupational health and safety.

Monitoring systems – specialized software tools used to monitor emissions from production processes and other activities.

Emission monitoring reports – periodic documents on emission levels, including air quality and microclimate reports, which provide additional data for calculating Scope 1 and 2 emissions.

Financial reports – mainly used for calculating Scope 3 emissions, derived from annual reports, expense statements and supply chain data.



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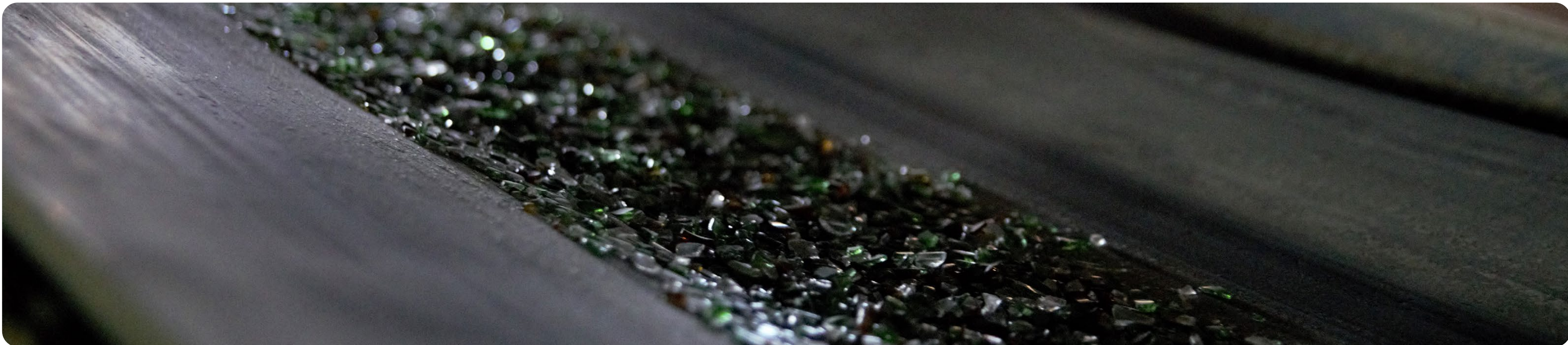
The methodology used to calculate Scope 3 emissions involves a higher level of estimation than for Scope 1 and 2. GreenGroup recognises that changes in emission factors, the number of indicators used and the elements included in the Scope 3 calculations can have a significant impact on the final emissions figures.

To address these uncertainties, GreenGroup has adopted a continuous improvement approach. The organisation reviews its emission calculation methodologies annually and adjusts its assumptions based on new data or changes in emission factors. This iterative process allows GreenGroup to refine its GHG emissions accounting practices and ensure that emissions reports remain as accurate and relevant as possible.

The Scope 3 GHG emission categories included in GreenGroup’s carbon footprint calculation are:

- 1. Purchased goods and services
 - 2. Fuel and energy activities not included in Scope 1 and 2
 - 3. Upstream – transportation and distribution
 - 4. Waste generated in operations
 - 5. Business travel
- 6. Employee transportation to work
 - 7. Downstream – transportation and distribution
 - 8. Processing of products sold
 - 9. End-of-life treatment of products sold
 - 10. Downstream leased assets

The categories that were not taken into account – Capital goods (2), Upstream leased assets (8), Use of products sold (11), Franchises (14), Investments (15) – were not considered material, as the preliminary estimate of GHG emissions based on financial data did not indicate significant relevance.



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6.3. Natural resource management

GreenGroup bases its activity on the sustainable management of natural resources, considering that reducing the impact on the environment is essential for long-term competitiveness.

At group level, the environmental policy provides for the rational use of resources and the prevention of pollution. In accordance with ESRS standards, GreenGroup has set medium and long-term targets for reducing utility consumption and increasing the share of green energy.

In recycling activity, the key objective is the increased recirculation of resources, especially the water used in washing and cooling processes. The company aims to significantly increase the percentage of recycled water in the coming years, reduce dependence on packaging from non-renewable sources and achieve neutrality of emissions associated with electricity by using exclusively renewable energy. The Group’s efforts are aimed at improving energy efficiency and reducing dependence on fossil fuels. Existing installations have been modernized to reduce losses and optimize electricity consumption. Some divisions have experienced temporary increases in natural gas consumption, for example in Slovakia, where a new gas-fired hot water plant has come on stream. However, these projects are accompanied by investments in renewable sources and the phasing out of fossil fuels where alternatives exist. GreenWEEE, for example, has migrated from liquefied petroleum gas to the national natural gas grid, in parallel with increasing the contribution of renewable energy in the mix, and ECSO has completely eliminated the use of coal in its activities.

Water is an essential input in the PET recycling processes and in the production of fibers. GreenGroup treats water management as a critical component of environmental performance. Each unit adapts its water management to the specifics of its activity. At the Fräsinu site, for example, water is purified in three stages – mechanical, physico-chemical and biological – and after treatment a considerable part is pumped back into the technological process. The sewage network built from its own sources allows for the safe transport of wastewater to the municipal network. The Buzău factory uses a compact treatment plant that allows for partial recirculation of treated water to fiber production or controlled discharge into the urban system. For unforeseen situations, buffer basins have been set up and response plans for accidental leaks are provided.

The planned investments for the modernization of the treatment plants exceed several million euros, and the modernizations are scheduled to continue until 2030. Hydrocarbon separators and closed-circuit water systems have also been installed, so that any oil or fuel leaks do not reach surface resources. The key objective is to increase the water recirculation rate in consumption-intensive processes

For compliance monitoring, wastewater and emissions are periodically tested in accredited laboratories, and the results are integrated into an electronic reporting system. It is worth noting that none of the operational sites are located in water-scarce areas.



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6.4. Pollution prevention and management of hazardous substances

GreenGroup’s approach to pollution prevention and management of hazardous substances is built as an integrated system, aligned with applicable European and national legislation (REACH/CLP, RoHS for WEEE flows, ADR transport regulations, environmental permits). The operational model, specific to the circular economy, involves both the treatment of recovered materials and collection, sorting, dismantling and processing operations. In this context, the central objective is twofold: to reduce emissions and potentially polluting leaks into the air, water and soil and to ensure rigorous control of all hazardous substances handled by the company or contained in treated waste.

Governance is defined by clear environmental and safety responsibilities at group level, but also at each location, with reporting lines and internal control mechanisms covering policies, procedures and technical measures. The environmental policy establishes the principles of pollution prevention and continuous improvement, and specific policies for hazardous substances regulate the inventory of chemicals, substitution where possible, safe storage conditions, handling, labelling and traceability, up to handover to authorized operators. These policies are translated into operational procedures at location level, recorded and audited periodically, and are supported by training programs and emergency response exercises.

Air pollution control is based on a combination of organizational and technical measures. In areas with dust generation or fugitive emissions, production lines are closed or have local captures, with filtration systems sized for specific flows, such as suction and separation facilities, maintained through strict preventive maintenance programs. Where processes may generate volatile organic compounds or other regulated substances, additional measures are implemented to reduce the source and, where appropriate, specific treatment equipment. Stack emissions are monitored according to the conditions of the permits, and the results are analyzed at management level to identify trends and guide reduction investments.

To prevent water and soil pollution, work platforms and storage areas are designed with sealed surfaces and retention trays, so that any accidental leaks are isolated and collected. Wastewater is pretreated in our own facilities (separators, decanters, neutralization - where applicable) and subsequently discharged into municipal networks, based on agreements. Areas exposed to rain with potential for contamination are segregated and directed to appropriate treatment lines. At each location, incident response plans include scenarios for leaks and spills, with intervention kits, trained teams and reporting flows that ensure documentation of causes and definition of corrective and preventive measures.

The relationship with suppliers and contractors is a pillar of pollution prevention. Environmental and occupational health and safety requirements are included in procurement documents, and suppliers may be required to provide evidence of compliance (authorizations, certifications). For materials and consumables used in processes, GreenGroup aims to avoid or reduce the presence of substances on the lists of very high concern and promotes substitution where technical performance and availability allow. Similarly, for ADR transports, packaging, labeling and documentation requirements are respected, and the personnel involved are specifically trained. No pollution incidents were recorded in 2024, and GreenGroup aims to maintain this indicator at zero in the following period. In the unlikely event that non-compliances occur, interventions are made according to existing remediation plans and the competent authorities are notified.



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Waste management, including hazardous waste, follows the hierarchy principle: prevention, reuse, recycling, recovery and, only as a last resort, disposal. All flows are coded according to the European classification, are separated at source and benefit from full traceability to the final destination. Contracting external operators is based on authorizations and documentary checks, and for sensitive flows, periodic audits are organized. Contaminated packaging and absorbent materials resulting from incidents are managed as hazardous waste and shipped under ADR conditions.

- tons -	Hazardous		Non hazardous	
	2023	2024	2023	2024
Plastics Division	21.9	61.39	25,438.14	21,021.98
GreenGlass	0.81	0.6	11,692.86	1,092.50
GreenWEEE	291.77	466.73	2,905.43	42.50
Žalvaris	90.2	0	162.03	50.00
ECSO	2.74	178.95	5,153.92	5,240.92
Verdum	0	0	2.90	372.30
Expert Cleaning	0	0	1.00	1.30
Sigad	0	0	0.80	3.00
GreenResources Management	0	0	1.00	0.40

Special attention is paid to waste streams of electrical and electronic equipment, where hazardous substances and components must be identified and extracted in a controlled manner. Dismantling is carried out on dedicated lines, so that batteries, capacitors, refrigerants, materials or parts with hazardous content are safely removed and directed to authorized treatment or disposal routes, in accordance with RoHS requirements and occupational health and safety regulations. For chemicals used in auxiliary processes, the inventory at each location is accompanied by updated safety data sheets, and staff is regularly trained on classification and labeling, storage compatibilities, handling and the necessary protective equipment.

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6.6. Biodiversity and ecosystem protection

Recycling has a direct role in reducing pressure on ecosystems, as it avoids the exploitation of natural resources and limits pollution. GreenGroup operates in industrial areas, but recognizes that some operations may impact local biodiversity (through land occupation, noise or traffic). To manage this impact, the company has adopted a series of measures, such as:

- Assessing the impact** on biodiversity before opening or expanding facilities, by identifying sensitive species, consulting environmental authorities and establishing protective measures.
- Creating green spaces** in the vicinity of factories, planting trees and arranging areas for pollinators.
- Reusing industrial land** to the detriment of occupying virgin land. In the case of expansions, the redevelopment of already industrialized locations is preferred.
- Educating employees** about biodiversity, through awareness campaigns and volunteer activities (cleaning, planting).

Through these actions, GreenGroup contributes to protecting the natural environment and supporting local ecosystems.



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6.7. Impact on the circular economy

The circular economy is the essence of how GreenGroup operates: we transform waste into competitive secondary raw materials and reduce industries’ dependence on virgin resources. In 2024, our processes achieved record levels of recovery and purity on critical streams, strengthening the Group’s position as a regional integrator of the circular economy.



GreenWEEE

Recovered over 98% of the materials contained in electrical and electronic equipment, safely managing hazardous components and preventing pollution.



GreenGlass

Supplied the packaging industry with cullet with a purity of 99.99%, directly contributing to reducing energy consumption and lowering emissions associated with the production of new glass.



GreenTech

Processed approximately 140,000 tons of plastic, transforming them into over 100,000 tons of finished products, with stable yields and high operational reliability.

These performances are not just industrial results, but clear evidence of integrated circularity: resources return to the economy with added value, industries reduce their carbon footprint, and the environment is protected by reducing the exploitation of natural resources and emissions associated with primary production.

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7 Social Responsibility



7.1. Workforce and Professional Development

People are the engine of the circular economy. At GreenGroup, every employee directly contributes to transforming waste into resources and strengthening a sustainable industry. Together, we have built a strong team, which has grown steadily in recent years, reaching over 2,400 colleagues in Romania, Lithuania and Slovakia – a solid base of skills that supports both daily operations and the long-term development strategy.

Over the past three years, the workforce has grown from 1,987 to 2,406 (+419 people), which means +21% in total or an average annual pace of 10%/year. This evolution is supported by both organic growth and M&A projects, including consolidations

Professional development was structured on three levels:

- Basic level** – technical programs on the job (machine operation, process settings, product quality control, first-level maintenance).
- Intermediate level** – programs for the maintenance, quality, production planning and logistics departments, introducing internal certifications and exchange of best practices between factories.
- Advanced level** – programs for team leaders and coordinators (shift team management, planning, communication in the production area, problem solving), designed to support the internal promotion plan.

To support retention and internal mobility, performance evaluation cycles were introduced, with quarterly objectives and structured feedback, and mentoring programs were expanded for critical roles. In parallel, partnerships were developed with local technical schools to ensure a predictable flow of talent, including internship programs.

GreenGroup offers competitive salary packages, benefits tailored to employees’ needs and respects everyone’s right to organize and participate in social dialogue. In addition, through flexibility where the activity allows, we support a healthy balance between personal and professional life.

The strength of our team is what makes the difference. Through dedication, knowledge and innovation, GreenGroup people transform the company’s vision into reality – an economy that respects resources and creates value for the industry, communities and the environment. The year 2024 marks the maturation of the Group’s human resources infrastructure. Quantitative indicators regarding GreenGroup’s workforce are presented in Annex 2.



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7.2. Occupational Health and Safety (OHS)

In an industry where we work with complex waste streams and advanced technologies, safety cannot be negotiated. It is part of our culture, the way we plan operations, develop processes and make decisions.



Occupational health and safety is a non-negotiable priority for GreenGroup companies, being a central pillar of the way the units operate. The stated objective is zero accidents and operation under controlled, predictable conditions. The management system is aligned with international best practices (ISO 45001 being implemented in 7 of the 8 production companies) and is based on unitary processes at group level and clear responsibilities at each location.



Governance and responsibilities. There are occupational health and safety specialists in the companies carrying out production activities, with reporting lines and periodic reviews at management level; the other companies are assisted by external consultants. Internal committees, composed of designated specialists and production coordinators, analyze incidents and “near-miss” situations, monitor key indicators and approve corrective and preventive measures.



Risk identification and control. All positions and operations are covered by updated risk assessments, which follow the hierarchy of controls: elimination – substitution – technical measures – administrative measures – PPE (personal protective equipment). High-risk areas (machine handling, process lines, internal traffic, work with open flames or in confined spaces) have specific work instructions and permits. For technical interventions, equipment lockout and tagout procedures are applied, and for substances/flows with risk, kits and response scenarios are maintained.



Training and competence. New employees undergo SSM induction programs, followed by periodic on-the-job training and practical checks. Production, maintenance, logistics and quality teams receive dedicated modules (equipment handling, ergonomics, signaling, emergency intervention). Contractors and visitors are trained on access to the premises, and risky work is carried out only with a permit and under supervision.



Operational control and discipline. Standard procedures are implemented in production, summarized before each shift, 5S checks and health and safety tours with the participation of section heads. For areas with dust/emission risk, technical protection measures and industrial cleanliness are applied, and pedestrian and vehicle routes are marked and controlled. The responsible team checks compliance with the use of PPE and the condition of fire prevention and extinguishing equipment.



Monitoring, reporting, auditing. Indicators such as accident frequency and severity, near-miss rate, training hours and internal/external audit results are tracked. Any incident is investigated, with root cause analysis and corrective action plan with deadline and responsibility. Results are consolidated at group level and discussed in HSE committees.

Our objective is clear:

ZERO accidents, ZERO compromises.

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7.2. Occupational Health and Safety (OHS)



Emergency preparedness. Each location has intervention plans and teams, dedicated means (including for accidental leaks), marked evacuation routes and documented periodic exercises. Lessons learned are transferred into procedures and training.



Culture and people involvement. GreenGroup promotes open reporting of accidents, as well as “near-miss” situations (avoided accidents), through short awareness sessions at the workplace and thematic campaigns. Feedback from the team and improvement ideas are collected and prioritized, with a focus on measures with immediate impact in risk areas.

Overall, the Group’s approach combines robust technical measures, operational discipline and a culture of prevention, with the aim of reducing risk exposure and protecting people’s health, while ensuring the continuity and quality of operations.

In 2025, GreenGroup aims to continue investing in work equipment, digitalize incident reporting and introduce programs that address not only the physical health of employees, but also their mental health. Specific metrics – such as the number of accidents, the incidence rate or the number of training hours – are presented in the table below.



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Indicators	GreenTech Romania			GreenTech Slovakia			GreenTech Lithuania		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of deaths among own employees as a result of work-related accidents and illnesses	0	0	0	0	0	0	1	0	0
Number of deaths due to work-related accidents and illnesses of other workers working on the organization's sites	0	0	0	0	0	0	0	0	0
Number of recordable work-related accidents among own workforce	6	2	1	3	1	20	1	2	0
Recordable work-related accident rate for own workforce	4.45	2.23	1.20	36.51	8.44	212.77	12.84	30.43	0
Traffic accidents	1	1	0	0	0	0	0	1	0
Number of recordable work-related illnesses among employees	0	0	0	0	0	0	0	0	0
Number of days lost due to work-related accidents, illnesses and deaths caused by them among employees	138	17	10	38	21	276	0	35	0
"Avoided accident" situations	89	205	191	7	27	101	0	37	44
Employee number	832			94			61		

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Indicators	GreenWEEE			Verdum			ECSO		
	2022	2023	2024	2022	2023	2024	2022*	2023	2024
Number of deaths among own employees as a result of work-related accidents and illnesses	0	0	0	0	0	0		0	0
Number of deaths due to work-related accidents and illnesses of other workers working on the organization's sites	0	0	0	0	0	0		0	0
Number of recordable work-related accidents among own workforce	1	7	3	0	2	4		3	6
Recordable work-related accident rate for own workforce	1.86	11.61	7.04	0	3.67	11.02		23.12	55.56
Traffic accidents	0	0	1	0	0	2		1	0
Number of recordable work-related illnesses among employees	0	0	0	0	0	0		0	0
Number of days lost due to work-related accidents, illnesses and deaths caused by them among employees	16	109	227	0	5	55		121	190
"Avoided accident" situations	2	6	1	2	1	6		4	0
Employee number		426			363			108	

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Indicators	GreenGlass				Žalvaris			Expert Cleaning	
	2022	2023	2024	2022*	2023	2024	2022*	2023	2024
Number of deaths among own employees as a result of work-related accidents and illnesses	0	0	0		0	0		0	0
Number of deaths due to work-related accidents and illnesses of other workers working on the organization's sites	0	0	0		0	0		0	0
Number of recordable work-related accidents among own workforce	0	0	0		1	4		3	6
Recordable work-related accident rate for own workforce	0	0	0		4.82	25.32		22.85	21.28
Traffic accidents	0	0	0	0	0	0		0	0
Number of recordable work-related illnesses among employees	0	0	0		0	0		2	0
Number of days lost due to work-related accidents, illnesses and deaths caused by them among employees	0	0	0		7	32		0	111
"Avoided accident" situations	0	5	13		0	0			0
Employee number		49			158			282	

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7.2. Occupational Health and Safety (OHS)

Indicators	Sigad			GreenResources		
	2022	2023	2024	2022	2023	2024
Number of deaths among own employees as a result of work-related accidents and illnesses	0	0	0	0	0	0
Number of deaths due to work-related accidents and illnesses of other workers working on the organization's sites	0	0	0	0	0	0
Number of recordable work-related accidents among own workforce	0	0	0	0	0	0
Recordable work-related accident rate for own workforce	0	0	0	0	0	0
Traffic accidents	0	0	0	0	0	0
Number of recordable work-related illnesses among employees	0	0	0	0	0	0
Number of days lost due to work-related accidents, illnesses and deaths caused by them among employees	0	0	0	0	0	0
"Avoided accident" situations			0			0
Employee number		16		17		

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7.3. Diversity, Equity and Inclusion (DEI)

GreenGroup promotes an inclusive work environment, where diversity is considered an asset. DEI policies are integrated into all human resources processes, from recruitment to evaluation and promotion. The company prohibits discrimination based on gender, age, ethnicity, religion, sexual orientation, disability or any other protected criterion.

Concrete actions include:

- Periodic analysis of the workforce structure**, to monitor gender distribution by hierarchical levels and to identify areas where balancing is needed. In 2024, women represented about 34% of all employees, a level typical of manufacturing industries.
- Diversity and inclusion programs**, which include internal awareness campaigns and support for employees from vulnerable groups. Partnerships with associations that promote the integration of people with disabilities into the labor market are also encouraged.
- Discrimination reporting mechanisms**. There are confidential channels through which employees can report situations of discrimination or harassment. Complaints are investigated by the human resources department and, where appropriate, corrective measures are applied.



7.4. Respect for human rights in the value chain



GreenGroup’s responsibility towards people does not stop at its own employees, but extends to the entire value chain – those who indirectly contribute to the Group’s activities, including employees of suppliers and subcontractors. To ensure respect for human rights and decent working conditions, the following are applied:

- Contractual clauses** that oblige suppliers to comply with national and international labor standards, to prohibit forced labor and child labor and to ensure fair remuneration.
- Social audits**. Internal teams or external auditors reserve the right to carry out checks on working conditions in suppliers’ units. If non-compliance is found, the supplier must present a remediation plan; otherwise, the collaboration is suspended.
- Support for skills development**. Some projects involve training supplier employees in areas such as safety, waste management or ESG reporting.

Through these actions, GreenGroup contributes to improving social standards in the recycling industry and ensures that the benefits of the circular economy are distributed fairly throughout the value chain.

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7.5. Involvement in local communities

In 2024, GreenGroup strengthened its role as a responsible partner for the communities in which it operates, maintaining the strategic direction established in previous years: education and excellence, health and well-being, community development and environmental protection. The approach is multi-annual and aligned with the company’s objectives.

The GreenGroup story is about people and how we can transform limited resources into unlimited opportunities. In every city where we are present, communities have welcomed and supported us and this trust inspires us to give back, to be not just a neighbor, but a long-term partner.

Social responsibility means initiatives that leave visible traces: communities that become stronger and natural environments that come back to life, students who have the courage to dream further, hospitals where patients receive better treatment.

Our mission is clear:
to grow together with society, build resilience and contribute to a better life for everyone.



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GreenGroup promotes an inclusive work environment where diversity is seen as an asset. DEI policies are integrated into all human resources processes, from recruitment to evaluation and promotion. The company prohibits discrimination based on gender, age, ethnicity, religion, sexual orientation, disability, or any other protected criterion.

CSR Pillars




Education

Power through knowledge and academic excellence




Health

Facilitating access to high-quality medical and health services



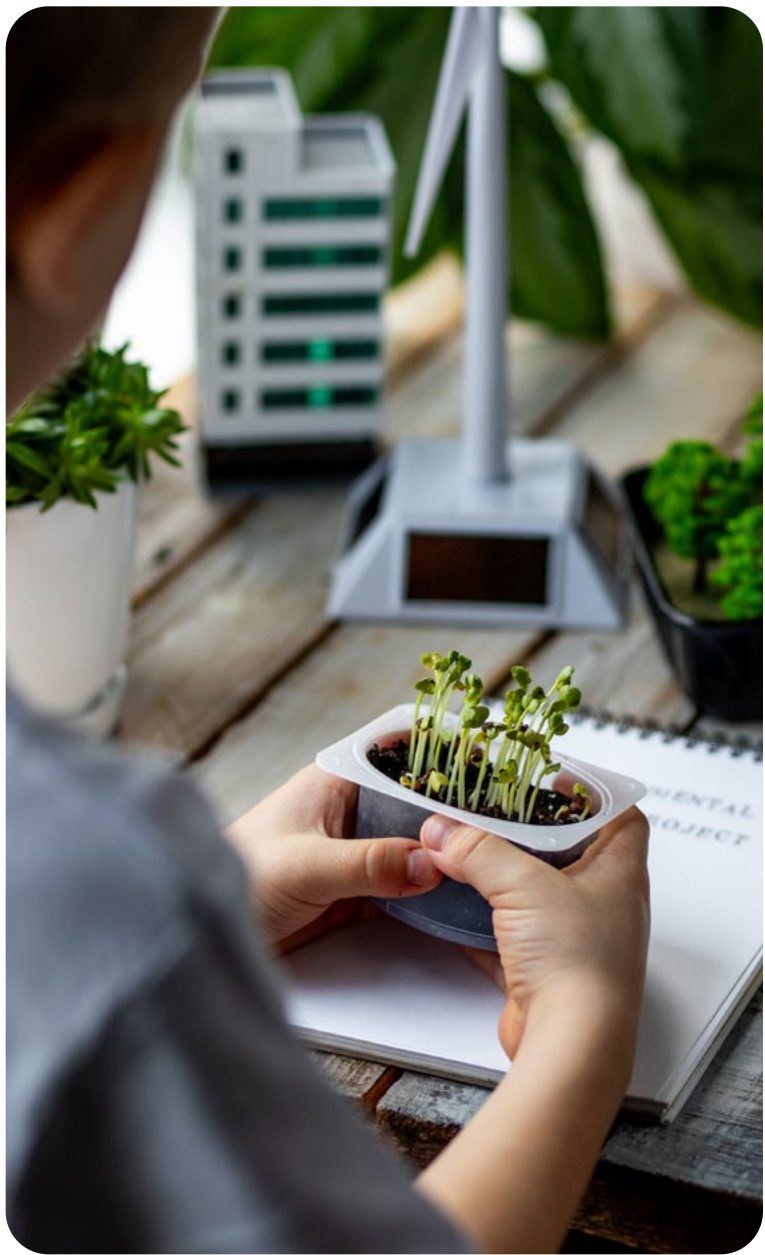
Community

Contributing to resilient and inclusive social development



Environment

Restoring ecosystems and promoting the circular economy



Pillar 1. Education and support for excellence

We support initiatives that promote access to quality learning, reward academic excellence and provide new generations with the skills they need to succeed in a changing world.

Every child who gains access to knowledge, every student who pushes beyond their limits, every young person who discovers what it means to build a sustainable future becomes part of a greater story: the story of a more balanced world.

Quality education –We open doors to learning where resources are lacking, so that no community is left behind.
Academic excellence – We recognize and support the students who dare to be exceptional, those who will turn science into progress for everyone.
Skills for the future – Through our programs, young people not only learn about recycling and sustainability, but live these values, gaining the courage and knowledge the world will need tomorrow.

Initiatives:

- 1. Partnerships with academia, schools and universities.
- 2. Scholarships for students from disadvantaged backgrounds.
- 3. Mentoring programs in the field of recycling and sustainability.
- 4. Sustainability education from practitioners (factory visits, interactive sessions, training for employees of partner companies).

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Pillar 2. Health and Wellbeing

A strong community is built starting from the health of its people. That is why we invest in hospital modernization, support access to medical services where they are lacking, and support programs that put prevention and well-being at the center of attention.

- Infrastructure support** – Investments in medical facilities in underserved areas, so that essential treatments are accessible to all.
- Emergency medical care** – Rapid interventions and programs dedicated to the physical and emotional health of communities.
- Wellness programs** – Health benefits and prevention initiatives for employees and their families, with a focus on balance and quality of life.

Initiatives:

- 1. Modernization of hospitals through donations of medical equipment.
- 2. Support for rural medical facilities.
- 3. Medical packages, periodic check-ups, emotional support and sports activities for employees.
- 4. Emergency medical support (e.g. COVID pandemic).

Pillar 3. Community Development and Social Support

Communities grow and strengthen when people know they are not alone. In the face of crises, when inequalities arise or when solidarity is needed, we intervene to build resilience and create an environment in which every voice has a place.

- Crisis Support** – Rapid interventions for communities affected by unexpected events.
- Inclusion** – Programs dedicated to vulnerable individuals and groups, to offer them real opportunities for integration.
- Solidarity** – Initiatives that unite people and lay the foundations for resilient and cohesive communities.

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Pillar 4. Environmental Care

The environment in which we live is the most valuable asset we can leave to future generations. That is why our actions go beyond recycling and are transformed into projects that restore ecosystems, reduce the climate footprint and restore green and clean spaces to communities.

Climate neutrality – We support initiatives that reduce the impact on the environment and contribute to achieving the Sustainable Development Goals (SDGs) established by the UN.

Afforestation – Planting native species on degraded lands.

Clean-up actions – Organizing waste collection campaigns together with NGOs and authorities.

Creating green spaces – Transforming unused lands into parks or recreational areas.

Initiatives:

- 1. We use modern technologies that reduce energy consumption, CO₂ emissions and the amount of waste resulting from production.
- 2. Ecosystem restoration projects and biodiversity conservation.
- 3. Collection and awareness campaigns in communities.
- 4. We transform unused or degraded lands into parks, gardens and recreational spaces. These areas become places where people can relax, socialize and breathe clean air, while contributing to reducing pollution and increasing the quality of life in communities.

Results and scaling

2024 highlights a solid portfolio, with over 20 projects implemented, supported by a total investment of over EUR 100,000 and a broad beneficiary base; over 130,000 people (pupils, students, patients, families, volunteers and entire communities). More important than these quantitative benchmarks, however, is the “network effect”: formats that can be replicated, partnerships that are strengthened year after year and educational content that passes from the industrial area (factories, processes) to schools and families.

For 2025, GreenGroup aims to amplify these results through:

Education – continuation of programs dedicated to recycling, organization of factory visits and partnerships with universities for R&D and internships, with a focus on supporting academic performance.

Health – participation in sporting events, internal wellbeing programs for employees and investments in hospital modernization, with a focus on rapid access to medical services in rural or isolated areas.

Community – organization of an annual volunteering event at the group level, aimed at supporting vulnerable categories (children, the elderly).

Environment – continuation of cleaning and tree planting campaigns, as well as the development of new community green spaces for recreation.

Through these directions, GreenGroup consolidates its role as an active partner in the circular economy and community development, demonstrating that sustainability means not only efficient industrial processes, but also investments in people and the environment in which they live.



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GreenTech – Plastic Division	2022	2023	2024
Total energy consumption related to own operations (MWh)	119,545	100,815	126,636
Total energy consumption from renewable sources (MWh)	46,336	39,764	53,319
Share of renewable sources in total energy consumption	39%	39%	42.1%
Total energy consumption from fossil sources (MWh)	73,209	61,051	73,316
Fuel consumption from crude oil and petroleum products (MWh)	3,432	3,560	4,045
Fuel consumption from natural gas (MWh)	60,024	48,585	63,120
Electricity, heat, steam, and cooling purchased or obtained from fossil sources (MWh)	9,754	8,905	6,151
Share of fossil sources in total energy consumption	61%	61%	57.9%

GreenWEEE	2022	2023	2024
Total energy consumption related to own operations (MWh)	7,408	10,326	11,792
Total energy consumption from renewable sources (MWh)	2,544	5,051	6,458
Share of renewable sources in total energy consumption	34.34%	48.91%	54.8%
Total energy consumption from fossil sources (MWh)	4,864	5,276	5,334
Fuel consumption from crude oil and petroleum products (MWh)	2,162	2,604	2,981
Fuel consumption from natural gas (MWh)	1,262	1,750	1,545
Electricity, heat, steam, and cooling purchased or obtained from fossil sources (MWh)	1,440	922	808
Share of fossil sources in total energy consumption	65.66%	51.09%	45.2%

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GreenGlass	2022	2023	2024
Total energy consumption related to own operations (MWh)	5,843	5,097	6,148
Total energy consumption from renewable sources (MWh)	1,387	1,134	1,387
Share of renewable sources in total energy consumption	23.73%	22.26%	22.6%
Total energy consumption from fossil sources (MWh)	4,457	3,962	4,797
Fuel consumption from crude oil and petroleum products (MWh)	429	433	524
Fuel consumption from natural gas (MWh)	3,803	3,344	4,273
Electricity, heat, steam, and cooling purchased or obtained from fossil sources (MWh)	225	185	0
Share of fossil sources in total energy consumption	76.27%	77.74%	77.4%

Sigad	2022	2023	2024
Total energy consumption related to own operations (MWh)	39	65	30
Total energy consumption from renewable sources (MWh)	4	4	6
Share of renewable sources in total energy consumption	9,23%	5,95%	0
Total energy consumption from fossil sources (MWh)	36	61	24
Fuel consumption from crude oil and petroleum products (MWh)	22	42	24
Fuel consumption from natural gas (MWh)	9	14	0
Electricity, heat, steam, and cooling purchased or obtained from fossil sources (MWh)	5	5	0
Share of fossil sources in total energy consumption	90.77%	94.05%	100%

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GreenResources	2022	2023	2024
Total energy consumption related to own operations (MWh)	111	152	88
Total energy consumption from renewable sources (MWh)	0	70	9
Share of renewable sources in total energy consumption	0.00%	45.93%	11.4%
Total energy consumption from fossil sources (MWh)	111	82	79
Fuel consumption from crude oil and petroleum products (MWh)	108	82	79
Fuel consumption from natural gas (MWh)	0	0	0
Electricity, heat, steam, and cooling purchased or obtained from fossil sources (MWh)	3	0	0
Share of fossil sources in total energy consumption	100%	54.07%	88.6%

Expert Cleaning	2022	2023	2024
Total energy consumption related to own operations (MWh)	223	234	313
Total energy consumption from renewable sources (MWh)	1	1	0
Share of renewable sources in total energy consumption	0.44%	0.60%	0.0%
Total energy consumption from fossil sources (MWh)	222	233	313
Fuel consumption from crude oil and petroleum products (MWh)	200	206	293
Fuel consumption from natural gas (MWh)	20	25	18
Electricity, heat, steam, and cooling purchased or obtained from fossil sources (MWh)	1	2	2
Share of fossil sources in total energy consumption	99,56%	99,40%	100.0%

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Verdum	2022	2023	2024
Total energy consumption related to own operations (MWh)	966	1,446	2,673
Total energy consumption from renewable sources (MWh)	0	0	0
Share of renewable sources in total energy consumption	0.00%	0.00%	0.0%
Total energy consumption from fossil sources (MWh)	966	1,446	2,673
Fuel consumption from crude oil and petroleum products (MWh)	780	1,278	1,766
Fuel consumption from natural gas (MWh)	138	127	20
Electricity, heat, steam, and cooling purchased or obtained from fossil sources (MWh)	47	41	887
Share of fossil sources in total energy consumption	100%	100%	100%

ECSO	2022	2023	2024
Total energy consumption related to own operations (MWh)	21.807	19.838	18,369
Total energy consumption from renewable sources (MWh)	20.98	19.314	18,002
Share of renewable sources in total energy consumption	96.21%	97.36%	98.0%
Total energy consumption from fossil sources (MWh)	828	524	367
Fuel consumption from crude oil and petroleum products (MWh)	633	413	367
Fuel consumption from natural gas (MWh)	0	0	0
Electricity, heat, steam, and cooling purchased or obtained from fossil sources (MWh)	0	0	0
Share of fossil sources in total energy consumption	3.79%	2.64%	2.0%

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Žalvaris	2022	2023	2024
Total energy consumption related to own operations (MWh)	5,103	5,369	7,061
Total energy consumption from renewable sources (MWh)	527	509	815
Share of renewable sources in total energy consumption	10.33%	9.48%	11.6%
Total energy consumption from fossil sources (MWh)	4,576	4,86	6,246
Fuel consumption from crude oil and petroleum products (MWh)	4,501	4,781	6,246
Fuel consumption from natural gas (MWh)	75	78	0
Electricity, heat, steam, and cooling purchased or obtained from fossil sources (MWh)	0	0	0
Share of fossil sources in total energy consumption	89.67%	90.52%	88.4%

Diesel	0.0106 MWh/liter
Gasoline	0.0093 MWh/liter
LPG	0.007 MWh/liter
Natural Gas	0.0107 MWh/cubic meter
Coal	0.0065 MWh/kg

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GreenTech Romania			
Indicators	2022	2023	2024
Total number of employees (HC)	1003	817	832
- full-time	939	806	822
- part-time	59	7	7
- management contract	5	4	3
- permanent contract	887	769	759
- fixed-term contract	116	48	73
Non-employee personnel - freelancers (HC)	2	3	4
Non-employee personnel - external sources (HC)	0	0	0
Average number of employees (FTE)	868	759	779
Number of new employees during the year (HC)	324	136	215
Number of employees who left during the year (HC)	513	184	152
Annual employee turnover rate	59%	24%	18%
Number of women employed (HC)	351	268	268
Number of men employed (HC)	648	550	564
Share of women in total employees	35%	33%	32%
Number of women in managerial positions (HC)	12	13	13
Number of men in managerial positions (HC)	13	12	12

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GreenTech Romania			
Indicators	2022	2023	2024
Share of women in managerial positions	48%	52%	52%
Number of local employees (HC)	956	776	784
Number of foreign employees from EU (HC)	0	0	0
Number of foreign employees from outside the EU (HC)	42	41	45
Number of employees with disabilities (HC)	2	3	4
Number of employee representatives (HC)	6	3	3
Number of employees who benefited from training	140	185	108
Training expenses (euro)	14653	23388	26352
Number of reported incidents of discrimination, psychological harassment, sexual harassment	0	0	0
Number of confirmed incidents of discrimination, psychological harassment, sexual harassment	0	0	0
Diferența de salarizare pe genuri	7%	6.93%	3.97%

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GreenTech Lithuania				
Indicators	2022	2023	2024	
Total number of employees (HC)	62	57	61	
- full-time	54	55	59	
- part-time	1	1	1	
- management contract	7	1	1	
- permanent contract	62	57	61	
- fixed-term contract	0	0	0	
Non-employee personnel - freelancers (HC)	0	0	0	
Non-employee personnel - external sources (HC)	0	0	0	
Average number of employees (FTE)	39	49	60	
Number of new employees during the year (HC)	58	54	56	
Number of employees who left during the year (HC)	43	47	52	
Annual employee turnover rate	110%	95%	85%	
Number of women employed (HC)	18	20	19	
Number of men employed (HC)	37	37	42	
Share of women in total employees	33%	35%	31%	
Number of women in managerial positions (HC)	3	0	3	
Number of men in managerial positions (HC)	4	1	4	

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GreenTech Lithuania			
Indicators	2022	2023	2024
Share of women in managerial positions	43%	0%	43%
Number of local employees (HC)	53	56	59
Number of foreign employees from EU (HC)	0	0	0
Number of foreign employees from outside the EU (HC)	2	1	2
Number of employees with disabilities (HC)	0	0	2
Number of employee representatives (HC)	1	1	1
Number of employees who benefited from training	138	232	154
Training expenses (euro)	3,353	14,026	17,452
Number of reported incidents of discrimination, psychological harassment, sexual harassment	1	0	2
Number of confirmed incidents of discrimination, psychological harassment, sexual harassment	0	0	0
Gender pay gap	18%	29%	10%

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Indicators	2022	2023	2024	
Total number of employees (HC)	113	106	108	
- full-time	108	104	106	
- part-time	4	1	1	
- management contract	8	1	1	
- permanent contract	111	105	108	
- fixed-term contract	2	1	0	
Non-employee personnel - freelancers (HC)	0	0	0	
Non-employee personnel - external sources (HC)	0	0	0	
Average number of employees (FTE)	98	87	101	
Number of new employees during the year (HC)	68	79	70	
Number of employees who left during the year (HC)	59	89	75	
Annual employee turnover rate	60%	84%	69%	
Number of women employed (HC)	36	38	37	
Number of men employed (HC)	77	68	71	
Share of women in total employees	32%	36%	34%	
Number of women in managerial positions (HC)	2	3	3	
Number of men in managerial positions (HC)	6	4.5	5	

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ECSO			
Indicators	2022	2023	2024
Share of women in managerial positions	25%	39%	38%
Number of local employees (HC)	107	99	95
Number of foreign employees from EU (HC)	0	0	0
Number of foreign employees from outside the EU (HC)	6	7	12
Number of employees with disabilities (HC)	2	1	0
Number of employee representatives (HC)	3	3	3
Number of employees who benefited from training	130	243	188
Training expenses (euro)	26,575	22,056	14,331
Number of reported incidents of discrimination, psychological harassment, sexual harassment	0	0	0
Number of confirmed incidents of discrimination, psychological harassment, sexual harassment	0	0	0
Gender pay gap	25%	33%	27%

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GreenTech Slovakia				
Indicators	2022	2023	2024	
Total number of employees (HC)	84	77	94	
- full-time	76	70	89	
- part-time	6	4	3	
- management contract	2	3	2	
- permanent contract	56	57	53	
- fixed-term contract	28	20	41	
Non-employee personnel - freelancers (HC)	0	0	2	
Non-employee personnel - external sources (HC)	0	1	2	
Average number of employees (FTE)	72	75	91	
Number of new employees during the year (HC)	46	51	89	
Number of employees who left during the year (HC)	39	60	63	
Annual employee turnover rate	54%	78%	67%	
Number of women employed (HC)	31	25	26	
Number of men employed (HC)	53	52	68	
Share of women in total employees	37%	32%	28%	
Number of women in managerial positions (HC)	1	1	2	
Number of men in managerial positions (HC)	4	4	3	

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GreenTech Slovakia			
Indicators	2022	2023	2024
Share of women in managerial positions	20%	20%	40%
Number of local employees (HC)	83	76	92
Number of foreign employees from EU (HC)	0	0	0
Number of foreign employees from outside the EU (HC)	1	1	2
Number of employees with disabilities (HC)	5	2	2
Number of employee representatives (HC)	0	0	0
Number of employees who benefited from training	3	35	238
Training expenses (euro)	10,761	8,210	15,658
Number of reported incidents of discrimination, psychological harassment, sexual harassment	0	0	0
Number of confirmed incidents of discrimination, psychological harassment, sexual harassment	0	0	0
Gender pay gap	36%	36%	20%

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GreenWEEE			
Indicators	2022	2023	2024
Total number of employees (HC)	349	396	426
- full-time	327	372	401
- part-time	17	19	20
- management contract	5	5	5
- permanent contract	312	350	363
- fixed-term contract	37	46	63
Non-employee personnel - freelancers (HC)	5	4	4
Non-employee personnel - external sources (HC)	0	0	14
Average number of employees (FTE)	268	313	362
Number of new employees during the year (HC)	159	301	288
Number of employees who left during the year (HC)	129	275	243
Annual employee turnover rate	48%	69%	57%
Number of women employed (HC)	84	101	125
Number of men employed (HC)	274	295	301
Share of women in total employees	24%	26%	29%
Number of women in managerial positions (HC)	2	2	2
Number of men in managerial positions (HC)	8	6	5

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GreenTech WEEE				
Indicators	2022	2023	2024	
Share of women in managerial positions	20%	26%	29%	
Number of local employees (HC)	348	395	524	
Number of foreign employees from EU (HC)	1	1	1	
Number of foreign employees from outside the EU (HC)	0	0	0	
Number of employees with disabilities (HC)	0	0	1	
Number of employee representatives (HC)	3	3	3	
Number of employees who benefited from training	116	184	291	
Training expenses (euro)	11,108	15,601	21,175	
Number of reported incidents of discrimination, psychological harassment, sexual harassment	0	0	0	
Number of confirmed incidents of discrimination, psychological harassment, sexual harassment	0	0	0	
Gender pay gap	-16%	-13%	6%	

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GreenGlass				
Indicators	2022	2023	2024	
Total number of employees (HC)	45	47	49	
- full-time	32	34	35	
- part-time	12	10	11	
- management contract	1	3	3	
- permanent contract	38	42	43	
- fixed-term contract	6	5	6	
Non-employee personnel - freelancers (HC)	2	2	2	
Non-employee personnel - external sources (HC)	0	0	0	
Average number of employees (FTE)	30	31	34	
Number of new employees during the year (HC)	8	15	9	
Number of employees who left during the year (HC)	9	11	9	
Annual employee turnover rate	30%	23%	18%	
Number of women employed (HC)	14	15	18	
Number of men employed (HC)	31	32	31	
Share of women in total employees	31%	32%	37%	
Number of women in managerial positions (HC)	1	1	1	
Number of men in managerial positions (HC)	3	3	3	

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GreenGlass			
Indicators	2022	2023	2024
Share of women in managerial positions	25%	25%	25%
Number of local employees (HC)	45	47	49
Number of foreign employees from EU (HC)	0	0	0
Number of foreign employees from outside the EU (HC)	0	0	0
Number of employees with disabilities (HC)	0	0	0
Number of employee representatives (HC)	2	2	2
Number of employees who benefited from training	7	2	0
Training expenses (euro)	600	838	0
Number of reported incidents of discrimination, psychological harassment, sexual harassment		0	0
Number of confirmed incidents of discrimination, psychological harassment, sexual harassment		0	0
Gender pay gap	19%	13%	31%

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Verdum				
Indicators	2022	2023	2024	
Total number of employees (HC)	304	342	363	
- full-time	292	327	344	
- part-time	12	13	17	
- management contract	2	2	2	
- permanent contract	304	341	363	
- fixed-term contract	0	1	0	
Non-employee personnel - freelancers (HC)	2	-	0	
Non-employee personnel - external sources (HC)	0	-	0	
Average number of employees (FTE)	269	296	325	
Number of new employees during the year (HC)	227	211	213	
Number of employees who left during the year (HC)	180	216	168	
Annual employee turnover rate	67%	63%	59%	
Number of women employed (HC)	54	68	75	
Number of men employed (HC)	250	274	288	
Share of women in total employees	18%	20%	21%	
Number of women in managerial positions (HC)	5	5	4	
Number of men in managerial positions (HC)	8	5	6	

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Verdum			
Indicators	2022	2023	2024
Share of women in managerial positions	38%	47%	40%
Number of local employees (HC)	294	338	356
Number of foreign employees from EU (HC)	0	1	0
Number of foreign employees from outside the EU (HC)	10	3	5
Number of employees with disabilities (HC)	0	1	1
Number of employee representatives (HC)	3	3	3
Number of employees who benefited from training	N/A	17	25
Training expenses (euro)	N/A	3,520	5,018
Number of reported incidents of discrimination, psychological harassment, sexual harassment	0	0	0
Number of confirmed incidents of discrimination, psychological harassment, sexual harassment	0	0	0
Gender pay gap	24%	-29%	-18%

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Sigad				
Indicators	2022	2023	2024	
Total number of employees (HC)	8	16	16	
- full-time	8	12	11	
- part-time	0	2	4	
- management contract	0	2	1	
- permanent contract	8	16	16	
- fixed-term contract	0	0	0	
Non-employee personnel - freelancers (HC)	1	0	0	
Non-employee personnel - external sources (HC)	0	0	0	
Average number of employees (FTE)	8	12	15	
Number of new employees during the year (HC)	0	10	4	
Number of employees who left during the year (HC)	0	3	4	
Annual employee turnover rate	0%	19%	25%	
Number of women employed (HC)	5	6	5	
Number of men employed (HC)	3	10	11	
Share of women in total employees	63%	38%	31%	
Number of women in managerial positions (HC)	1	0	1	
Number of men in managerial positions (HC)	1	2	1	

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Sigad			
Indicators	2022	2023	2024
Share of women in managerial positions	50%	0%	50%
Number of local employees (HC)	8	16	16
Number of foreign employees from EU (HC)	0	0	0
Number of foreign employees from outside the EU (HC)	0	0	0
Number of employees with disabilities (HC)	0	0	0
Number of employee representatives (HC)	0	0	0
Number of employees who benefited from training	0	8	3
Training expenses (euro)	0	1,500	614
Number of reported incidents of discrimination, psychological harassment, sexual harassment	0	0	0
Number of confirmed incidents of discrimination, psychological harassment, sexual harassment	0	0	0
Gender pay gap	43%	33%	27%

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GreenResources				
Indicators	2022	2023	2024	
Total number of employees (HC)	19	19	17	
- full-time	15	16	15	
- part-time	2	1	1	
- management contract	2	2	1	
- permanent contract	17	18	17	
- fixed-term contract	0	1	0	
Non-employee personnel - freelancers (HC)	1	0	1	
Non-employee personnel - external sources (HC)	0	0	0	
Average number of employees (FTE)	12	14	14	
Number of new employees during the year (HC)	2	1	1	
Number of employees who left during the year (HC)	2	2	1	
Annual employee turnover rate	17%	11%	6%	
Number of women employed (HC)	15	15	14	
Number of men employed (HC)	5	4	3	
Share of women in total employees	79%	79%	82%	
Number of women in managerial positions (HC)	6	7	6	
Number of men in managerial positions (HC)	4	3	2	

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GreenResources				
Indicators	2022	2023	2024	
Share of women in managerial positions	60%	70%	75%	
Number of local employees (HC)	19	19	17	
Number of foreign employees from EU (HC)	0	0	0	
Number of foreign employees from outside the EU (HC)	0	0	0	
Number of employees with disabilities (HC)	0	0	0	
Number of employee representatives (HC)	0	1	1	
Number of employees who benefited from training	0	11	4	
Training expenses (euro)	0	2,057	7,072	
Number of reported incidents of discrimination, psychological harassment, sexual harassment	0	0	0	
Number of confirmed incidents of discrimination, psychological harassment, sexual harassment	0	0	0	
Gender pay gap	47%	31%	-9%	

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Expert Cleaning		
Indicators	2023	2024
Total number of employees (HC)	196	282
- full-time	178	258
- part-time	17	23
- management contract	1	1
- permanent contract	195	282
- fixed-term contract	1	0
Non-employee personnel - freelancers (HC)	0	0
Non-employee personnel - external sources (HC)	6	6
Average number of employees (FTE)	13	204
Number of new employees during the year (HC)	164	628
Number of employees who left during the year (HC)	157	507
Annual employee turnover rate	80%	180%
Number of women employed (HC)	134	185
Number of men employed (HC)	62	97
Share of women in total employees	69%	66%
Number of women in managerial positions (HC)	5	5
Number of men in managerial positions (HC)	2	5

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Expert Cleaning		
Indicators	2023	2024
Share of women in managerial positions	71%	50%
Number of local employees (HC)	194	272
Number of foreign employees from EU (HC)	0	0
Number of foreign employees from outside the EU (HC)	2	10
Number of employees with disabilities (HC)	1	1
Number of employee representatives (HC)	2	2
Number of employees who benefited from training	1	10
Training expenses (euro)	2,500	3,920
Number of reported incidents of discrimination, psychological harassment, sexual harassment	0	0
Number of confirmed incidents of discrimination, psychological harassment, sexual harassment	0	0
Gender pay gap	-6%	6%

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Žalvaris		
Indicators	2023	2024
Total number of employees (HC)	143	158
- full-time	131	144
- part-time	12	14
- management contract	0	0
- permanent contract	143	158
- fixed-term contract	0	0
Non-employee personnel - freelancers (HC)	0	0
Non-employee personnel - external sources (HC)	5	4
Average number of employees (FTE)	141	149
Number of new employees during the year (HC)	42	57
Number of employees who left during the year (HC)	35	42
Annual employee turnover rate	24%	27%
Number of women employed (HC)	38	37
Number of men employed (HC)	105	121
Share of women in total employees	27%	23%
Number of women in managerial positions (HC)	5	5
Number of men in managerial positions (HC)	13	13

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Žalvaris		
Indicators	2023	2024
Share of women in managerial positions	28%	28%
Number of local employees (HC)	143	158
Number of foreign employees from EU (HC)	0	0
Number of foreign employees from outside the EU (HC)	0	0
Number of employees with disabilities (HC)	0	0
Number of employee representatives (HC)	4	6
Number of employees who benefited from training	157	387
Training expenses (euro)	9,700	36,045
Number of reported incidents of discrimination, psychological harassment, sexual harassment	0	0
Number of confirmed incidents of discrimination, psychological harassment, sexual harassment	0	0
Gender pay gap	-1%	5%

Contact and additional information

GreenGroup appreciates feedback from readers and encourages dialogue with all stakeholders. For questions, suggestions or clarifications related to this report, please contact the sustainability department at the e-mail address: office@green-group.ro.

The feedback collected helps us improve communication and adapt reporting to stakeholder expectations

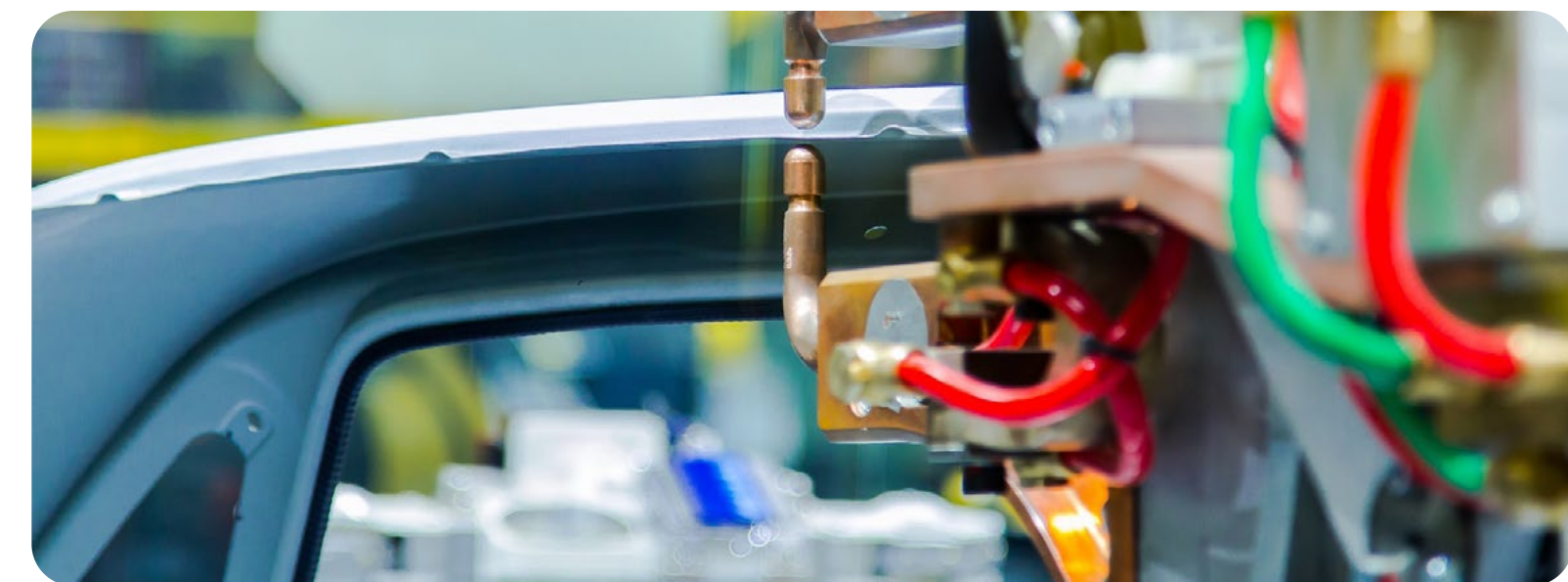
Reporting methodology

The GreenGroup 2024 Sustainability Report is prepared in accordance with the requirements of the European Sustainability Reporting Standards (ESRS) and takes into account the GRI Reporting Guidelines, as well as applicable European and national legislation.

The reporting scope includes entities under the “GreenGroup” brand. Financial data is reported in accordance with IFRS accounting standards and is verified by external auditors, while non-financial data is collected through internal reporting systems and is subject to verification by internal control and internal audit departments.

The methodology takes into account the principles of comparability, consistency, transparency and the materiality threshold established through the dual materiality analysis. Any forward-looking statement must be understood in the context of inherent uncertainties and strategic plans, which may undergo changes depending on the evolution of the economy and the legislative framework.

The data presented in this sustainability report and the processes used have not been verified by an independent external provider, but the variety of sources and tools used to collect the data ensures a high level of confidence in the relevance and accuracy of the information presented.





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